SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE

SRV. NO. 169/1/A, OPPOSITE ELPRO INTERNATIONAL, CHINCHWAD, PUNE-411033 (MS)
411033
www.iims.ac.in

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Yashaswi Group is a multidisciplinary Institute respected nationwide for its skill development and educational culture of excellence. It offers various programmes which are designed considering the present dynamic environment in the world of technology and management.

Yashaswi Education Society's International Institute of Management Science (IIMS) was founded in the year 2008, as a part of the flagship Group of Yashaswi Education Society, under the stewardship of President, Mr. Viswesh Kulkarni. Institute started offering MBA programme from the year 2011, with the basic aim of imparting management education of excellent quality to aspiring graduates from different parts of the country, the campus is laid out in the heartland of Chinchwad with world class infrastructure facilities. The location is centrally connected to other areas of Pimpri-Chinchwad Municipal Corporation and also Pune city. The institute offers Courses approved by AICTE affiliated to Savitribai Phule Pune University. The institute was awarded ISO 9001:2008 certification in October 2009 and recently upgraded to ISO 9001:2015 by the auditing body TUV SUD. (Certificate number 9910019171)

The institute follows a very high standard of academics, competently supported by a team of highly qualified and experienced faculties, both regular and visiting. The Institute has a well-equipped library of various journals including e-journals, DELNET subscription and reference volumes, besides a state-of-the-art Wi-Fi connectivity across campus, being used effectively by the students, faculties and non-teaching staff. The students are imbibed with both academic and extra-curricular pursuits, apart from empowering them with adequate skills and knowledge. This enables the students to pick up threads on how to enter and climb the corporate ladder in various industries, as they finish their post-graduation.

Our respected Patron President, Mr Viswesh Kulkarni, is a recipient of distinguished award of **"Shikshan Bhushan", "Rashtriya Ekta Puraskar" "Indian Leadership Award for Education Excellence"** for his valuable contributions in the educational arena. He is nominated as a member of All India Council for Technical Education (AICTE) as a representative of professional bodies (industries). He has been elected as 'National President' of National Institute of Personnel Management (NIPM) for the year 2018-2020.

Vision

To be a world class institution, providing value based education, empowering students to make valuable contributions to the business and society at large.

Mission

- To produce / train prospective business professionals who are ethical, entrepreneurial, productive and be future ready & socially responsible citizens.
- To use modern techniques for continuous improvement in learning process.
- To involve students and faculty in innovative research projects linked with industry, academic and research institute at large

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Brand and Association
2. Competent and Experienced Staff
3. 6 PhD holders and 5 are pursuing PhD
4. Excellent Infrastructure
5. Strong Alumni Linkage
6. Use of Innovative Training Methodology
7. Excellent Industry Institute Interface

Institutional Weakness

1. Student base from Rural area
2. 90% Quota filling of students
3. Revision of curriculum is after 3 years

Institutional Opportunity

1. NAAC Accreditation
2. Faculty Exchange Programmes
3. MDP Cell
4. Faculty Industry Shadowing
5. Use of Social Media
6. Focus of Start-ups – Make in India

Institutional Challenge

1. Industry Slowdown
2. Control of Attrition Rate
3. Inter Institute Competition

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

As an affiliated institute of Savitribai Phule Pune University (SPPU), the institute offers the syllabus prescribed by the parent University. Highlight of the syllabus the choice based credit system (CBCS) with cafeteria approach adopted by the institute. The institute prepares academic calendar for effective implementation of the syllabus. Faculty members of the institute constantly engage the students through Interactive, Collaborative and Independent Learning methods. Industrial visits are a major part of our course as it helps the students for corporate know how. The institute believes in offering knowledge beyond curriculum thus, it provides value added lectures and seminar to supplement the curriculum. Furthermore, value added courses, career oriented

programme, collaboration through MoUs helps in bridging the gap between theoretical learning and practical implications of the management concepts.

The Director of the institute also conducts periodical reviews along with the course coordinator of the portions covered by the faculties and also student attendance. The course coordinator with the help of other faculty members designs remedial lectures for slow and weak learners. Academic process is well maintained through ISO 9001 since inception of the institute. The Faculties are encouraged to attend and participate in FDPs, Seminars and Workshops organised by different Institutes for keeping track with the changes and curriculum.

The institute constantly puts effort in the direction of adding value to the Curriculum by providing a platform to the students on cross cutting issues which are significant to Gender, Environment and Sustainability, Human Values and Professional Ethics etc. The Institute regularly conducts Guest Lectures on contemporary topics. To imbibe the Human Values; Professional Ethics amongst the students, the Institute conducts lectures on Human Rights. Furthermore, the days of National importance are being celebrated by the Institute every year. Furthermore, the institute conducts sessions on Gender sensitization and Professional Ethics by inviting the speakers from the Corporate Sector.

The Grievance Redressal Cell ensures a ragging free atmosphere. A continuous feedback from students, teachers, parents and employers helps in smooth running of the curriculum.

Teaching-learning and Evaluation

The Institute adheres to the guidelines of DTE Maharashtra for giving admission to Students under the MBA Programme through Common Entrance Test, which subsequently gives a diverse mix of students who are from different academic backgrounds. Besides this, the Students also represent the diverse set socioeconomic echelons and vernacular language orientations. In order to cater to this diversity amongst the Students, the institution has established the practice of crafting a student profile which gives an insight into the diversity and abilities of the students.

In our Institute , the innovative approaches to Teaching and Learning such as *Outcome-Based Learning (OBE), Student-Centred Learning (SCL), Problem-based learning (PBL), Case Study (CS) are mainly focused to provide the students with an out of box perspective for their overall development.*

Though there is provision as per the guidelines issued by Pune University for admission of students who are categorized under the category of physical handicapped i.e. blind & differently abled, every year Institute makes provisions accordingly but the seats for such students applying is neglible.

Similarly, seats which are allocated by Pune University for the students applying from other states i.e. Other than Maharashtra State (OMS) are also low reason being as very few students clear the MH-CET entrance exam conducted by DTE. The number of students who have applied to our Institute in last five years, who belong to OMS category is also very low.

The Institution allots faculty as Mentors to the Students to facilitate the Personal interaction in the form of Mentor-Mentee Programme to develop the research acumen amongst the Students. One of the outcomes of this programme is categorization of students under slow and advanced learners and strategies are put in place to develop them.

Besides this, the formal and informal feedback by the respective faculty is taken time to time to understand the challenges & difficulties being faced by the Students, pertaining to the subject and help in chalking out a plan to help the Students in overcoming from those challenges and difficulties. Also the platform of national institute of personnel management helps students to hone their skills.

Research, Innovations and Extension

IIMS believes in the promoting knowledge culture and is committed to achieve excellence in the field of education by promoting innovative practices, quality research, conducting outreach and extension activities for its stakeholders both students and staff. IIMS research culture is depicted through its various research publications in renowned journals, conference proceedings and also by winning various research awards for papers published by faculties in various conferences. Our students are encouraged to take up various industrial research projects in coordination with faculty.

The Research & Development Cell makes every attempt to facilitate resources for research activities which in turn motivate both our students and adjoin faculties to enhance their research aptitude by publishing their work in renowned publications of state, national and international level.

Our Institute's activities are enumerated as below:

1) In the last five years, we have been sanctioned with a funding of Rs.1.25 crores (approx) from non-government agencies under the various research projects carried out successfully.

14 Research Scholars have been awarded Ph.D both including past and present, 12 books and 50+ papers were published & presented.

2) The Institute in collaboration with National Institute of Personnel Management (NIPM) a non-profit body, IIMS students and faculties participated in the national level conference in 2018 to cater to the students innovative and research based aptitude.

3) Faculties are supported to participate in Faculty Development Programs in association with NIPM. Our institute has signed approximately 25 live Memorandum of Understanding for conducting various outreach and extension activities in the field of Training, Research, Placements and Internship.

4) Our institute has developed an eco-system for innovation which supports budding entrepreneurs to convert their business ideas into reality. Various events for the industrial exposure for students have been undertaken in collaboration with NIPM.

5) Our institute students are actively involved in other extension activities in association with various NGO's, to name a few:

a) Tree Plantation

b) Blood donation drive

c) Donation of books and clothes to underprivileged childrens.

d) Swachhta Abhiyan

e) Traffic Awareness and use of Helmets

Infrastructure and Learning Resources

Yashaswi Education Society's International Institute of Management Science located at prime location, Chinchwad in Pune. The students can reach the location very conveniently using various modes of transport as the institute is centrally located. The railway station and bus stop is located at proximity of the institute.

Since its inception, International Institute of Management Science has maintained a unique state of the art of infrastructure and other facilities which are conducive to overall learning environment.

It has digitally equipped Library as learning resources for both students and faculties. The Library has a collection of 5960 books and DELNET subscription which gives access to 230 e-journals & e books. The library is fully automated through AutoLib Software.

Institute has a seven storeyed building comprising of ICT enabled smart classrooms, Seminar hall with LCD projectors, Video – conferencing facility and so on. Additionally the institute has the state of the art computer lab with all the essential hardware and software's, a language lab to support the teaching learning process.

Ample parking space is available in the premises. The Institute has clean and safe drinking water facility as it has RO water filters installed in every floor. The institute has a generator back up with a capacity of 240KV Institute's infrastructure is under 24/7 surveillance of CCTV cameras. The Institute has Lift facility with Security personals are on duty 24/7 to maintain security and safety on the campus.

Institute has technically equipped computer lab with 60 computers of latest configuration and Internet along with Wi-Fi facility having the internet speed of 60 MBPS with Hathway Lease line connection which is accessible to students and faculty.

To give real impetus to students' mind and soul, Institute has organized sports indoor events such relating Carrom and Chess. Annual cultural show by the name "CRESENDO" is held celebrated by the students. In governing Body meeting Adequate Budget is made available for library & Infrastructure up-gradation & maintenance every year.

Student Support and Progression

Student is the core focus at Yashaswi Education Society's International Institute of management Science. Along with quality teaching and implementation of curriculum provided by Savitribai Phule Pune University, the holistic development of student is ensured through various capability enhancement and development schemes like career counselling, soft skills development, remedial coaching, language lab, bridge courses, yoga and meditation, personal counselling etc.

Many sports and cultural activities like Crescendo, Yashotsav, celebrations of various festivals like Navratri, Makar Sankranti, Ganesh festival , Christmas, dandiya , various days like teachers day, Independence day, republic day, World Brotherhood Day and various competitions like rangoli competition, carom, chess, mad ads poster competitions are organized during the semester.

Apart from the cultural and sports competitions organised within the institute, students are also motivated to participate in sports/ cultural competitions, conferences organised in other institute. The students are also provided with financial assistance to participate in such activities.

The institute also motivates students to appear for competitive examinations like SLET, GATE, GMAT, CAT GRE, JAM, IELET, TOEFL etc.

Institute provides government scholarships to the economically backward and category students as per the criteria prescribed by government from time to time. The government scholarship schemes provided at International Institute of Management Science are Bharat Sarkar Shishyavrutti & Freeship and Rajarshi Chhatrapati Shahu Maharaj Scholarship.

Apart from the government scholarships, institute also has provision to offer scholarship to eligible candidates through Yashaswi Scholarship Scheme.

The institute has separate training and placement cell that provides training to the students, offers suitable

summer internship as well as final placement.

Institute has good network of Alumni and the meets of Alumni are organised in every semester.

Students are given exposure to industry through summer internship programmes and interactions with industry professionals from time to time.

The institute has a transparent mechanism for timely redressal of students' grievances including sexual harassment and ragging cases. The institute has formed a separate committee which looks after such cases. The committee holds meetings from time to time to discuss and solve the problems of students related to ragging or sexual harassment if any.

Governance, Leadership and Management

IIMS vision is to be a world class institution, providing value based education, empowering students to make valuable contributions to the business and society at large. All modern teaching tools are used for classroom teaching. IIMS strive to prepare students as per the corporate requirements. IIMS uses technology extensively to disseminate knowledge, which is coupled with dynamic teaching pedagogy. IIMS have a pool of faculty consisting of core experienced faculties supported by corporate executives, visiting and guest faculties. By ensuring activities like Faculty Empowerment, Infrastructure Up-gradation, Research and Development, Student Projects, Industry Institute Interaction and Community Development Programs IIMS inculcate culture of social responsibility and overall student development. IIMS governance comprises of Governing Body, Local Management Committee, Internal Quality Assurance Cell (IQAC) to institutionalize the process of quality enhancement and sustenance to quality standard.

The visionary Leadership is driven by our President Shri Vishwesh Kulkarni who has been confirmed with prestigious 'Indian Leadership Award for Education Excellence from All India Achievers Foundation in the year 2013 at Delhi. He is nominated as a member on the board of AICTE for 3 years since 2016 and also is presently nominated as Independent Representative on the committee of Minimum Wages Government of Maharashtra since 10th Sept. 2018.

The institute offers an effective organizational structure which provides effective delegation and decentralization with adequate autonomy for all the stakeholders helping better inter relationships among all departments and sections. The governing body constituted various committees for effective management of the day to day affairs of the institute. These committees have been empowered to take appropriate decisions for the benefits of the students and the institute.

For academic excellence, IIMS has revenue of dedicated, devoted and determined teaching faculties, who encourage & empower students to do their best. The curriculum embraces both the vertical (industry speci?c) and horizontal (functional discipline speci?c) specialization streams

Institution regularly conducts rigorous internal and external financial audits every year. Our strong IQAC ensures smooth functioning and continuous up-gradation to evaluate the adequacy of internal control systems and overall management of the institute.

Institutional Values and Best Practices

International Institute of Management Science taken various initiatives to address gender equity promotion and conducted various campaigns like prevention of sexual harassment (POSH), celebrates International Women's Day to honour the women power and as a social responsibility conduct road safety campaigns. IIMS conduct tree plantation drive in association with Green Hills, NGO every year. Institute is concerned about the climate change & hence uses LED bulbs to reduce energy consumption.

IIMS is spreading awareness about Voting Rights among people in democracy, conduct blood donation drives and M B A CET coaching classes for local community.

IIMS is sensitive towards providing safety, counselling and security of female faculties and girl's students & Institute appointed counsellor for students.

IIMS celebrates various National Festivals like Independence Day, Teachers Day, Republic Day, Rashtriya Ekta Diwas & Maharashtra Day. Main attraction of Republic Day and Independence Day is Military Band organised in the institute every year.

Stakeholders sensitised on understanding and following code of conduct. Core Values are displayed on institute web site and in the reception area in the institute and IIMS gives youth empowerment, scope for innovation, continues self-improvement and academic freedom.

IIMS is situated in the heart of Pimpri Chinchwad Municipal Corporation. It gives added advantages for students to use the public transportation facilities.

In today's world there is saviour problem of E-Waste Management, Institute made an agreement with one of vendor for collection e-waste and disposal of e-waste.

IIMS ensure availability adequate facility for Divyangjan. Various initiatives have been undertaken in the institute like Industrial Visits, Winter Internships, Summer Internships, Faculty Internships, Live projects, and development of Champion Attitude in students Institute maintain transparency in its financial, academic, administrative and auxiliary functions through meetings of Governing Body, Academic Monitoring Committee and Various Committees.

IIMS uses different pedagogical tools like Kahoot!- App. Multiple Choose Questions, Case study based teaching and presentations tools.

National Institute of Personnel Management motivates students and develops entrepreneurship skills and

encourage student to adapt participative based learning.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE
Address	Srv. no. 169/1/A, Opposite Elpro International, Chinchwad, Pune-411033 (MS)
City	Pune
State	Maharashtra
Pin	411033
Website	www.iims.ac.in

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Director	Milind Anil Marathe	020-27353730	9373848758	-	director@iims.ac.in
IQAC Coordinator	Rajendra B. Sabnis	020-27353732	9325981871	-	rajendra@iims.ac.in

Status of the Institution	
Institution Status	Private

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details	
Date of establishment of the college	01-09-2011

University to which the college is affiliated/ or which governs the college (if it is a constituent college)		
State	**University name**	**Document**
Maharashtra	Savitribai Phule Pune University	View Document

Details of UGC recognition		
Under Section	**Date**	**View Document**
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	**Recognition/Approval details Institution/Department programme**	**Day,Month and year(dd-mm-yyyy)**	**Validity in months**	**Remarks**
AICTE	View Document	10-04-2018	12	AICTE extension of Approval EOA

Details of autonomy	
Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?	No

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	**Address**	**Location***	**Campus Area in Acres**	**Built up Area in sq.mts.**
Main campus area	Srv. no. 169/1/A, Opposite Elpro International, Chinchwad, Pune-411033 (MS)	Urban	0.5	2992.65

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	**Name of Programme/Course**	**Duration in Months**	**Entry Qualification**	**Medium of Instruction**	**Sanctioned Strength**	**No.of Students Admitted**
PG	MBA,Master Of Business Administration	24	GRADUATION	English	90	82

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				1				2				8
Recruited	0	0	1	1	1	1	0	2	0	0	8	8
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				1				2				8
Recruited	0	0	1	1	0	0	2	2	0	0	8	8
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				6
Recruited	3	3	0	6
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				6
Recruited	3	3	0	6
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				1
Recruited	1	0	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	1	0	0	1
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	1	1	0	3	0	0	6
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	4	4	0	8

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	44	1	0	0	45
	Female	35	2	0	0	37
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	12	15	18	14
	Female	7	8	9	10
	Others	0	0	0	0
ST	Male	0	0	0	1
	Female	0	0	0	1
	Others	0	0	0	0
OBC	Male	3	7	12	8
	Female	2	6	4	6
	Others	0	0	0	0
General	Male	20	21	13	18
	Female	23	10	12	14
	Others	0	0	0	0
Others	Male	9	11	17	12
	Female	6	8	7	7
	Others	0	0	0	0
Total		82	86	92	91

3. Extended Profile

3.1 Program

Number of courses offered by the institution across all programs during the last five years

Response: 747

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of programs offered year-wise for last five years

2017-18	2016-17	2015-16	2014-15	2013-14
01	01	01	01	01

3.2 Students

Number of students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
178	183	174	173	224

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
48	96	96	96	96

File Description	Document
Institutional data in prescribed format	View Document

Number of outgoing / final year students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
58	69	63	72	105

File Description	Document
Institutional Data in Prescribed Format	View Document

3.3 Teachers

Number of full time teachers year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
20	24	24	24	24

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of sanctioned posts year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
20	24	24	24	24

File Description	Document
Institutional data in prescribed format	View Document

3.4 Institution

Total number of classrooms and seminar halls

Response: 5

Total Expenditure excluding salary year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
30.22	70.43	52.81	44.14	82.47

Number of computers

Response: 90

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The institution ensures effective curriculum delivery through a well planned and documented process

Response:

International Institute of Management Science is an ISO 9001-2015 certified institute affiliated to Savitribai Phule Pune University (SPPU), Maharashtra. The course curriculum of the institute is as per the guidelines prescribed by SPPU. The academic calendar displayed by the university, is followed by the institute. The Academic Committee meeting takes at the beginning of the session, where the policies and strategies for the best methods of deliverance of curriculum is planned. The Course Coordinator prepares the academic calendar, and faculties are asked to prepare course plans of their classroom teachings as this helps in clarity of syllabus and distribution of syllabus and ensures timely completion of syllabus. The Director of the institute also conducts periodical reviews along with the course coordinator of the portions covered by the faculties and also student attendance.

a) The action plan for effective implementation of the curriculum are detailed below:

At the beginning of the academic session,students undergo the Induction and Orientation program, where industry and academic experts guide, mentor and encourage students for creating a better career. The faculties of each subject/specialization make students aware about the Course Outcomes which are defined for each course, The course coordinator is assigned task to act as link between students and respective faculties of the subject. Course coordinator plans, communicates and executes the time table for the new batch and primarily does the mapping work, designing of course objectives and outcomes. Based on the subjects, each individual faculty decides their concurrent evaluation pattern and assess the students. SPPU conducts semester wise exams every year for students for external evaluation. Both through online exam and end semester written exam. The course coordinator with the help of other faculty's members designs remedial lectures for slow and weak learners. Academic process is well mainted through ISO

b) In built curriculum facilitation activities-

Teaching-Learning process is as follows:

- Faculties engage the students through Interactive, Collaborative and Independent Learning methods. The faculties aim to strengthen the problem solving and critical thinking skills at the same time encourage students to develop an ability to work on minimal guidance.
- A number of training sessions are arranged by Head – Training and Placement to equip the students with skill sets required during campus recruitment drives by the various industries.
- Industrial visits are a major part of our course as it helps the students for corporate know how.
- Value addition lectures/seminar are delivered by experts from industry/academic to supplement the curriculum input.
- Value addition courses are conducted to enhance employability of students.
- ICT enabled classrooms help students to develop and boost their skills.

- Students are encouraged to participate in various competitions organised by other universities or colleges in the state and national level to boost their confidence level.
- Robust library facility with e- books, e-journals, magazines, and reference books are purchased every year for students benefits.

The Faculties are encouraged to attend and participate in FDPs, Seminars and Workshops organised by different Institutes for keeping track with the changes and curriculum.

File Description	Document
Any additional information	View Document

1.1.2 Number of certificate/diploma program introduced during the last five years

Response: 6

1.1.2.1 **Number of certificate/diploma programs introduced year-wise during the last five years**

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	1	1	2

File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Details of the certificate/Diploma programs	View Document
Any additional information	View Document

1.1.3 Percentage of participation of full time teachers in various bodies of the Universities/ Autonomous Colleges/ Other Colleges, such as BoS and Academic Council during the last five years

Response: 68.97

1.1.3.1 Number of teachers participating in various bodies of the Institution, such as BoS and Academic Council year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
9	5	1	0	1

File Description	Document
Details of participation of teachers in various bodies	[View Document](#)
Any additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1 Percentage of new Courses introduced out of the total number of courses across all Programs offered during last five years

Response: 100

1.2.1.1 How many new courses are introduced within the last five years

Response: 747

File Description	Document
Minutes of relevant Academic Council/BOS meetings.	[View Document](#)
Details of the new courses introduced	[View Document](#)
Any additional information	[View Document](#)

1.2.2 Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented

Response: 100

1.2.2.1 Number of programs in which CBCS/ Elective course system implemented.

Response: 1

File Description	Document
Name of the programs in which CBCS is implemented	[View Document](#)
Minutes of relevant Academic Council/BOS meetings.	[View Document](#)
Any additional information	[View Document](#)

1.2.3 Average percentage of students enrolled in subject related Certificate/ Diploma programs/Add-on programs as against the total number of students during the last five years

Response: 32.84

1.2.3.1 Number of students enrolled in subject related Certificate or Diploma or Add-on programs year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
57	61	51	50	91

File Description	Document
Details of the students enrolled in Subjects related to certificate/Diploma/Add-on programs	[View Document](#)
Any additional information	[View Document](#)

1.3 Curriculum Enrichment

1.3.1 Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum

Response:

The endeavour of the Institute is to constantly put efforts in the direction of adding value to the curriculum by providing incentives to the students so that the cross cutting issues which are significant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum can be addressed. The Institute takes efforts in constantly providing Industry Exposure to the students to bridge the Gap between theory & real corporate world. The Institute also monitors well-documented & systematized procedure to plan and execute events for effective implementation of the curriculum delivery. The Institute further organises the workshops, seminars and guest lectures of renowned faculty, Social Workers & activists to provide the students with insights on Gender challenges in the corporate world. The Women's Anti Sexual Harassment Committee of the Institute regularly conducts awareness campaigns on sensitizing the Female Students to tackle with the Gender based challenges in Corporate Sector. The Institute emphasizes on instilling values amongst the Students through various activities like Traffic Awareness Programme, Tree Plantation Drive, Orphanage Visits, Youth Day, Independence Day, Republic Day, Army Day, Yoga Day Green Practices, Women's Day, Blood donation etc.

*Cross cutting issues relevant to Gender***:-**

- Equal opportunities are given to both genders in terms of admission employment, training, sports etc.

- The Guest Lecture Series by eminent speakers was organized during Navratri for Women Empowerment.

- The Institute's Anti Sexual Harassment Committee had arranged a Guest Lecture on the Occasion of Women's Day on sensitizing the Female Students to tackle with the Gender based challenges in Corporate Sector.

- The institute takes key measures for monitoring and counseling the students on behavioral Aspects,

Social Aspects etc.

Environment and Sustainability:- To address the Environment & Sustainability, the Institute has taken the following initiatives towards accomplishment of this objective.

1. Tree Plantation Drive was organized in association with an NGO Green Hills Group
2. Session conducted on combating the Plastic Pollution through Reduce, Reuse and Recycle Approach at the Institute.
3. Drip Irrigation System was installed to support the ecological system and reducing the wastage of water.
4. Guest lecture on climate change was organized by Institute.
5. The Institute has been using the Paper less attendance system for students to reduce the consumption of paper and hence contribute towards environmental sustainability.
6. The WhatsApp is used for communication amongst the faculty members & the students which is another initiative towards reduction of paper consumption.
7. Led Lights and Lamps are used in the entire campus to reduce the overall consumption of Electricity.
8. The Institute encourages the faculty and students for vehicle sharing so that the fuel could be saved for the future generation.

Human Values and Professional Ethics:- To imbibe the Human Values & Professional Ethics amongst the students, the Institute conducts lectures on Human Rights. Furthermore, the days of National importance like Swami Vivekananda's Jayanti, Republic Day, Independence Day, and Teachers Day etc. are being celebrated by the Institute. The Institute also conducts sessions on Professional Ethics by inviting the speakers from the Corporate Sector.

File Description	Document
Any Additional Information	View Document

1.3.2 Number of value added courses imparting transferable and life skills offered during the last five years

Response: 20

1.3.2.1 Number of value-added courses imparting transferable and life skills offered during the last five years

Response: 20

File Description	Document
Details of the value-added courses imparting transferable and life skills	[View Document](#)
Brochure or any other document relating to value added courses.	[View Document](#)
Any additional information	[View Document](#)

1.3.3 Percentage of students undertaking field projects / internships

Response: 35.96

1.3.3.1 Number of students undertaking field projects or internships

Response: 64

File Description	Document
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)

1.4 Feedback System

1.4.1 Structured feedback received from 1) Students, 2)Teachers, 3)Employers, 4)Alumni and 5)Parents for design and review of syllabus-Semester wise/ year-wise
A.Any 4 of the above

B.Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: A.Any 4 of the above

File Description	Document
Any additional information	[View Document](#)
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	[View Document](#)
URL for stakeholder feedback report	[View Document](#)

1.4.2 Feedback processes of the institution may be classified as follows:
A. Feedback collected, analysed and action taken and feedback available on website
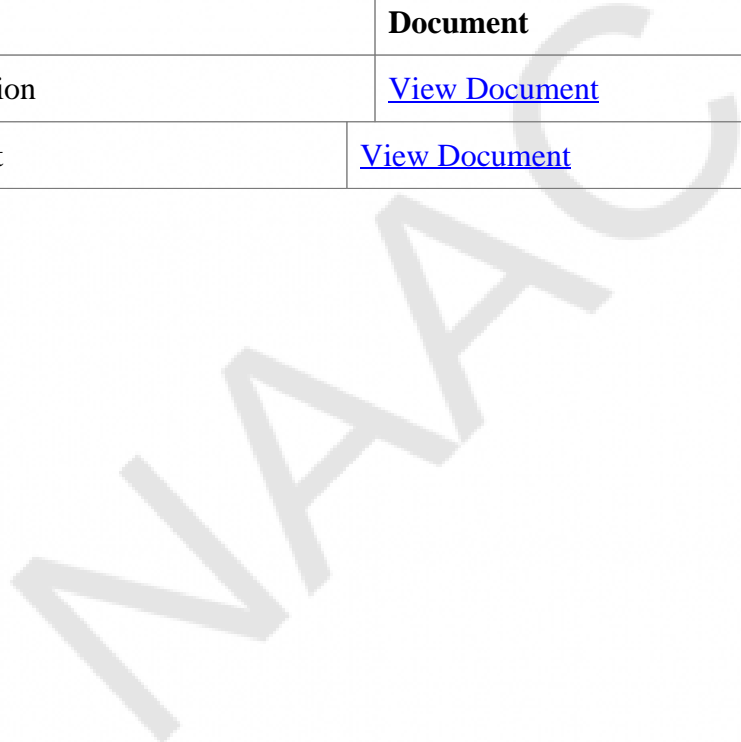
B. Feedback collected, analysed and action has been taken

C. Feedback collected and analysed

D. Feedback collected

Response: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
Any additional information	View Document
URL for feedback report	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average percentage of students from other States and Countries during the last five years

Response: 0

2.1.1.1 Number of students from other states and countries year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0	0

File Description	Document
List of students (other states and countries)	View Document
Institutional data in prescribed format	View Document

2.1.2 Average Enrollment percentage (Average of last five years)

Response: 58.67

2.1.2.1 Number of students admitted year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
86	92	91	83	90

2.1.2.2 Number of sanctioned seats year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
90	180	180	180	180

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.1.3 Average percentage of seats filled against seats reserved for various categories as per

applicable reservation policy during the last five years

Response: 56.25

2.1.3.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
48	67	59	34	14

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners

Response:

The Institute strictly adheres to the guidelines of DTE Maharashtra for giving admission to Students under the MBA Programme through Common Entrance Test, which subsequently gives a diverse mix of students who are from different academic backgrounds. Besides this, the Students also represent the diverse set socioeconomic echelons and vernacular language orientations. In order to cater to this diversity amongst the Students, the institution has established the practice of crafting a student profile which gives an insight into the diversity and abilities of the students. The mental capabilities and behavioural style of the students are analysed using psychometric tests which are conducted at the beginning of the first semester, which helps in identifying the various qualitative aspects of the student and also help in understanding the concern of the students.

The Institution allots Mentors to the Students to facilitate the Personal interaction in the form of Mentor-Mentee Programme to develop the research acumen amongst the Students. Besides this, the formal and informal feedback by the respective faculty is taken time to time to understand the challenges & difficulties being faced by the Students, pertaining to the subject and help in chalking out a plan to help the Students in overcoming from those challenges and difficulties.

Strategies adopted for advanced learners:

- The Advanced Learners and average learners are constantly encouraged to enrol in value add courses like HR Generalist, Equity Analytics and so on
- The Advanced learners are motivated to participate in variety of events like intra and inter-collegiate competitions, Group Discussion, Entrepreneurship workshops and various Seminars/Guest Lectures to hone their managerial, decision making and practical skills.
- Personal Guidance by the respective faculty is given and Students are motivated to subscribe for online courses. Meritorious students are bestowed for excellence in academic, extracurricular and co-curricular activities at the Annual prize distribution ceremony. Medals & certificates are conferred to the Students for inspiring them to participate in all such activities. To give the Bright HR Specialization students an Industrial Exposure, the platform of NIPM is used by the Institution by providing the Students with an opportunity to interact with industry professionals for networking and gaining practical knowledge.

Strategies adopted for Slow Learner:

- For the slow learners, the extra lectures are conducted and strictly monitored by the Course Coordinator and the concerned faculty.
- Slow learners are asked to sit in the front rows in the class rooms so that the concerned faculty member can give special attention on their queries and can monitor their progress.
- Counselling sessions are done by the Mentors to push the slow learners. Furthermore, subject wise counselling is done by respective teachers to know the progress of the slow learners.
- To improve the overall score, the students are motivated to give re-exam or promoted to debate on topics of curriculum significance.
- Remedial classes and self-learning sessions are arranged so that slow learners could get benefited.
- To develop the participative approach amongst slow learners, all the activities taking place in and outside the institute are clubbed with the advance learners.

File Description	Document
Any additional information	[View Document](#)

2.2.2 Student - Full time teacher ratio

Response: 8.9

File Description	Document
Any additional information	[View Document](#)

2.2.3 Percentage of differently abled students (Divyangjan) on rolls

Response: 0

2.2.3.1 Number of differently abled students on rolls	
File Description	**Document**
Institutional data in prescribed format	View Document

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Response:

The Institute believes in Student-centric methods for enhancing the overall learning experiences. This approach helps in transitioning of students from passive receivers of information to active participants in their own discovery process. For experiential learning, participative learning and problem solving methodologies, the focus is given to key learning strategies like Roleplaying, Field Work, Internships, Volunteering, Assignments, Brainstorming, Case Studies, Interviews, Participatory Discussion, Practical Demonstration, Presentation of Experiences, Self-Directed learning, and Co-operative learning, Behavioural Rehearsal, Peer Education and Parent Involvement. In the classroom teaching involves crafting instructions and deploying the effective use of technology in a way that best caters to the need of each student's learning journey.

Experiential learning:

Field Work Projects/ Internships

There is a massive focus on learning based on projects wherein students are assigned minor subject based projects which enables them to blend both the theory and practical. To get the on the job training experience, the students undergo SIP compulsory in the third semester compulsory for two months which helps them to collaborate the theoretical knowledge with the practical applications.

Winter projects of short duration are also offered to students who are willing to take up such assignments.

Role Play

The Institution emphasizes on Role Playing, which allows the students to assume the role or tasks of a job by practicing or simulating real working conditions. Thus, helping in cultivating or developing upon the skills or proficiencies which are essential for a specific position

Assignments

The assignments are given to the students for the subjects so that they can understand the theoretical knowledge with the practical implications of the concepts.

Volunteering

Volunteering allows students to serve in a community primarily because they choose to do so. Students are encouraged to volunteer for various events so that they will have experiential learning.

Participative learning:

Presentation of Experiences-

The students are made to give the presentations in groups based on their experiences of visiting an Industry. It helps in building the knowledge base of the students.

Interactive Lectures-

These are conducted where in the subject faculty asks their views on a given topic. It is an effective way to introduce new information or concepts to a group of students.

Simulation-

It is based on 'here and now' experience which is shared by the students. The subject faculty assigns definite roles to each participant and ask them to act in that specific situation according to the given roles. It allows the students to explore the real life situations & behaviours in a relatively non-threatening situation because the situation is after all 'make-believe'.

Problem Solving Methodologies:

Case-Based Teaching Methodology-

The institute implements Case Study based methodology of learning where in Harvard cases are also referred for teaching. It gives a better understanding of the multifaceted real world problems to the students.

Co-operative learning-

It is encouraged amongst the students to help them to understand the actual problem being faced and how to overcome that in a real life complex business environment.

File Description	Document
Any additional information	[View Document](#)

2.3.2 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc.

Response: 100

2.3.2.1 Number of teachers using ICT

Response: 20

File Description	Document
List of teachers (using ICT for teaching)	[View Document](#)
Any additional information	[View Document](#)

2.3.3 Ratio of students to mentor for academic and stress related issues

Response: 8.9

2.3.3.1 Number of mentors

Response: 20

File Description	Document
Any additional information	[View Document](#)

2.3.4 Innovation and creativity in teaching-learning

Response:

Innovation and Creativity is the essence of teaching and learning as it bring about a curiosity and impetus to the students. To create a long-lasting impression, the biggest challenge for any teacher is capturing each student's attention, and conveying ideas effectively enough. In our Institute , the innovative approaches to Teaching and Learning such as *Outcome-Based Learning (OBE), Student-Centred Learning (SCL), Problem-based learning (PBL), Case Study (CS) are mainly focused to provide the students with an out of box perspective for their overall development.*

The approaches contribute significantly towards empowering students to be responsible for their own learning and help them to become active learners.

Students are given the opportunity to practice the skills just learned which are established on real-life

situations, that have been created for them before the actual assessment of their. Students are further given input through two-way communication where information is gapped and students are required to discuss and share their findings before the actual information is given.

Some of the innovative & creative approaches used in Teaching-Learning are:

- Stimulating faculty members to device advance approaches in their teaching-learning process.
- Encouraging them to actively participate in the events like state/national/international conferences, workshops, seminars, FDPs, STTPs, refresher courses, orientation programs to upgrade their knowledge.
- Organizing in-house Guest Lectures for faculties by imminent personalities from academic as well as industry to enrich their knowledge.
- For participative learning teachers are encouraged for paper presentations, Group discussion & debates etc.
- The faculty members are **motivated** to prepare their own notes by referring Text Books and reference books.
- The faculty member prepare their own set of Question Bank both for online and offline exams for the practice of the students.
- Management games, Project Based Learning, Group Discussions, case based teaching methodologies, Presentations, Domain Seminars, Collage/Poster Making are vigorously adopted for teaching-learning.
- Some interactive videos and other related content is discussed with the students for more clarity on a given concept.
- Delnet is exclusively used for Quality Research Papers and Material
- HBR Cases
- Webinars on contemporary topics.
- KAHOOT! the gamification app.
- Train the trainer

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 100

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	[View Document](#)
List of the faculty members authenticated by the Head of HEI	[View Document](#)

2.4.2 Average percentage of full time teachers with Ph.D. during the last five years

Response: 16.83

2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
6	4	5	2	2

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	[View Document](#)
Any additional information	[View Document](#)

2.4.3 Teaching experience per full time teacher in number of years

Response: 14.45

2.4.3.1 Total experience of full-time teachers

Response: 289

File Description	Document
Any additional information	[View Document](#)

2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years

Response: 90.52

2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
9	5	4	1	2

File Description	Document
Institutional data in prescribed format	[View Document](#)
e-copies of award letters (scanned or soft copy)	[View Document](#)
Any additional information	[View Document](#)

2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the last five years

Response: 22.17

2.4.5.1 Number of full time teachers from other states year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
3	6	5	6	6

File Description	Document
List of full time teachers from other state and state from which qualifying degree was obtained	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1 Reforms in Continuous Internal Evaluation(CIE) system at the institutional level

Response:

The university of Pune has adopted major reform in the evaluation by introducing Credit based credit system from the academic year 2013-14 and the institute has adopted the same. The new syllabus offers choice based credit system which introduced new types of CIE in operations at institute level. After the revision of the syllabus from the SPPU, faculty members attended FDP to understand the evaluation process updated by SPPU.The evaluation criteria of the students is decided by university and given in university syllabus.

The evaluation has three components

1. University Examination

2. Online Examination

3. Concurrent Internal Evaluation applicable across all the semesters.

Summer Internship Project and Dissertation Project is compulsory which is evaluated based on project report, internal viva and external viva.

The syllabus copy published by the Savitribai Phule Pune University is distributed to each and every student at the time of induction program along with the Induction manual which consists of rule book and evaluation criteria.Evaluation of the students is a continuous process which starts with the term start and ends before the date of commencement of university exam, the concurrent evaluation has set standard types as per the university guidelines and teacher adopts the same. Students get the information about the

evaluation process during the induction program wherein exam committee in detail explains the process of evaluation throughout the program spread over four semester covering for 45+ courses. Also periodical addressing by course coordinators & Dean, regular information by concerned faculty in the class and are directed to visit university website. From time to time teachers display the notices about internal marks, submission dates, and evaluation criteria on Institute notice board.

Current evaluation system for the full credit courses is devided into three categories and the marking scheme is as follows:

University Examination: 50 Marks (5 questions with internal option spread across 5 topics) Online examination: 20 Marks conducted by the university. Internal Evalaution: 30 Marks based on continous internal evaluation carried by individual faculty members.

File Description	Document
Any additional information	[View Document](#)

2.5.2 Mechanism of internal assessment is transparent and robust in terms of frequency and variety

Response:

The Institute is affiliated to Savitribai Phule Pune University and adopts all the major reforms in curriculum, pattern of examination and evaluation process prescribed by the university. Examination section of the university appoints Chief Examination officer (CEO) which is nominated by the institute based on the seniority and experience and seniority of the teacher who gets approved by the university. CEO is a single point of contact between institute and the University Issues and grievances related to examination online, internal, project viva and written examinations.

Reforms of the university:

University syllabus has undergone the major reform in the academic year 2013-14 and the pattern was set as choice based credit system. As a part of paperless university Initiative University adopted the online exam form filling, online revaluation form filling, online form for photocopy of answer sheet, online hall tickets etc.

Reforms of the Institute:

- Institute has adopted the concurrent internal evaluation model for all the subjects.
- Director calls the meeting before the beginning of the term and allocates the subjects as per the choice given by the faculty.
- Faculty has given the freedom to decide the components of CIE based on the nature of the subject.
- Institute conducts internal exam along with online exams conducted by the SPPU and substantial weightage is given to the internal examination.

File Description	Document
Any additional information	[View Document](#)

2.5.3 Mechanism to deal with examination related grievances is transparent, time-bound and efficient

Response:

As per SPPU guidelines

5.10 Verification / Revaluation: Students can avail the verification / revaluation facility as per the prevailing policy, guidelines and norms of the Savitribai Phule Pune University.There shall be Revaluation of the answer scripts of Semester-End examination but not of internal assessment papers as per Ordinance no.134 A & B.

For grade improvement, 2 year program student will have to reappear for ESE (ETE) only in the courses comprising a minimum of 30 credits in case of Science, Engineering, Technology, Management and Pharmacy

These courses will be from the parent Department only in which the student has earned the credits. A student can opt for the Grade Improvement Program only after the declaration of earning minimum number of credits and completion of the PG Program (subject to 3.9) within the period of two years from the completion of program.
k. The formula for GPA will be based on Weighted Average. The final GPA will not be printed unless a student passes courses for the minimum 100 credits, 80 credits or 64 credits as the case may be.

From Institute:

CEO appointed by the institute is recognised by the university. He communicates the examination time table declared by the university well in advance with the students, plans for the invigilation and executes the examination as per the norms under the vigilance of external supervisors and internal flying squads. After every examination the sealed packages of the answer sheets are transferred to the CAP centre and office copy of the receipts of answer sheet is maintained by the exam committee. This transperancy in the process ensures low/no complaints/ grievances occurs in the exams.

After the exam the results gets displayed on the university website and students can see their own results

only by entering few deatils for login provided with the hall ticket issued by the CEO. If the students wants to reverify/recheck/ photocopy of the answersheet for any particular course he/she directly submit the online application on the university website by paying fees and within the stipulated time the learner gets the result via email also institute displays revaluation result on the notice board also for change in marks student gets refund of fees.

File Description	Document
Any additional information	[View Document](#)

2.5.4 The institution adheres to the academic calendar for the conduct of CIE

Response:

The institute holds ISO 9001:2008 certificate (Certificate number FS593359) and in 2018 it has received ISO 9001:2015 certifciates signifies that Institute follows Quality Management System which ensures academic calender designing process as an inherent part of the academic planning. The academic calendar uploaded by the Savitribai Phule Pune University forms the basis for designing institutional academic calendar. The calendar published by the university consists of semester commencement date, syllabus completion date, online and written examination date etc, which gives guidelines to formulate the time table for the institute, which is basic element for the ISO file.

Sr No.	Day & Date	Academic Even
1	**Saturday 1st July 17**	**Commencemen**
2	**Tuesday 1st August 17**	**Commencemen**
3	Wednesday- Friday9th – 11th August 2017.	Induction Progra
4	Tuesday 15th August 2017.	Independence D
5	Wednesday- 16th August 2017	Dahi Handi
6	Tuesday 22nd August 2017	Outbound Activ
7	Wednesday 23rd August,2017	Assembly
8	Friday 25th August 2017	Ganesh Chaturth
9	August 2017 (5th ,12th ,18th ,20th), September 2017(2nd ,7th ,19th)	Industry Visit.
10	Monday 28th August 2017	Tree Plantation
11	Wednesday 30th August,2017	Assembly
12	Tuesday- 05th September 2017	Anant Chaturda
13	Wednesday 06th September,2017	Assembly
14	Thursday -07th September 2017	Teacher's Day
15	Monday – 11th September 2017	Parent's Meet
16	Tuesday – 12th September 2017	Book Review
17	Wednesday 13th September,2017	Assembly
18	Thursday – 14th September 2017	SIP Internal Viv

19	Saturday- 16th September 2017	Guest Lecture
20	Monday – Saturday – 18th to 23rd September 2017.	Mid- Term Acad one hour each p
21	Friday- 22nd September 2017	Cyber Crime dis
22	Wednesday 27th September,2017	Assembly & D'
23	Saturday -30th Sep 2017	Dasara Holiday
24	Wednesday 04th October,2017	Assembly
25	Wednesday 11th October,2017	Assembly
26	Saturday- 14th October 2017	Public Speaking
27	Wednesday-Saturday 18th October 2017-21st October 2017	Diwali Vacation
28	Wednesday 25th October,2017	Assembly
29	November 1st Week	Online exams (T
	Saturday 11th November 2017	Pool Campus
30	Monday-Saturday 13th November 2017-18th November 2017	Term End Intern
31	28th November 2017	Final University
32	**11th December 2017**	**Term End**
33	12th Dec 2017-30th Dec 2017	Winter Project(

File Description	Document
Any additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1 Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students

Response:

Institute follows the guidelines set by savitribai Phule Pune University.

As per SPPU Syllabus guidelines

A "Course" is a component of programme, i.e. in the new system; papers will be referred to as courses.

Each course is identified by a unique course code. While designing curriculum, course can have defined weightage. These weightages are called credits.

Each course, in addition to having a syllabus, has learning objectives and learning outcomes. A course may be designed to comprise lectures/ tutorials/ laboratory work/ field work/ project work/vocational training /viva voce etc. or a combination of some of these.

To design the learning outcomes institute uses Bloom's taxonomy.

It is a set of 3 hierarchical models used to classify educational learning objectives into levels of complexity and specificity.

The three lists cover the learning objectives in cognitive, affective and sensory domains.As per Bloom's Taxonomy the levels are as follows

Remember, Understand, Apply, Analyze, Evaluate, Create

PROGRAMME SPECIFIC OUTCOMES (PSO)

PSO-1

MBA graduates shall obtain professional aptitude for an integrative business assignment as an employee through the multidisciplinary Knowledge and Skills which includes Accounting, Finance, IT, Laws, Economics, Information Systems, Operations & SCM, Marketing & HR

PSO-2

MBA graduates shall obtain ability to employ modern techniques of management, environments, and platforms in creating innovative career paths to be an entrepreneur and create employability for nation building, and a zest for higher studies.

PSO-3

MBA graduate can be employed or can start their own venture for research & consultancy or any firm wherein the usage of knowledge and skill sets of financial decision models, firm growth strategies like acquisition and mergers, new venture development can be done by them.

PSO-4

MBA graduate should acquire required Skills, attitude, Knowledge, techniques in respect of various specializations and utilize it for the development of business units and their start-ups.

PROGRAMME OUTCOMES (PO)

PO-1

Apply knowledge of management theories and practices to solve business problems

PO-2

Nurture Analytical and critical thinking capabilities for data-based decision making

PO-3

Ability to develop Value based Leadership ability

PO-4

Ability to understand, analyse and communicate global, economic, legal, and ethical aspects of business

PO-5

Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment

PO-6

Create, select, and apply appropriate techniques, resources, and modern tools including prediction and modelling to complex activities with an understanding of the limitations

PO-7

Demonstrate knowledge and understanding of management principles and apply these to one's own work, as a member and leader in a team. Manage projects in multidisciplinary environments to meet financial, environmental, social and ethical constraints.

PO-8

Recognize the need for and develop an ability to engage in independent and life-long learning in the broadest context of technological change.

File Description	Document
Link for Additional Information	[View Document](#)

2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution

Response:

The Institute has well defined learning outcomes. With a Vision to be a world class institution, providing value based education, empowering students to make valuable contributions to the business and society at large.

To accept the challenges that globalization throws, the program/learning outcomes are designed as follows:

The program/learning outcomes are:

1. The Students will evince knowledge of basic management concepts.

2. The Students will be able to develop the Ability to develop the Value based Leadership ability

3.The Students will apply knowledge of management theories and practices to solve business problems

4.The Students will exhibit ability to comprehend and solve multidisciplinary business related problems through systematic approach.

5.The Students will demonstrate knowledge of values and professional ethics in their activities.

6. The Students will recognize the need for and develop an ability to engage in independent and life-long learning in the broadest context of change in business environment.

7. The Students will be able to create, select, and apply appropriate skills of management to complex business decisions making.

8. The Students will be able to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

The process of mapping the course outcomes at the institute:

Every year after the declaration of the results by Savitribai Phule Pune University, institute prepares the result analysis to map the and course outcomes against each and every student to understand the attainment of the outcomes and same is compared with the overall result of the university. Institute has a continous feedback mechanism wherein every stakeholder shares the feedback about the syllabus which helps in fine tuning of the outcomes by matching with the stakeholders expectation. Alumni's role in heirarchy demonstrates how well the efforts taken by the institute are reflected in the rapid growth of the alumni/ alumane. Few alumni's who turned into entrepreneurs and operates their own venture independantly demonstrates that the programme outcome of the instiute is attained by the learners in very short span of time.

File Description	Document
Link for Additional Information	[View Document](#)

2.6.3 Average pass percentage of Students

Response: 72.41

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Response: 42

2.6.3.2 Total number of final year students who appeared for the examination conducted by the institution

Response: 58

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants for research projects sponsored by government/non government sources such as industry ,corporate houses, international bodies, endowment, chairs in the institution during the last five years (INR in Lakhs)

Response: 125.06

3.1.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years(INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
37.94	19.39	7.59	0	60.14

File Description	Document
List of project and grant details	[View Document](#)
e-copies of the grant award letters for research projects sponsored by non-government	[View Document](#)
Any additional information	[View Document](#)

3.1.2 Percentage of teachers recognised as research guides at present

Response: 5

3.1.2.1 Number of teachers recognised as research guides

Response: 1

File Description	Document
Any additional information	[View Document](#)

3.1.3 Number of research projects per teacher funded, by government and non-government agencies, during the last five year

Response: 2.8

3.1.3.1 Number of research projects funded by government and non-government agencies during the last five years

Response: 23

3.1.3.2 Number of full time teachers worked in the institution during the last 5 years

Response: 41

File Description	Document
Supporting document from Funding Agency	[View Document](#)
Any additional information	[View Document](#)
Funding agency website URL	[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge

Response:

IIMS institution has developed a favourable ecosystem for innovation by creating knowledge sharing platform in the form of incubation cell. Factors constituent for development of ecosystem for innovation are enumerated below:

1.Budding Mindz – "Students are the strength of every institute", our institution firmly believes in this philosophy. This particular program is run successfully by our alumni students who are entrepreneurs and source of guidance for aspiring students in the field of entrepreneurship.

2. *Research & Development Cell:* Research & Development Cell carries out variety of activities such as guest lecture on entrepreneurs awareness program etc. Till the academic year 2017-18 the institute has developed 15+ successful entrepreneurs.

3. R*esearch Culture:* At IIMS, we provide ample opportunity to deserving students and allied faculty's to cultivate research aptitude.

Institute encourages student and faculties both to participate, write and present the research papers in the conferences, seminars and otherwise of both state / national level. Institute organize conference/workshops/seminar and Faculty Development Program to drive research culture.

Institute also regularly publishes conference proceedings, edited books, magazines, and guidelines on various research topics. The research cell guides the students for quality Summer Internship Project and academic dissertation work.

4.Institute's Collaboration: Our institute has developed a unique culture of effective MOUs the recognised organizations. The institution has undertaken research projects funded by non-government agencies. Our Institute also conducts various outreach and extension activities for benefit of society at large.

5.*Research Journal (Yashomanthan):* IIMS Yashomanthan is a annual peer reviewed journal which aims to facilitate to the management practitioners, researchers, academicians and students to publish a research papers on latest trends in corporate world. This initiative proven to be very effective and resourceful.

6.NIPM *Mentorship Programme:* IIMS has NIPM mentorship programme for the students exclusively. This activity helps to develop student's innate abilities and skills to make them industry ready.

7. *IIMS Extra curricular activities:* Institute always believes in inculcating and imparting to its students moral and ethical values, disciplined behaviour. To explore the real talent of the students IIMS organizes various events like Yashotsav, traditional day, Sports, Cultural and Management events.

8.Value Addition Courses: Our Institute strives to impart value-added programme such as HR analytics, Advanced Excel to enhance the practical knowledge and skills of students. Continuous learning is our objective for which our students are groomed.

9. *Knowledge Resource:* IIMS organizes in collaboration with corporates an industrial visit for students. Students are also encouraged to pursue internship in industries. It is good learning for students as they get live experience of the business/industry culture.

10. Creating Asset: At IIMS we have highly qualified and skilled resource person as faculty who impart the knowledge to students through innovative teaching learning methods.

These are few glimpses through which IIMS has created an ecosystem for innovation and incubation. This has been imbibed now as a platform for exhibiting creativity with knowledge as tool.

IIMS has always been an institute which thinks ahead of time and is committed to the society for developing a better citizen for tomorrow.

File Description	Document
Any additional information	[View Document](#)

3.2.2 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the last five years

Response: 7

3.2.2.1 Total number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
2	2	1	1	1

File Description	Document
Report of the event	[View Document](#)
List of workshops/seminars during the last 5 years	[View Document](#)

3.3 Research Publications and Awards

3.3.1 The institution has a stated Code of Ethics to check malpractices and plagiarism in Research

Response: Yes

File Description	Document
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)

3.3.2 The institution provides incentives to teachers who receive state, national and international recognition/awards

Response: Yes

File Description	Document
e- copies of the letters of awards	[View Document](#)
Any additional information	[View Document](#)

3.3.3 Number of Ph.D.s awarded per teacher during the last five years

Response: 10

3.3.3.1 How many Ph.Ds awarded within last five years

Response: 10

3.3.3.2 Number of teachers recognized as guides during the last five years

Response: 1

File Description	Document
URL to the research page on HEI web site	[View Document](#)
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	[View Document](#)

3.3.4 Number of research papers per teacher in the Journals notified on UGC website during the last

five years

Response: 2.03

3.3.4.1 Number of research papers in the Journals notified on UGC website during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
17	8	2	11	9

File Description	Document
List of research papers by title, author, department, name and year of publication	[View Document](#)

3.3.5 Number of books and chapters in edited volumes/books published and papers in national/international conference proceedings per teacher during the last five years

Response: 0.69

3.3.5.1 Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
1	5	0	0	10

File Description	Document
List books and chapters in edited volumes / books published	[View Document](#)
Any additional information	[View Document](#)

3.4 Extension Activities

3.4.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years

Response:

Student Social Responsibility

Our Institute has started a new trend which is run as "Student Social Responsibility" program and

initiatives in the **Social Segment** and for the betterment of the **Society**. A series of activities are organized by the Institute for **holistic development in social and environmental matters**. Some of the activities were successfully executed in association with various local and non-government organizations.

Green Hills Initiative for Environment Protection

The institute took keen initiatives in preserving environment by planting trees on hills. Activities were undertaken to safeguard **natural resources** and make people aware about the green hill initiative. The tree plantation activity by Institute in association with Green Hill (NGO) is taken every year to mark the birth anniversary of our beloved President Shri Vishwesh Kulkarni on 28th August.

Sincere efforts are put towards development of **Eco Friendly society**, where the students of IIMS participate in huge numbers along with faculties and staff to mark the event of plantation of trees.

II. Spread of Awareness through Social activity

Various social awareness activities have been organized by the institute to address long plagued issues in the society. **Awareness Drive** by the students were carried out for Healthy Life**,**

Traffic Safety – Students of IIMS have taken various efforts to make the neighbourhood people aware by making posters display at traffic signals importance of following Traffic rules and wearing of Helmets.

Blood Donation Camp – The camp is organized annually to help the society. The initiative is where many students take participation enthusiastically.

Swachhta Abhiyaan - Students of IIMS have taken various efforts to make the neighbourhood people aware by taking up cleaning of roads and collecting of garbage lying on pavements and streets. The initiatives is taken by the students for spreading the awareness of "Swachh Bharat Abhiyan".

Donation Drives – Our Institute in collaboration with various NGOs and as social cause for helping the deprived and underprivileged student by donating clothes & books. The institute tries to spread the joy and light to the deprived children by extending a ray of hope to live by celebrating festival with orphans.

Safety & Empowerment of Women - Women's Day Celebration was conducted to sensitize the issues related to girl/ women and create a respectable attitude towards them. "Jagar Adi Shakticha" a nine day celebration during Navratri was organized by IIMS for spreading the message of empowerment of women.

IIMS has always promoted the social cause amongst society and undertook various neighbourhood activities by active participation of MBA students for the same.

Our Institute is committed to social cause at large.

File Description	Document
Any additional information	View Document

3.4.2 Number of awards and recognition received for extension activities from Government /recognised bodies during the last five years

Response: 24

3.4.2.1 Total number of awards and recognition received for extension activities from Government /recognised bodies year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
11	6	4	1	2

File Description	Document
Number of awards for extension activities in last 5 years	[View Document](#)
e-copy of the award letters	[View Document](#)

3.4.3 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the last five years

Response: 8

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
3	2	1	1	1

File Description	Document
Reports of the event organized	[View Document](#)
Number of extension and outreach programs conducted with industry,community etc for the last five years	[View Document](#)
Any additional information	[View Document](#)

3.4.4 Average percentage of students participating in extension activities with Government

Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years

Response: 100

3.4.4.1 Total number of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
178	183	174	173	224

File Description	Document
Report of the event	View Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document
Any additional information	View Document

3.5 Collaboration

3.5.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc during the last five years

Response: 107

3.5.1.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
28	25	22	17	15

File Description	Document
Number of Collaborative activities for research, faculty etc	View Document
Copies of collaboration	View Document

3.5.2 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with

ongoing activities to be considered)

Response: 82

3.5.2.1 Number of functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years (only functional MoUs with ongoing activities to be considered)

2017-18	2016-17	2015-16	2014-15	2013-14
28	14	14	12	14

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	View Document
Details of functional MoUs with institutions of national, international importance,other universities etc during the last five years	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.

Response:

Yashaswi Education Society's IIMS follows AICTE norms for institute infrastructure. IT has four I.T enabled classrooms. The institute has a seminar hall of 180 students seating capacity. The Institute has planned and constructed the infrastructure which facilitates the curricular and co-curricular activities. The institute has well-furnished, well-ventilated, spacious ICT enabled class rooms for conducting theory classes. Institute uses the blend of digital and conventional facilities to enable effective teaching learning process. It has a leased line connection of 60 MBPS and everyone has been provided the access to Wi-Fi facility. Apart from 4 classrooms, the Institute also has an examination cell, corporate training centre.

COMPUTER LAB

Institute has a computer lab consists of 60 computers with Dual Core for the courses offered by the institutes such as Advanced Excel, Industry analysis etc. Wi-Fi and LAN facilities are provided to the students for instant accessibility to current affairs and knowledge. This facility allows students to accesses the internet for academic purposes such as researches, doubts, project and dissertation work and more.

LANGAUGE LAB

Language lab is dedicated for the personality development and grooming of the students. This lab have 25 computers which are equipped with headset facilities and speakers which is used to hone the skills of the students namely reading, writing, speaking and listening to make them employment ready.

LIBRARY:

Institute library, is fully automated with the Autolib software (Next Generation Version) Its reading room has the capacity of 100 students. The library has over 5960 books,18 national journals, 7 regional and national level daily newspaper. Students and teachers have given the access to the digital database such as national digital library, DELNET database, e-journal and e-books. For the benefits of the students library staff works in two shifts 9AM -5PM and 12PM-8PM which caters the demand for the book by students and faculty. Every student gets a library card at the time of induction program, with the library card student can issue two books at a time for one week time.

Internet and Library & Reading room facilities are provided beyond college hours for students and faculty to improve their competency.

The Institute maintains proper washroom facilities and the Sanitation System is designed to maintain a hygiene environment.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

4.1.2 The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities

Response:

Recreational Activities:

The activities under recreation were held which are good stress busters. To give real impetus to students' mind and soul, Institute has organized sports indoor events such as Carrom and Chess. The sports event was coordinated by Students of IIMS.

All students participated in the sports event enthusiastically and the event proved to be an opportunity for them to refresh themselves. The activities conducted under recreation proved to be a success under the IIMS cap. All the students and faculties came together to make the event success.

Other recreational activities conducted were Mehendi competition, Rangoli Competition, Pakakruti (Cooking) competition, Market Nama competition (a unique game activity by IIMS students), Go Carting & Face & tattoo painting to name a few.

Annual Cultural Show (Dance & Drama) – "CRESENDO"

A unique recreational activity for the MBA students of IIMS which is conducted every year as annual cultural show by the name "CRESENDO" is held for students.

Students of all batches wait very enthusiastically for the event and participate with zeal and passion in the event. A mix of drama and dance talent exhibited by students is a real treat to watch. This event is coordinated by Students and staff of IIMS with the support of faculty.

Thus the recreational activities provide a window to students to rejuvenate and enjoy the much needed

break from academics. Student's talent is exhibited through recreational activities.

File Description	Document
Any additional information	[View Document](#)
Link for Additional Information	[View Document](#)

4.1.3 Percentage of classrooms and seminar halls with ICT - enabled facilities such as smart class, LMS, etc

Response: 100

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 5

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	[View Document](#)
any additional information	[View Document](#)

4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.

Response: 14.76

4.1.4.1 Budget allocation for infrastructure augmentation, excluding salary year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
7.6	7.6	7.2	7.2	6.53

File Description	Document
Details of budget allocation, excluding salary during the last five years	[View Document](#)
Audited utilization statements	[View Document](#)

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS)

Response:

Library uses Auto-lib NG software package which is integrated multi-user, multi-tasking library information software that supports all in-house operations of the library. The software has all inbuilt facilities required for library automation out of which we have availed service package as mention below:

1. Acquisition
2. Catalogue
3. Circulation
4. Serial Control
5. OPAC.

The database of books available in the library is being updated on day to day basis.

Sr. No	Name of Software vendor, Address & Contact	Date of Purchase /Year And Amount	Version
	Akash Infotech		Auto
1	B1-401, Prism, Sr No. 6 (Part) + 7, Aundh Spicer College, Pune – 411007.	04-12-2018	Annual Maint
	Mob: 9422304442, 9822835777	Rs. 8,500	
2	Akash Infotech	16-11-2017	Auto
	B1-401, Prism, Sr No. 6 (Part) + 7, Aundh Spicer College, Pune – 411007.	Rs. 10,000	Annual Maint
	Mob: 9422304442, 9822835777		
3	Akash Infotech	18-10-2016	Auto
	B1-401, Prism, Sr No. 6 (Part) + 7, Aundh Spicer College, Pune – 411007.	Rs. 6,900	Annual Maint
	Mob: 9422304442, 9822835777		
4	Akash Infotech	16-09-2015	Auto I
	B1-401, Prism, Sr No. 6 (Part) + 7, Aundh Spicer College, Pune – 411007.	21,500	with We
	Mob: 9422304442, 9822835777		

File Description	Document
Any additional information	View Document

4.2.2 Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment

Response:

The institute is over a decade old and have some collection of reare books, manuscripts and knowledge resources.

The the list of rare books availbale with institute is from variety of publication such as George Allen & Unwin Ltd. Basic Books Inc.Publishers, Prentice Hall, The Free Press, Harper & Row, The Free Press and Harvard Business School Press which are from the year 1974.

In the knowlege resource Encyclopaedia of India Vol -1 to 4, Encyclopaedia Britannica (India) Pvt. Ltd. and A Handbook of Schemes for Technical and Management Education authored Sharma , S.R. and the publication Sarup & Sons

Institute has a manuscript of Dr. Rajiv Joshi (a renowned senior corporate advocate from Pune) Drafts for Human Resources, An Insight on Labour Laws in India, Case Laws Impacting Industrial Relations.

Also institute has a subscription of DELNET in which digital versions and copies of Manuscripts, Knowledge Resources and Rare Books.

Institute Has A State Of Art Wi-Fi Facility Of Leased Line Connection Of 60 Mbps And User Are Encouraged To Access To Website Http://Www.Rarebooksocietyofindia.Org/ Which Has A Rare Books Collection Of India Is Provided Through Digital Library. This Website Has A Following Category Post Date , Artefacts, Article/Essay, Event, Link, New Books Rare Books, Rare Manuscripts, Rare Maps, Rare Paintings, Rare Photographs Sculpture Video etc.

File Description	Document
Any additional information	View Document

4.2.3 Does the institution have the following:

1. e-journals
2. e-ShodhSindhu
3. Shodhganga Membership
4. e-books
5. Databases

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: A. Any 4 of the above

File Description	Document
Details of subscriptions like e-journals,e-ShodhSindhu,Shodhganga Membership etc	View Document
Any additional information	View Document

4.2.4 Average annual expenditure for purchase of books and journals during the last five years (INR in Lakhs)

Response: 3.16

4.2.4.1 Annual expenditure for purchase of books and journals year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
0.943	3.21	1.66	5.02	4.96

File Description	Document
Details of annual expenditure for purchase of books and journals during the last five years	View Document
Audited statements of accounts	View Document
Any additional information	View Document

4.2.5 Availability of remote access to e-resources of the library

Response: No

4.2.6 Percentage per day usage of library by teachers and students

Response: 17.68

4.2.6.1 Average number of teachers and students using library per day over last one year

Response: 35

File Description	Document
Any additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Response:

The institute has state of art IT technology facilities including thr leased line connection provided by Hathway Ltd with the bandwidth of 60 MBPS which was upgraded from 32 MBPS Institute purchsed all in one printer of HP laserjet (HP scanjet 1136) in 2017-18 and hence the total printers are now total 4. The institute upgraded headphones of the language lab in the year 2018. The new headphones are of wisdom company which has a facility of mic and headphones. Toatl number of headphones are now 25.

The institute have best facilitates of Information and Computer Technology in the class rooms, in administrative area and in seminar hall. Institute has one computer lab with 60 computers and one language lab with 25 computers which are updated software's. Institute telecast/webcast the webinars in the seminar hall using best ICT facilities.
Institute premise is covered with WIFI facility with security.

The institute purchased new television set of Micromax in the year 2018-19. Reception area of the institute is having facility of LCD TV with business channels.

LAN Facility

The Institute have LAN network facility. All the user are connected with network switch.

WIFI Facility

Institute premise is fully Wi-Fi enabled with high speed internet connectivity.

The Wi-Fi devices are connected to the switches on a different common area, class room, computer labs, administrative area and faculty room to cover all parts of the campus.

Computer Student Ratio 1:6

System Software & Application Software

- Micro- soft windows 7 Professional
- Micro-soft server standard 2008 with SP 1
- Micro-soft office standard 2013
- Micro-soft office standard 2016
- Micro-soft office standard 2007

- ○ Micro-soft office standard 2010
- ○ Windows 8 MAK
- ○ Windows 8.1 MAK
- ○ Windows 10
- ○ Windows SRV 2012R2 Standard MAK B

Internet Facility and WIFI facility

Institute has a leased line connection of the Hathway, having the bandwidth of 60 MBPS. Also the routers are upgraded from D'link to Cisco. The wi-fi facility is enabled for the students and non-teaching, teaching staff. which enables the digital connectivity of the stakeholder of the institute.

File Description	Document
Any additional information	[View Document](#)

4.3.2 Student - Computer ratio

Response: 1.98

File Description	Document
Any additional information	[View Document](#)

4.3.3 Available bandwidth of internet connection in the Institution (Lease line)
>=50 MBPS

35-50 MBPS

20-35 MBPS

5-20 MBPS

Response: >=50 MBPS

File Description	Document
Any additional information	[View Document](#)

4.3.4 Facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS)

Response: No

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years

Response: 14.54

4.4.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
7.85	7.52	9.02	3.08	9.87

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	[View Document](#)
Audited statements of accounts.	[View Document](#)
Any additional information	[View Document](#)

4.4.2 There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Response:

The procedure of daily cleaning and upkeeping is followed and looked after by the housekeeping staff of the institute

Infrastructure maintenance checklists are regaularly updated and maintained in prominint area of the institute.

Housekeeping staff is responsible for ensuring cleanliness of the entire Institute and regular garden work which keeps campus clean and green

Electricity: Generator backup facility is available to handle power failure issues.

Security: Institute's security is looked after by the private security agency in two shifts round the clock. The security guards are on duty at the institute's main gate, parking areas etc.

Maintainace of Following thing is carried out regular interval and annual maintainance contracts (AMC) are signed with few vendors.

Electrical Maintenance: Institute has Kirloskar Cummins Generator backup for electricity with 240 KV. Generator maintainance AMC is maintained by Trident Services.

Computer and Peripherals Maintenance: Maintainance has a AMC with the supplier.

Aqua guard and Water coolers: Instutue has 6 aquagaurds with RO+UV technology. Installed and Maintained by Eureka Forbes Limited.

Air Conditioners: Institute has a A/C installed at various locations and is maintained as per the needs.

Fire Fighting Equipments: Institute has 12 fire extingushers and maintained on annual refilling basis.

Lift Maintenance: Institute has a lift with the capacity of 4 occupants with 272 KG capacity. Lift is installed and maintained by Kone Elevators.

Library Software AMC: Autolib is the library automation software and is maintained by the vendor Akash Infotech on regular basis.

File Description	Document
Any additional information	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

Response: 44.58

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
111	110	108	44	29

File Description	Document
Upload self attested letter with the list of students sanctioned scholarships	[View Document](#)
Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years	[View Document](#)

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years

Response: 3.64

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution besides government schemes year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
11	8	8	3	3

File Description	Document
Any additional information	[View Document](#)

5.1.3 Number of capability enhancement and development schemes –

1. **For competitive examinations**
2. **Career counselling**

      3.Soft skill development
      4.Remedial coaching
      5.Language lab
      6.Bridge courses
      7.Yoga and meditation
      8.Personal Counselling

A. 7 or more of the above

B. Any 6 of the above

C. Any 5 of the above

D. Any 4 of the above

Response: A. 7 or more of the above

File Description	Document
Details of capability enhancement and development schemes	[View Document](#)
Link to Institutional website	[View Document](#)

5.1.4 Average percentage of student benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years

Response: 29.77

5.1.4.1 Number of students benefited by guidance for competitive examinations and career counselling offered by the institution year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
54	57	56	53	55

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	[View Document](#)
Any additional information	[View Document](#)

5.1.5 Average percentage of students benefited by Vocational Education and Training (VET) during the last five years

Response: 38.6

5.1.5.1 Number of students attending VET year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
80	79	58	62	80

File Description	Document
Details of the students benifitted by VET	[View Document](#)

5.1.6 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Response: Yes

File Description	Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	[View Document](#)
Details of student grievances including sexual harassment and ragging cases	[View Document](#)

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 51.14

5.2.1.1 Number of outgoing students placed year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
33	39	32	35	45

File Description	Document
Self attested list of students placed	View Document
Details of student placement during the last five years	View Document
Any additional information	View Document

5.2.2 Percentage of student progression to higher education (previous graduating batch)

Response: 0

5.2.2.1 Number of outgoing students progressing to higher education

File Description	Document
Details of student progression to higher education	View Document

5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 30

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil services/ State government examinations) year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
1	0	0	0	1

5.2.3.2 Number of students who have appeared for the exams year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
2	0	0	0	1

File Description	Document
Upload supporting data for the same	View Document
Number of students qualifying in state/ national/ international level examinations during the last five years	View Document

5.3 Student Participation and Activities

5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at national / international level (award for a team event should be counted as one) during the last five years.

Response: 22

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
7	8	3	0	4

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at national/international level during the last five years	View Document
e-copies of award letters and certificates	View Document

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Response:

Student Council

Student is the main focus at International Institute of Management Science. Along with curriculum designed by Savitribai Phule Pune University, we ensure the overall development of the students, which includes communication skills, presentation skills, general awareness, decision making skills, leadership skills, team work etc. To achieve overall development, institute organizes various team activities, guest lectures, workshops, seminars, outbound activities, competitions, cultural and sports activities. Students are involved in planning, organizing and control of all activities to motivate them and make them learn the administration and management.

The student council at International institute of management Science:

Designation	Student's Name
President	Shraddha Das
Secretary	Sonali Teke
Lady Representative	Suditi Chavan
Faculty Member and Sports Coordinator	Prof. Amar Gupta
Faculty Member and Cultural Coordinator	Prof. Asha Mahajan
Senior Faculty Member	Prof. B. S. Kunte
Class Representative	Jitendra Waghmare
Class Representative	Vaibhav Komerwar
Class Representative	Prachi Kurkute
Class Representative	Urmila Pawar
Class Representative	Sheetal Deokate
Class Representative	Umesh Bute

Administrative and Academic Bodies at International Institute of Management Science:

Academic Coordination Committee:

- Sheetal Deokate
- Jitendra Waghmare

The academic coordination committee is formed with an objective to perform and ensure smooth operation of all the academic activities. The committee ensures the regular conduct of lectures, completion of syllabus any other issues of students related to teaching learning process.

Discipline Committee:

- Vaibhav Komerwar
- Suditi Chavan

Discipline committee ensures the discipline in the class, during the activities and events. The objective of the committee is to motivate discipline among the students and reduce the cases of indiscipline.

Event Management and Media Committee:

- Subramanya Kotian
- Rohit Kale
- Sagar Mane
- Urmila Pawar

The event management committee is formed for proper management of event right from the planning stage to its implementation. This committee is also responsible for post-event media coverage.

Sports Committee:

- Umesh Bute
- Vikrant Munde
- Sagar Ghodke
- Dattatray Pawar

Sports committee suggests various sports activities for making the students physically and mentally fit. The committee handles the responsibility of planning organizing and implementation of various sports activities.

Cultural committee:

- Prachi Kurkute
- Sheetal Deokate
- Rajendra Patil

The objective of cultural committee is to provide students a platform to showcase their talent and also to make them improve their interpersonal skills and teamwork. The committee proposes various cultural programmes and coordinate for planning and its execution.

Corporate relations:

- Pooja Shinde
- Deepali Chakraborty
- Jitendra Waghmare

The committee helps to build and maintain the corporate relations that can mutually benefit companies as

well as students. Senior managers in the company are approached for internships and placements, guest lectures, industry visits etc.

Training and Development committee:

- Deepak Lonkar
- Pournima Dongare
- Aishwarya Wayal

Training and development committee works to identify the training needs and to satisfy the training needs with the best of the resources available for the overall development of the students.

Library Committee:

- Sheetal Deokate
- Urmila Pawar
- Rahul Jadhav

Library committee motivates students to read more, make the required books available and develop a learning culture.

File Description	Document
Any additional information	[View Document](#)

5.3.3 Average number of sports and cultural activities/ competitions organised at the institution level per year

Response: 9.6

5.3.3.1 Number of sports and cultural activities / competitions organised at the institution level year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
11	9	9	10	9

File Description	Document
Report of the event	[View Document](#)
Number of sports and cultural activities / competitions organised per year	[View Document](#)

5.4 Alumni Engagement

5.4.1 The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Response:

The Institution strongly believes in creating and upholding association with its employees & has an active Alumni association which is significantly contributing towards the development of the Institution during last five years. Institution has received mainly Non-Financial Assistance and contribution from its Alumni especially in the form of Alumni Interaction, Placement & Career Guidance assistance, Promoting Institute's Events, Promoting CSR Activities of Institute, SIP related assistance, Entrepreneurship related assistance and Alumni Meets. The Institution intensely considers that the Alumni Association is an interface for establishing a link between the Students of the Institute and the corporate world.

The Alumni Association is contributing through the following ways:-

1. **Alumni Interaction:** The Alumni play a crucial role in overall development of students of the Institution by way of regular Alumni Interaction where in the focus is given on areas like soft skills, personality development, future employment opportunities and trends in the corporate sector. The Alumni also gives insights to the students, over a span of time in the application of theoretical knowledge in the corporate world.

2. **Placement & Career Guidance assistance:** One of the key roles being played by the Alumni Association is towards Placement and Career Guidance assistance. The Alumni constantly support the Institution in activities like conducting Mock Interviews of the Student, Giving tips to the students regarding how to face the interviews, informing the students about the current openings that are related to functional domains and giving the students a practical exposure of the challenges of corporate world. The Alumni also share their experience with the students and motivate them for their career development in various domains.

3. **Promoting Institute's Events:** The Alumni play a significant role in promoting the events of the Institute. They are actively involved in promoting cultural events of the Institute, Seminars and Workshops and also the Job fairs being organised at the Institution level. They also play an active role in planning or organising the Induction Programme of the Institute and also contribute towards the Branding of Institute.

4. **Summer Internship Project Assistance:** The Alumni also helps in providing opportunities in various companies to the students. As SIP is one of the significant aspect of the MBA curriculum, the Alumni gives an insight to the students about focused approach in the SIP and how to meet the project related research goals.

5. **Promoting CSR Activities:** The Alumni also take active responsibility in Planning and Organising the CSR Activities like Swachh Bharat Cleanliness Drive, Tree Plantation, Cloth Donation activity, Road Safety activity and Yoga Day.

6.**Entrepreneurship Awareness:** Certain Alumni have established their own Start-Ups in diverse sectors. Through this journey as an entrepreneur, they learnt various skills & knowledge and identified various challenges and opportunities in the respective field. They keep enlightening the students with their success stories and challenges being faced by them.

File Description	Document
Any additional information	[View Document](#)

5.4.2 Alumni contribution during the last five years(INR in Lakhs)
? 5 Lakhs

4 Lakhs - 5 Lakhs

3 Lakhs - 4 Lakhs

1 Lakh - 3 Lakhs

Response: <1 Lakh

File Description	Document
Alumni association audited statements	[View Document](#)

5.4.3 Number of Alumni Association / Chapters meetings held during the last five years

Response: 5

5.4.3.1 Number of Alumni Association /Chapters meetings held year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	1	1	1

File Description	Document
Number of Alumni Association / Chapters meetings conducted during the last five years	[View Document](#)
Any additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution

Response:

Institutes vision: To be a world class institution, providing value based education, empowering students to make valuable contributions to the business and society at large.

Mission: To produce / train prospective business professionals who are ethical, entrepreneurial, productive and be future ready & socially responsible citizens, To use modern techniques for continuous improvement in learning process, To involve students and faculty in innovative research projects linked with industry, academic and research institute at large

Nature of Governance:

Yashaswi Education Society (YES) Pune governs the institute (IIMS), Chinchwad Pune. IIMS is having its quality policy well defined by the Hon. President of YES and implemented by The Director, Teaching, Non-teaching and LMC members.

International Institute of Management Science (IIMS) is an ISO 9001 certified, approved by AICTE, recognized by DTE, Government of Maharashtra and affiliated to Savitribai Phule Pune University. All modern teaching tools are used for classroom teaching. IIMS strive to prepare students as per the corporate requirements. IIMS uses technology extensively to disseminate knowledge, which is coupled with dynamic teaching pedagogy. IIMS have a pool of faculty consisting of core experienced faculties supported by corporate executives, visiting and guest faculties. IIMS is located at the centralized location of the city with its classic ambience and infrastructure, high standards of teaching, strong corporate connectivity and excellent placements provide the right learning environment for the future global mangers. Keeping abreast the national educational reforms and globalization challenges in the recent times in higher education IIMS considered to actively engage in the development and implementation of quality benchmarks. Therefore to sustain its standards in education IIMS has established the Internal Quality Assurance Cell (IQAC) to institutionalize the process of quality enhancement and sustenance to quality standard. It is ensured by the management that all positions of various statutory bodies are duly filled in and at stipulated intervals, relevant meetings are conducted. The faculty members and student representatives are given excellent opportunities for developing their leadership potential. The Director is solely responsible for all-round development of the institution, maintaining discipline among the faculty, staff and students, along with academic, general and financial administration. Institute is having Administrative Manual stating policies of recruitment and selection, service rules, leave rules, administrative procedures including redressal of grievances etc. The performance appraisal of teaching staff along with feedback by the students is collected; analyzed and remedial measures are initiated to improve the overall performance.

Perspective plan

Produce / train prospective business professionals who are ethical, entrepreneurial and productive and be future ready & socially responsible citizens. Use modern techniques for ensuring continuous improvement

in teaching and learning process. Involve students and faculty in innovative research projects linked with industry, academic and research institute at large. Focus on Industry - Institute Interface through signing of MOU with industries for practical exposure to students and insisting compulsory internship for students. Develop metrics to assess the effectiveness of curricular, co-curricular and extra – curricular activities. Measure and document actual performance, determine deviations and provide feedback for improvement.

File Description	Document
Any additional information	[View Document](#)

6.1.2 The institution practices decentralization and participative management

Response:

The institute is having decentralised governance system with adequate autonomy for all the stakeholders helping better inter relationships among all departments and sections. Dean Academics is given responsibility of preparation of Academic Calendar for which he calls meeting of the Time Table Coordination Committee. Dean Academics invite choice of the subjects from the faculties and then decides the subject allotment as per their preference. After finalization of the Time Table it is circulated amongst the faculties for preparation of their individual teaching plan. Dean Academics then asks faculties to submit their individual teaching plan incorporating various components of teaching methods / tools to be used as per the University guidelines and institutes teaching pedagogy e.g. gamification, scrapbook, case study, role play, quiz, scrap book etc. It is then circulated amongst faculty members for inviting their suggestion and final copy will be released for implementation. Dean Academics cross checks effectiveness of the teaching plan every after 15 days inviting the progress report from the faculties. In case of any deviations, faculty has to give explanation and corrective plan to ensure adherence of the academic syllabus. The governing body constituted various committees for effective management of the day to day affairs of the institute. These committees have been empowered to take appropriate decisions for the benefits of the students and the institute. For conducting internal exams Internal Exam Committee is formed, for University exams separate committees are formed for Online and written exam consisting of faculties and non-teaching members of the institute. They have been given adequate roles and responsibilities along with authorities thereby empowering them to take appropriate decisions for smooth execution of their assigned tasks. Dean Academics along with concerned faculty member of the committee makes an action plan for slow learners and fast learners and offers bridge courses to improve the score card of the students. We are extremely proud of our faculty who breathe life and excitement into our courses with rich culture of diversity and inclusive excellence that makes IIMS an exciting place to work and learn. We are committed to providing a solid foundation in business and management within a hands-on, experiential learning environment with small classes and opportunities to co-op or intern with major corporations throughout the region and to work with start-up companies as well. The Director calls for periodic meetings to discuss various Academic / Co-Curricular / Extra Curricular activities such as industrial visits, annual day celebrations, sports meet, events and seminars with the involvement of faculty and students. Department meetings are also being held periodically to discuss internal issues within the departments where the Director / Dean / Faculties / Academic Coordinators will attend the meeting and address problems if any and initiate appropriate remedial plan at the institutional level. The suggestions of the committee members are well perceived by the top management.

File Description	Document
Any additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Response:

IIMS being a Management School within Savitribai Phule Pune University provides tremendous opportunity for our students to excel in a forward thinking, technology rich environment so, our graduates are business educated, applications focused and success driven! We are committed to enhancing our students' ability to engage creatively and successfully in a global environment and strive for excellence in all aspects of our research, teaching, service and administrative activities. We value diversity in all our stakeholders, research interests and teaching styles, and we aim to promote a collegiate and inclusive environment in which we treat our students, staff and other stakeholders with fairness and respect. We are proud of our extensive engagement with the public, private and upcoming start-up organizations.

At IIMS our students are expected to have an enriching and life-turning experience to reach new heights in their professional life. More than teaching process, it is a learning process. In our institute, we have created an ambience and environment conducive so that learning naturally takes place. We feel that education should be a joyful process and never be a burden. We foster sharpening of skills and enhancement of knowledge base in our students through various extra-curricular and co-curricular activities through faculty who not only keep themselves at par with the current developments but also contribute to the expansion of the body of knowledge in their field of expertise. With very congenial and professional environment our faculty makes substantial contribution to the academia through quality teaching, publications, seminars, conferences, etc. Our faculty takes pride in being part of IIMS and enjoys teaching, so students also enjoy learning and become responsible citizens of the country.

For academic excellence, IIMS has revenue of dedicated, devoted and determined teaching faculties, who encourage & empower students to do their best. The curriculum embraces both the vertical (industry speci?c) and horizontal (functional discipline speci?c) specialization streams. It focuses on the practice of oriented-learning thus creating knowledge-base through experience. For placements the students are groomed through various activities such as Industry presentations, interactive sessions, mentorship programmes, case studies, sectorial analysis, projects, social activities and value addition programmes besides regular studies. Guest sessions and National Seminars are also directed to make them ?t for the role of a committed executive in the corporate world. The guiding philosophy of IIMS, throughout have been to instill in the scholars a passion for knowledge, comprehend management concepts and integrate globally. The objectives of imparting education, combined with creation, dissemination and application of knowledge, are being met in an integrated form.

File Description	Document
Any additional information	**View Document**
Strategic Plan and deployment documents on the website	**View Document**
Link for Additional Information	**View Document**

6.2.2 Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism

Response:

The institute has a well-defined internal organizational structure for decision making and their effectiveness. Organization structure of the institute is allied with governing body, administrative setup and functions of various bodies is in place .The director carries out academic and administration management through well-established IQAC, HOD, Academic wing, Administrative, TPO wing of organisation. Functioning of the institution is ensured through various rules and procedures. The Organogram of the institute is in Any additional information file below.

Functions of GB

- Involving key stakeholders in setting and monitoring institutes Vision, Mission, Core Values, purpose, direction, priorities and strategies within constitutional and legal boundaries of the organization and maintaining positive relationships with them specifying key outcomes and ensuring there are adequate resources (people and finances) to achieve.
- Monitor academic and other related activities of the institute.
- Consider important communications, policy decisions, circulars and directions received from the University, Government, and AICTE etc. and take necessary decisions / actions from time to time.
- Consider recommendations of the Staff Selection Committee.
- Monitor students' performance and faculty development programs.
- Approving the annual budget of the Institute.
- Overseeing financial performance of the organization ensuring its money is well spent
- Check and approve audited income & expenditure accounts for the Institute on annually.
- Approve any increase/reduction of intake, courses as per AICTE/UGC guidelines.
- Review and approval of performance appraisal of faculty and non-teaching staff.
- Monitor and advice for Industry Institute Interactions initiatives, steps taken for students' Training and Placement Activities and any other relevant matters.
- Developing and implementing policies that allow the organization to best serve its stakeholders.
- Regularly scanning the organizational environment to ensure its effectiveness.

Grievance Redressal Mechanism:

Various grievance redressal committees are formed in the institute which includes, Anti-Ragging Committee, Women Grievance Committee, Student Grievance Committee, and Exam Grievance Committee etc. which are formed to resolve grievances. By forming these committees a mechanism is ensured to resolve the grievances. The names of the member committees are displayed suitably on the notice board and other appropriate places of the institute. Regular meetings of the committees are conducted by the respective committee members periodically and minutes of the meeting containing issues discussed and status of its resolution is maintained in standard formats

Recruitment

Based on teaching workload, requirement of the number of faculty required is given to the Head office. In case of shortage, an advertisement is given in the leading local newspapers. As per the guidelines and norms of SavitribaiPhule Pune University (SPPU), interviews of the shortlisted candidates are conducted by the members of the Local Selection Committee. Based on the performance of the candidate and checking, required eligibility and category, the selection of the teacher is carried out by issuing the appointment letter.

Promotional policies

After acquiring necessary qualification and experience as per the norms of new act of Maharashtra state university act 2016 and in case there is appropriate vacancy, faculty is promoted to higher post.

File Description	Document
Any additional information	View Document

6.2.3 Implementation of e-governance in areas of operation

    1. **Planning and Development**
    2. **Administration**
    3. **Finance and Accounts**
    4. **Student Admission and Support**
    5. **Examination**

A. All 5 of the above

B. Any 4 of the above

C. Any 3 of the above

D. Any 2 of the above

Response: A. All 5 of the above

File Description	Document
Screen shots of user interfaces	[View Document](#)
ERP Document	[View Document](#)
Details of implementation of e-governance in areas of operation Planning and Development,Administration etc	[View Document](#)
Any additional information	[View Document](#)

6.2.4 Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions

Response:

There are various committees operating in at IIMS.

- **Library Committee**: as per the requirements of University, AICTE and faculties, the library committee places periodical orders for purchase/ procurement of books and magazines, including ISSN, ISBN, and online journals.
- **Training & Placement Cell**: as per the requirement of the syllabus, guidance and help is provided by training and placement cell for the Summer Internship Project (SIPs), Dissertations and organizing on campus and off campus placement drives.
- **IQAC Committee**: the committee prominently works as guiding force to fine tune the institutes processes of academic planning, co-curricular activities, industry connect, inputs to faculties and students etc.
- **Anti-Ragging Committee:** institute has formulated Anti-Ragging Committee to handle sensitive issues and complaints raised by the students regarding their rights and security, where equal opportunity is given for girls and boys of the institute.
- **Women's Grievance Committee**: for prevention of prohibition of sexual harassment at work place (POSH), the institute has internal complaints committee to handle women grievances. The institute organizes seminars / events on women empowerment and celebrates International Women's Day on 8th March every year.
- **Culture and Sports Committee:** institute formulated cultural and sports committee to plan and conduct various extra-curricular and co-curricular activities for ensuring student wellbeing and holistic development even arrange and encourage active participation in indoor and out-door sports competitions.

An example of activity successfully implemented based on the Minutes of the meeting of Committees:

The MBA 1st Year students from in AY2017-2018 have raised issue about virus affecting the desktop available at the computer lab by giving a written complaint. Considering its importance and leading to loss of computer data the committee members took it as a major point of discussion in the Grievance Redressal Committee meeting urgently. The committee members visited computer lab to check the complaint, they

found that the antivirus loaded on the desktop has expired its licence. The issue was then discussed with the systems admin to confirm the expiry of its licence. The committee immediately took the decision to renew the antivirus licence of the desktop and also recommended system admin to check with other desktops and asked him to raise a work order for the same. The final approval was then obtained from the institute's Director. The system admin then completed all the formalities and installed the antivirus at the desktop where the licence was expired. After the actual implementation it was communicated to the students and they were satisfied. The effective working of the grievance committee with the help of student inputs helped to resolve the issues and complaints on time.

File Description	Document
Any additional information	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Response:

The institution supports for the welfare of the teaching and non-teaching staff thereby enhances professional development in following ways:

- Offering financial support by encouraging faculty members to participate in FDPs, seminars/workshops/conferences/ symposia, presenting paper at national & international seminars/Conferences along with granting of on duty leave, publication of research papers.
- Faculty is encouraged to take various university assignments such as CAP examiners VIVA expert, member of flying squad/selection committee, external supervisor, Paper setter, Examiner, Resource Person for various programs etc.
- Faculty members are encouraged to associate with State, National and International professional bodies like AIMA, AMA, NIPM, CII etc.
- Teaching load of average 2-3 periods per day is ensured so that the faculty members can effectively manage other activities like monitoring, assessments checking, mentoring students preparing their study material, spending time for their own research and higher studies.
- All the teaching and non-teaching members are given institute uniforms, healthy and hygienic work environment, maternity leave for female staff, providing latest study material including e-journals through library, granting of compensatory off when they work on holidays, reimbursement of conveyance expenses if they use their personal vehicle for institute work.
- Separate seating arrangement with table, chair, cupboard and PC, centralized printers and photocopy machine are available to every staff members.
- Institute has provided safe drinking water, proper parking facility, specialized security and guards are engaged by the institute at the premises for safety and security of the employees.
- Indoor and outdoor games facility.
- Generator backup for ensuring nonstop teaching in the class.
- Two months sabbatical leaves are granted for higher studies (PhD work) over and above normal leaves.
- Maternity Leave is given as per government and university rules to female staff members.

- Annual/special increments are made as per policy.

File Description	Document
Any additional information	[View Document](#)

6.3.2 Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 91.67

6.3.2.1 Number of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
15	24	21	23	24

File Description	Document
Details of teachers provided with financial support to attend conferences,workshops etc during the last five years	[View Document](#)
Any additional information	[View Document](#)

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Response: 2.8

6.3.3.1 Total number of professional development / administrative training programs organized by the Institution for teaching and non teaching staff year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
5	5	1	1	2

File Description	Document
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	[View Document](#)

6.3.4 Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years

Response: 86.67

6.3.4.1 Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
20	24	17	17	22

File Description	Document
Details of teachers attending professional development programs during the last five years	[View Document](#)

6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Response:

Institute has well defined Performance Appraisal system for teaching and non-teaching staff members.

The Performance Appraisal Form for teaching staff includes 4 parameters, based on which performance is evaluated:

A.   Syllabus Coverage

B.   Teaching Learning and Evaluation related activities:

C.   Overall performance parameters

D.   Self-Appraisal

In Section A, following points are included for the evaluation

Syllabus Coverage and reasons for incompletion

In Section B, following points are included for the evaluation

1. University result of the course/s you conducted (Average of all courses)
2. Additional input to students
3. Seminars participated
4. Research & consultancy projects undertaken/conducted
5. Books/Articles written & published
6. Case studies read/developed
7. Punctuality in conduct of lectures

In Section C, following points are included for the evaluation

1. Quality of Teaching
2. Subject Knowledge
3. Uninformed/Unplanned Absenteeism
4. Obedience
5. Knowledge Administrative procedures
6. IT Proficiency
7. English Language – oral
8. English – Written
9. Work Quality
10. Ability to guide students

In Section D, following points are included for the evaluation

1. Strengths
2. Weaknesses
3. Plan to overcome weaknesses
4. Beat achievement
5. Future plans and requirements for better performance

Non-teaching staff performance appraisal includes 4 parameters as listed below

A   Personal Information

B   Nature of Duties performed

C   Overall Performance Parameters

D   Self-Appraisal

Based on this self-appraisal and the evaluation, performance indicator is calculated and appropriate increments are provided to the staff accordingly. The existing appraisal system provides an opportunity to map / assess self-SWOC analysis and self-development to the teaching and non-teaching staff.

General guidelines are also provided on the last page of the performance appraisal form which will help both the appraiser and appraisee to fill the form and submit for review of management

File Description	Document
Any additional information	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

Institution regularly conducts rigorous internal and external financial audits every year in order to verify compliance with respect to rules, regulations, and standard operating procedures and to evaluate the adequacy of internal control systems and management of funds. Internal audits are conducted by the Accounts Section of the institute and Accounts Department at Head Office. Institute Budget is sanctioned by the management which gives directions for utilization of financial resources.

Institute uses 'Tally' financial software for maintaining quantitative financial records and legitimate proofs of income and expenditures are maintained appropriately. In case of the expenses which are not pre-budgeted but are necessary to be done, prior permission from the appropriate authorities is taken well in advance before making such expenses. Biometric attendance system is used to record the attendance of the employees and is verified against salary calculation and payment.

Before submitting the final report to the management, Internal Auditor from head office periodically visits the institute every year to check and investigates all the records along with proofs. Till date institute has not received any query about mobilization of financial resources or concern over SOPs.

Dates of Internal Audit conducted for last five years are given as below –

1. For F.Y. 2013-14 – 14th May 2014
2. For F.Y. 2014-15 – 12th May 2015
3. For F.Y. 2015-16 – 16th May 2016
4. For F.Y. 2016-17 – 19th May 2017
5. For F.Y. 2017-18 – 25th May 2018

External Audit by Qualified Chartered Accountants is conducted every year to verify whether the Books of Accounts are prepared as per statutory requirement and complies with legal requirements. Methodology of audit: Vouching of all bank and cash transactions, Ledger scrutiny, analysis of fixed assets register, cash book, advance register, checking of bank reconciliation statement, scrutiny of all documents relating to purchase of fixed assets etc. Till date institute has maintained its record of not receiving any query from the external auditor.

External Auditor's report include –

1. Balance Sheet

2. Income and Expenditure Account

3. Different Income and Expenditure Schedules

4. Notes forming the part of the accounts

Dates of External Audit conducted for last five years are given as below –

1. For F.Y. 2013-14 – 24th Sept. 2014
2. For F.Y. 2014-15 – 19th Sept. 2015
3. For F.Y. 2015-16 – 20th Sept. 2016
4. For F.Y. 2016-17 – 21st Sept. 2017
5. For F.Y. 2017-18 – 21st Oct. 2018

File Description	Document
Any additional information	[View Document](#)

6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (INR in Lakhs)

Response: 0

6.4.2.1 Total Grants received from non-government bodies, individuals, philanthropists year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0	0

File Description	Document
Details of Funds / Grants received from non-government bodies during the last five years	[View Document](#)

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Response:

Availability of fund is essential for running day to day operations of the organization, but at the same time it is very important to utilise the funds in most effective manner. If the available funds are used in the right direction, the progress of the organization will be in high order otherwise it leads to downturn even though sufficient fund is available. Therefore for organizational development, movability / utilization of fund in right direction are essential.

Our major source of income is tuition fees and student scholarships receipts from state government. Major expenditure consists of payments made on account of Educational / Academic related services, salary to employees of the institute, seminar fees, training and placement expenses of students, staff training and faculty development programmes, contribution to research activities (Faculty participation in research conferences and case studies conducted by other institutes). Administrative and general expenses such as office expenses, water supply and testing charges, electricity charges, repairs and maintenance of movable and immovable assets are done to ensure smooth functioning of the institute. Student welfare expenses are also done for various student activities such as student participation in conferences, sports and cultural events etc.

Deficit if any is managed by funding from parent trust "Yashaswi Education Society". Suitable Institutional mechanisms are available to monitor the effective and efficient use of financial resources. For effective and efficient use of available financial resources, we are having our own internal audit team. Board of Trustees approves annual budget of Revenue and Capital Expenditure recommended from the Director. Financial results are compared, analysed and verified by the governing body under different heads such as Infrastructure & Development, Purchase of Library Books / Journals, Academic Facilities, Physical facilities and Green Initiatives and overall management of activities.

It is said that no institution is recognized by its infrastructure but by the success of students studying in it. Therefore certain part of the income is invested on purchase of books and apparatus, sports, youth festival and some other items. Majority of the income is spent on salary and up-gradation of institution professors and non-teaching employees also. Various programs like sports, yoga, personality development and other activities are organized to maintain good health and welfare of the students and institute employees. To upgrade the students, professors and employees various programs such as guest lectures, seminars, discussions are organized and they are also encouraged to participate in different institution, research work, seminars and other developmental activities.

We ensure that recurring and capital expenditures are controlled within the budgeted resources of the institute. There exists a Financial Resource Mobilization Policy of the institute. Objective of the policy is to "To ensure the mechanism of resource mobilization and effective use of financial resources."

File Description	Document
Any additional information	View Document

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Response:

As a result of AMC initiatives, two significant practices institutionalized, during last five years they are:

1.Effective use of pedagogical tools to enrich teaching and learning process

Teaching to millennial generation is very complex and ambiguous process as most of the learning happens out of the class in terms of internet, blogs, video platforms and social media. This put forth a great challenge to the teaching fraternity to engage with the students and make them attentive and retain their interest in the courses offered by the curriculum.

One of the practices adopted by the institute is making use of the diverse pedagogical tools which ensures that sincere efforts are made by the faculty members to enrich the process teaching learning process. Following list indicates pedagogical tools adopted along with the conventional methods by the faculty members of the institute

1. Teaching on the board
2. Gamification Tools and Apps
3. Harvard Case Study
4. Video Lecturing.
5. Newspaper in Teaching
6. Magazine base assignments
7. PPT Presentation
8. NPTEL/SWAYAM/MOOCs Courses
9. Webinar
10. Seminar/Workshop/Conference
11. Field Visit/ Field Survey
12. Winter Assignment
13. Publication of Research Paper
14. Industrial Visit
15. Group Assignments
16. Open Book Class Test and Surprise Test
17. Discussion on Case-let development by faculty
18. Use of Television
19. Book/Article Review
20. Smart search on Smart Phone

Practice 2: Industry Institute Interface

Every year our students are getting internship opportunity in various sectors of the industries. Faculties are also regularly completing their internship in various industries. Industry Expert and Subject Expert visit our institute regularly to conduct Guest sessions. Every Academic Year, Twice we arrange industry visits to our students. We have Tie-up with various professional bodies like National Institute of Personnel Management, & MCCIA. We have executed various activities in collaboration with NIPM.

Mr. Vishwesh Kulkarni-President of Yashaswi Group is the National President for the NIPM Body, Dr. Rajendra Sabnis (Dean of IIMS) is Executive Committee Member of NIPM, and Dr. Amit Giri (Faculty of IIMS) is another Executive Committee member of NIPM. We have executed various activities for students to gain knowledge through various programs related to Industry Institute Interaction organized by these professional bodies. E.g.

1. NIMP Quiz
2. NIPM –Student Chapter
3. NIPM Conferences
4. Summer/Winter Internship where our students gained knowledge about the industry
5. Faculty Internship where faculties also get practical insights of industry practices.
6. Final Placement, our Students became industry ready and got placed in major organization at various sectors.
7. Guest Session by Industry Expert
8. Industry Visit and Field Trips offered a source to gain practical knowledge to the Students
9. Visits Government Bodies Like Labour Court, BSE & JNPT
10. Association with Professional Bodies like NIPM, MCCIA
11. Entrepreneurial Development: Our institute has developed 18 entrepreneurs for past 5 years MBA Batch. It's the constant efforts of the institute that resulted in entrepreneurial development of the students
12. Women Empowerment: Institute regularly invite imminent women Business Leaders to motivate and empowers Women.

File Description	Document
Any additional information	[View Document](#)

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms

Response:

IQAC periodically monitors the quality of teaching and learning process, structures and methodologies of operations and learning outcomes during the meetings. Institute already has been certified for ISO 9001 certification since last 5 years. Regular internal audits by internal auditors and external audit by the certification agencies are happening so that the ISO certification is retained successfully. Teaching to

millennial generation is very complex and ambiguous process as most of the learning happens out of the class in terms of internet, blogs, video platforms and social media. This put forth a great challenge to the teaching fraternity to engage with the students and make them attentive and retain their interest in the courses offered by the curriculum.

Two examples of institutional reviews and implementation of teaching learning reforms facilitated by the IQAC are shown below:

1. Curriculum delivery: As per the course outline and teaching plan every semester curriculum delivery is done. Preparation, monitoring and controlling of academic calendar and activity planner along with conducting sessions as per session plan is done by the faculty and syllabus completion report is submitted to Director who ensures regular conduct of Academic Monitoring Committee meetings and discussions on the same. Introduction of any new format of teaching plan and course outline may take place on the suggestions received in the meeting.

1. Academic Feedback and Internal & External Audit: all the planning of next semester depends upon the academic feedback received by academic head form different stake holders of the institute i.e. students, parents, alumni, recruiters etc. Internal and external audit is regularly done by competent authorities by verifying and confirming the performance of academic practices and procedures against planned/standard procedures.

Faculties prepare their course files which includes - University syllabus, Course time table, Individual timetable, Overall Session plan, PPTs, teaching notes and MCQs for each individual session, List of text books/reference books/e-learning resources, Planned Assignments and cases studies/ projects, previous University Question papers, MCQ, Question Bank, Last academic year result of the subject, Attainment of course outcome. The course file presentation will be done before the AMC committee to assess the effectiveness of the plan. The suggestions are incorporated and the course file will be finalized for each subject. The practical workbooks will be made ready in the similar fashion. It includes the assignments and sample solution for each session. Academic progress is monitored by Director every month. Academic audit is done for the number of lectures planned and the number of lectures actually conducted. This ensures identification of gaps, if any, and necessary corrective actions are taken for filling the gap.

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year

Response: 16.6

6.5.3.1 Number of quality initiatives by IQAC for promoting quality year-wise for the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
21	17	21	11	13

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	View Document
Any additional information	View Document

6.5.4 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); timely submission of Annual Quality Assurance Report (AQAR) to NAAC; Feedback collected, analysed and used for improvements**
2. **Academic Administrative Audit (AAA) and initiation of follow up action**
3. **Participation in NIRF**
4. **ISO Certification**
5. **NBA or any other quality audit**

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: B. Any 3 of the above

File Description	Document
e-copies of the accreditations and certifications	View Document
Details of Quality assurance initiatives of the institution	View Document

6.5.5 Incremental improvements made during the preceding five years *(in case of first cycle)* **Post accreditation quality initiatives** *(second and subsequent cycles)*

Response:

Quality enhancement initiatives in the Academic

2013-14

1. Training on Continuous Internal Evaluation (CIE) for Half Credit and Full Credit courses is conducted for quality enhancement of faculty and to improve outcome based education.

2. MCQ based training methodology introduced as per Pune University curriculum
3. Decision to partner with National Institute of Personnel Management (NIPM) for improving Industry interface
4. Decision for applying and getting certified with ISO Certification was taken for improving overall quality standard of the institute
5. Started Incubation cell for budding entrepreneurs
6. Signed MOU with 'The Indian Card Clothing Co. Ltd.' for better Industry Institute Interface
7. Organized State Level seminar on 'Employee Retention - A Challenge', Seminar on 'Classroom to Execution' & 'Cyber Crime'
8. Published 1st Issue – March 2014 of 'YASHOMANTHAN International Research Journal' with ISSN 2347 - 8039 incorporating quality research papers

2014-15

1. Use of Business Book Review for knowing the business success & failure stories
2. Conducted Subject and Industrial Experts Sessions Plan of each activity through Academic Calendar Student Training Program.
3. Published 2nd Issue – February 2015 of 'YASHOMANTHAN International Research Journal' with ISSN 2347 - 8039 incorporating quality research papers

2015-16

1. Organized Youth Conference on 'Change Challenge Opportunity in 2020 for students
2. Organized training session on 'Make in India' movement initiatives introduced by The Government of India
3. Published 3rd Issue – March 2016 of 'YASHOMANTHAN International Research Journal' with ISSN 2347 - 8039 incorporating quality research papers

2016-17

1. Organized training programme on 'Decoding Accreditation'
2. Organized one day training programme on 'Gain a Winners Edge'
3. Published 4th Issue – March 2017 of 'YASHOMANTHAN International Research Journal' with ISSN 2347 - 8039 incorporating quality research papers

2017-18

1. Organized 'Goods and Service Tax' (GST) workshop for teaching and non-teaching staff to know the provisions of the act introduced by The Government of India
2. Organized faculty development programme on 'Stress Management' for faculties and 'Personality Development' for non-teaching staff
3. Organized training seminar on 'Entrepreneurship' from DEASARA foundation a successful

entrepreneur organization

4. Conducted training via Skype interview for grooming of students for placements

5. Using of webinar and gemification as a tool for teaching and learning

6. Published 5th Issue – July 2018 of 'YASHOMANTHAN International Research Journal' with ISSN 2347 - 8039 incorporating quality research papers and referring it to referee panel for review

Quality enhancement initiatives in the Administrative

1. Tally ERP-9 was started in the year 2011

2. Library software – AutoLib membership taken in the year 2007

3. Organized Faculty Development Program on 'Personality Development' by Prof. Amar Gupta for Non-teaching staff

4. Organized Faculty Development Program on 'Stress Management' by Prof. Amar Gupta for Non-teaching staff

5. Organized Faculty Development Program on Cyber Security by Prof. Deepti Lele for Non-teaching staff

6. DELNET on line library network membership taken in the year 2016

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Number of gender equity promotion programs organized by the institution during the last five years

Response: 26

7.1.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
7	4	5	4	6

File Description	Document
Report of the event	View Document
List of gender equity promotion programs organized by the institution	View Document

7.1.2

1. Institution shows gender sensitivity in providing facilities such as:
   1. Safety and Security
   2. Counselling
   3. Common Room

Response:

International Institute of Management Science more sensitive towards gender by providing different facilities to students and staff members without any discrimination or gender bias.

IIMS has reserved seats for female faculty mebers in the recruitment process as per the norms.

Safety and Security for Students & Staff

IIMS tries for ensuring equal rights for men & women without any discrimination.

Redressal Committee, Anti-Sexual Harassment Committee, and Anti Ragging Committee are established and functioning as per the norms to ensure the safety and security of female staff and girl students

The Committee has been formed in order to ensure transparency by technical institutions in admissions, preventing unfair practices, redressal of Women, and Sexual Harassment Cell. These committees continuously monitor the gender issues.

The committees scrutinize any grievances reported and initiate necessary actions. When a complaint is received by the Cell, an enquiry is conducted.

Based on the first hand information and enquiry report, the committee submits its report to the Director for further action.

Institute premises and passages are covered under video surveillance. CCTV cameras are installed at all prominent places in the premises. Institute has appointed security personnel for the safety and security of the students and staff. Security personnel are available 24*7 in the premises.

Counselling

Regular Counselling sessions are conducted to supports the career development and progression of female staff and students. It provides opportunities to females to grow as per their capabilities and build professional skills.

Institute provides females to participate in different activities. It aims at facilitating equal participation of girls and boys in the activities. Admission ratio of girls has been improved over the period of time. Women's Empowerment Day is celebrated every year to boost the morale of female staff and students.

Common Room

Girl's Common Room: Girl's common room is available and is well ventilated. It has washrooms, first-

aid box etc. Housekeeping staff maintains cleanliness of the girl's common room.

File Description	Document
Any additional information	[View Document](#)

7.1.3 Alternate Energy initiatives such as:

1. **Percentage of annual power requirement of the Institution met by the renewable energy sources**

Response: 0

7.1.3.1 Annual power requirement met by the renewable energy sources (in KWH)	
7.1.3.2 Total annual power requirement (in KWH) Response: 67180	

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	[View Document](#)

7.1.4 Percentage of annual lighting power requirements met through LED bulbs

Response: 16.18

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH) Response: 2127	
7.1.4.2 Annual lighting power requirement (in KWH) Response: 13148	

File Description	Document
Details of lighting power requirements met through LED bulbs	[View Document](#)
Any additional information	[View Document](#)

7.1.5 Waste Management steps including:
- **Solid waste management**
- **Liquid waste management**
- **E-waste management**

Response:

Waste Management

The institution is sensible about environmental issues and waste management.

Solid Waste Management:

Solid waste management at IIMS is undertaken with the help of Pimpri Chinchwad Municipal Corporation. Solid waste is collected by the housekeeping staff and on a daily basis. It is picked up by the PCMC. IIMS prefers to felicitate the Guest Speakers of different activities with saplings or eco-friendly mementos. Optimal utilization of papers (use of one-sided pages) is emphasized. The dustbins have been provided in the each classroom, staff cabins, and computer laboratory, washrooms, library, on all the academic floors, corridors and outside the main building also.

Liquid Waste Management:

Liquid waste is generation from toilets is segregated and connected with let out into a common drainage facility. This liquid waste could root for various infections and can cause various diseases among the student and staff, if they end with rivers and lakes.

E-waste Management:

At the end of useful life of computer, it will become e-waste. This e-waste is collected and the qualified technician evaluates the condition e-waste. Sometimes computers are repaired and sometime cannot be repaired with damage condition of computers and e-waste is sent vendor to scrap. Institute has done the agreement with vendor for e-waste management.

File Description	Document
Any additional information	[View Document]()

7.1.6 Rain water harvesting structures and utilization in the campus

Response:

Rain Water Harvesting

The Rain Water Harvesting come in focus because of draught every year, the water shortage has become one of the crucial elements for survival of human beings, animals & nature as well. Water management system has to be improved as the natural resources are very valuable and we need to protect those natural resources through rain water harvesting which gives self-sufficiency for water availability. During the rainy season, water is gathered on the terrace and is brought through pipes and reused for gardening purpose.

File Description	Document
Any additional information	[View Document](#)

7.1.7 Green Practices
- **Students, staff using**
a) **Bicycles**
b) **Public Transport**
c) **Pedestrian friendly roads**
- **Plastic-free campus**
- **Paperless office**
- **Green landscaping with trees and plants**

Response:

Bicycles- Using Bicycle is the best way to be fit in the overall health of student and staff. It is economical and pollution free. Bicycles are used by few students and teaching and non-teaching staff members who are staying in the nearby our institute remises.

Public Transport- Our students and staff travel by public transport like PMPML bus and private transport etc. and one of the main advantage of our Institute is have a PMPML bus stop next to our entrance gate. Student and Staff share the two wheelers and four wheelers to green initiative. Student use public transport for their conveyance to reach the institute and PMPML has started public transport services from remote area also. The students from Hinjewadi, Kothrud, Chakan and all locations around PCMC come by bus services provided by PMPML. Ultimately it minimise the use of personal vehicles by students.

Pedestrian friendly roads- Pimpri Chinchwad Municipal Corporation provided pedestrian friendly roads

to avoid traffic problems and safety to students.

Plastic-free campus- Institute focuses on reduction and elimination of plastic from the campus. The administrative department and canteen of the institute follow the plastic free environment. Students and staff are encouraged to use eco-friendly cloth bags instead of plastic bags to support 'Plastic-free India' drive.

Paperless office- The Administrative staff uses one sided used papers to reduce the usage of papers. The exam time tables and important communication is done with student and faculty members through, emails, whatsapp, etc. to reduce papers.

Green landscaping with trees and plants-

IIMS has started a green initiative campaign long back in collaboration with the NGO like Green Hills Group, Sadabahar Foundation etc planting the trees in the campus as well as at Chatushrungi Hills, the hill located nearby the campus.

File Description	Document
Any additional information	[View Document](#)

7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years

Response: 3.13

7.1.8.1 Total expenditure on green initiatives and waste management excluding salary component year-wise during the last five years(INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
1.6	2.62	1.10	0.94	1.98

File Description	Document
Green audit report	[View Document](#)
Details of expenditure on green initiatives and waste management during the last five years	[View Document](#)
Any additional information	[View Document](#)

7.1.9 Differently abled (Divyangjan) Friendliness Resources available in the institution:

1. **Physical facilities**
2. **Provision for lift**
3. **Ramp / Rails**
4. **Braille Software/facilities**
5. **Rest Rooms**
6. **Scribes for examination**
7. **Special skill development for differently abled students**
8. **Any other similar facility (Specify)**

A. 7 and more of the above

B. At least 6 of the above

C. At least 4 of the above

D. At least 2 of the above

Response: A. 7 and more of the above

File Description	Document
Resources available in the institution for Divyangjan	[View Document](#)
Any additional information	[View Document](#)

7.1.10 Number of Specific initiatives to address locational advantages and disadvantages during the last five years

Response: 18

7.1.10.1 Number of specific initiatives to address locational advantages and disadvantages year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
2	3	5	3	5

File Description	Document
Number of Specific initiatives to address locational advantages and disadvantages	
Any additional information	

7.1.11 Number of initiatives taken to engage with and contribute to local community during the last five years (Not addressed elsewhere)

Response: 18

7.1.11.1 Number of initiatives taken to engage with and contribute to local community year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
2	3	5	3	5

File Description	Document
Report of the event	

7.1.12
Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal /Officials and support staff

Response: Yes

File Description	Document
Any additional information	
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	

7.1.13 Display of core values in the institution and on its website

Response: Yes

File Description	Document
Any additional information	[View Document](#)
Provide URL of website that displays core values	[View Document](#)

7.1.14 The institution plans and organizes appropriate activities to increase consciousness about national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations

Response: Yes

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	[View Document](#)

7.1.15 The institution offers a course on Human Values and professional ethics

Response: Yes

File Description	Document
Any additional information	[View Document](#)
Provide link to Courses on Human Values and professional ethics on Institutional website	[View Document](#)

7.1.16 The institution functioning is as per professional code of prescribed / suggested by statutory bodies / regulatory authorities for different professions

Response: Yes

File Description	Document
Any additional information	[View Document](#)
Provide URL of supporting documents to prove institution functions as per professional code	[View Document](#)

7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years

Response: 43

7.1.17.1 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony

and social cohesion as well as for observance of fundamental duties year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
12	7	10	7	7

File Description	Document
List of activities conducted for promotion of universal values	View Document
Any additional information	View Document

7.1.18 Institution organizes national festivals and birth / death anniversaries of the great Indian personalities

Response:

IIMS organizes the national festivals and birth / death anniversaries of the great Indian personalities. India is worldwide known for its cultural diversity.

The Institute organizes following national festivals and birth/death anniversaries of the great Indian personalities. Dr. Sarvpalli Radhakrishna birthday as Teachers Day, Rashtriya Ekta Diwas, International Yoga Day & National Youth Day.

Republic Day is national festival of India. This auspicious day is celebrated on 26th January to commemorate the adoption of constitution. Flag hoisting ceremony is organized on the Republic Day. It is celebrated with much enthusiasm to commemorate the event and Military Band is called on this day.

Independence Day, Every year, 15 August is celebrated as Independence Day to India's freedom from British rule. This day is also marked as a birth of the world's biggest democracy, i.e. India. Flag hoisting ceremony is organized on the Republic Day and Military Band called on this day.

Maharashtra Day, Every year the Government of Maharashtra issues a notification declaring the 1st of May to be a public holiday to be celebrated as Maharashtra Day. This holiday applies to all the schools, offices and companies under the jurisdiction of the State and central Government celebrate this day by organising various programmes and our society celebrates this day by organising Yashotsav.

Teacher's day, every year, teacher day is celebrated on **5th September.** Students take the responsibility of the academic schedule and felicitate faculty members.

International Women's Day: Every Year, International Women's Day is celebrated at on the 8th of March by honouring women, who have did the balance between their home and work life.

International Day of Yoga: Since its inception in the year 2015, June 21st is celebrated as The International Day of Yoga all over the world. This idea was proposed by our Prime Minister, Mr. Narendra Modi. Yoga is an invaluable gift of India's ancient tradition. IIMS practiced meditation and yoga every year on International Yoga day.

National Youth Day, It was a decision of Government of India taken in 1984 to celebrate the birthday of great Swami Vivekananda, i.e. 12th January, as National Youth Day every year. The Government of India quoted that ' the philosophy of Swamiji and the ideals for which he lived and worked could be a great source of inspiration for the Indian Youth and IIMS organises various programs to encourage youth for betterment of Nation.

File Description	Document
Any additional information	[View Document]()

7.1.19 The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions

Response:

Financial Transparency –

Institute maintains transparency in financial transactions for smooth and effective functioning. Director and Dean of the institute collates the budgets submitted by different committees and the combined budget for academic year is presented in front of governing body members in annual governing body meeting held at head office.

Academic Transparency –

Institute has adopted ISO 9001 certification which sets up academic process as a guiding instrument for the entire academic procedure. The course curriculum of the institute is as per the guidelines prescribed by SPPU. The academic calendar displayed by the university, is followed by the institute and similarly the academic calendar for the semester is prepared which consists of details such as commencement date, national holidays, and planned co-curricular and extra-curricular activities. For every curricular activity a fair chance is given to every individual based on the nature of the event, Notice for the event is displayed/posted on official WhatsApp group of the institute and nomination is taken from the students through class representative. For academic support class representative discuss the issues with the class coordinator.

Administrative and Auxiliary Transparency –

Institute follows the admission mechanism put forth by statutory bodies' stringently. At the time admission every student gets the admission fees receipt indicating the components finalised by fees regularity committee, for needy students institute provides instalments facility and fees are recovered during the same academic year.

File Description	Document
Any additional information	[View Document](#)

7.2 Best Practices

7.2.1 Describe at least two institutional best practices (as per NAAC Format)

Response:

1.Title of the Practice: Effective use of pedagogical tools to enrich teaching learning process.

1. **Objective of the practice**

- Catering to the needs of the diverse category of the learners namely Audio, Visual, Kinesthetic and Artistic vs. Logical
- Reaching out to the bottleneck of the class
- Making learning interactive and long lasting process
- Making the teaching learning process effective.

3.The Context

Teaching to millennial generation is very complex and ambiguous process as most of the learning happens out of the class in terms of internet, blogs, video platforms and social media. This put forth a great challenge to the teaching fraternity to engage with the students and make them attentive and retain their interest in the courses offered by the curriculum.

4.The Practice

One of the practices adopted by the institute is making use of the diverse pedagogical tools which ensures that sincere efforts are made by the faculty members to enrich the process teaching learning process. Following list indicates pedagogical tools adopted along with the conventional methods by the faculty members of the institute

5.Evidence of success

- Teaching on the board: Conceptual subjects like Business Research Method, Accounts, Financial Management is taught on the board which enables learners to understand the sequential flow of the data.
- Gamification Tools and Apps: 'Kahoot' is game based learning app which makes education gaming as a fun with learning in terms of solving MCQ questions games in the stipulated time period.
- Harvard Case Study: Case study from Harvard is one of the effective medium for the courses which are strategic in nature which helps learners to connect the dots between strategic to operational level issues in the case given.
- Video Lecturing: Video from YouTube, Ted talks etc are used extensively for the courses which are complex in the nature.
- Newspaper in Teaching: The courses for which contemporary knowledge is essential for eg. Industry analysis, Enterprise analysis, financial budgeting, equity research this tool is used
- Magazine base assignments: The courses for which contemporary knowledge is essential for eg. IADR, EADR, Brand Management this tool is extensively used

- PPT Presentation: For most of the courses this tool is mostly preferred.

- NPTEL/SWAYAM/MOOCs Courses: Students are advised to take up the course on NPTEL, MOOCs like Coursera etc. Based on their inclination towards some specialization they opt for it.
- Webinar: This tool is suitable for the courses in which contemporary topics are included for eg. Quality Management, Technology Management etc.
- Seminar/Workshop/Conference: Students attend the seminars and workshop to understand recent

developments shared by the experts.

- Field Visit/ Field Survey: For the courses related to research and marketing management students undergo the field projects to get the first-hand experience of the market.
- Winter Assignment: After the first semester examination students are encouraged to take up the short duration internships to add value to the resume also they can connect theory with practical exposure.
- Publication of Research Paper: Faculty guides student to write a research paper on the contemporary topic which gets published in the journals and/or seminars
- Industrial Visit: Every year industrial visit to the organization located in the vicinity of the college is arranged by the college which helps students to experience the working environment of the industry.
- Group Assignments: Group assignments given by the faculty encourages team participation and leadership qualities development.
- Open Book Class Test and Surprise Test: This tool seems effective for the courses which involves concept based questioning.
- Discussion on Case-let development by faculty: Faculty discuss the cases developed by them, which gives exposure to the students related to expertise of the faculty.
- Use of Television: For union budget session live telecast is made available for the students. Also broadcast made by the statutory bodies live broadcasting is used.
- Book/Article Review: Students do the book review during the post exam vacation
- Smart search on Smart Phone: For research oriented courses faculty encourage students to use of mobile handsets in the classroom to improve the quality of the discussion.
- Radio: Use of radio channel Gyanvani for students.
- Simulation and Games: Use of simulation games for the marketing and operations courses.

6.Problems Encountered and Resources required

The concerned committee focuses on the problems encountered & important physical asset requirements & prepares a draft plan to meet the same within the budgetary allocations at the beginning of each session.

Best Practice – II

1.Title of the Practice: Industry Academia Interface

1. **Objective of the practice**

- To Provide training and experiential learning opportunities for the development of skills in assessment, counselling, crisis intervention, consultation, outreach, and supervision
- To Encourage and engage Faculty Members with industry through consultancy and Internship Projects to be successful for improving teaching skills in higher education
- To maintain regular interaction with the industry through Seminars, Guest Lectures, Conferences, Corporate Meets etc.
- To organize campus interviews for final year students
- To strengthen Industry Connect
- To enable Faculty to better understand the challenges faced by the client companies and develop functional and cross functional solutions to resolve these challenges.
- To get students acquainted with recent developments, practical applications, research, problem solving, industry needs and requirement, their expectations, scope for students and implementation of theoretical knowledge.
- To offer a source to gain practical knowledge to the Students so that they can observe and learn as to how theatrical concepts are put to into action, thereby aiding their practical learning
- To help students gain knowledge through various programs related to Industry Institute Interaction organized by these professional bodies.

3.The Context

Every year our students are getting internship opportunity in various sectors of the industries. Faculties are also regularly completing their internship in various industries. Industry Expert and Subject Expert visit our institute regularly to conduct Guest sessions. Every Academic Year, Twice we arrange industry visits to our students. We have Tie-up with various professional bodies like National Institute of Personnel Management, & MCCIA. We have executed various activities in collaboration with NIPM. Our institute is closely associated with MCCIA (Mahratta Chamber of Commerce Industries & Agriculture).

4.The Practice

Institute is striving hard to execute above objectives of the practices, some of the highlights of our practices as below

A) Summer/Winter Internship: Our Students every year getting prospect for internship in various sectors of the industry E.g.

1. FMCG: MAPRO,
2. Banking: HDFC
3. IT/ITES: Infosys
4. Manufacturing: Forbes Marshal

B) Faculty Internship: Faculties are regularly completing their internship in industries like

1. Quality Management Program in Swaftech Eng P Ltd
2. Banking & Insuarance in Acconlink solutions P Ltd

C) Final Placement: The Training & Placement Cell of the Institute regularly facilitate the Campus Recruitment Programme for all disciplines. The Placement Cell always initiates and nurtures contacts with leading organizations for campus visits and is functional throughout the year. T& P Cell also assists the students for Summer/Winter Industrial training. Few of Our Recruiters: WNS Global Services, Kurlon, Parle Agro, Just Dial, HDFC, Eclerx, Ola Cab

D) Live Projects and short Assignments: Recently Our Faculty Members completed Live Projects in following companies

1. Bihar Productivity Improvement Project(A Government Project)
2. Gestamp
3. Merchant Bank –Nashik
4. RUSA Project

E) Guest Session by Industry Expert:Industry Expert and Subject Expert visit our institute regularly to conduct Guest sessions.Few of the expert's details are as follow

1. Dr. Uday Bhosale-Director HR of PARI Robotics
2. Dr. Rajendra Sabnis-VP HR for The Indian Card Clothing Company Ltd
3. Dr. S V Bhave - VP HR of Bharat Forge Ltd.
4. Mr. Shailendra Dhamdhere-GM- Johnsons & Johnson Ltd
5. Dr. Balaji Gopalan-Asia Pacific Head Director –Carraro Group India

F) Industry Visit and Field Trips: Every Academic Year, Twice we arrange industry visits to our students. These companies include Coca Cola, Mercdes Benz, MAPRO, PARI Robotics, Volks Wagan, Universal etc.

G) Visits Government Bodies: Our institute has organizes regular visit to major government bodies which includes - Labour Court, BSE & JNPT etc.

H) Tie -up with various professional bodies: We have Tie-up with various professional bodies like **National Institute of Personnel Management, (NIPM) Pune, :**

1. Mr. Vishwesh Kulkarni-President of Yashaswi Group is the National Head for the NIPM Body,
2. Dr. Rajendra Sabnis(Dean of IIMS) is Executive Committee Member of NIPM,
3. Dr. Amit Giri (Faculty of IIMS) is another Executive Committee members of NIPM

We have executed various activities for students to gain knowledge through various programs related to Industry Institute Interaction organized by these professional bodies. E.g.

1. NIMP Quiz
2. NIPM –Student Chapter
3. NIPM Conferences

Our institute is closely associated with MCCIA (Mahratta Chamber of Commerce Industries &

Agriculture) Pune

5.Evidence of success

A) Summer/Winter Internship:

Students gained knowledge in following areas

Application of theory,

1. got a feel for the work environment,
2. Boosted confidence of Our MBA Students
3. Students have developed their networks in Industry
4. Students got motivation
5. Improved CV
6. Ready for a job directly

B) Faculty Internship:

We have achieved following Goal through Faculty Internship

1. Overall Skill Enhancement of the Faculty in Domain Knowledge
2. Better application and teaching pedagogy
3. Motivation to faculty.
4. Skill enhancement and professional development of the Faculty.
5. Industry Networks and Connections.
6. Updated to Industry expectations.

C) Final Placement:

Our Students became industry ready and got placed in major organization at various sectors.

Few of Our Recruiters: WNS Global Services, Kurlon, Parle Agro, Just Dial, HDFC, Eclerx, Ola Cab etc.

D) Live Projects and short Assignments for Students & Faculty:

We have achieved following Goal through Faculty Internship

1. Overall Skill Enhancement of the Faculty in Domain Knowledge

2. Better application and teaching pedagogy
3. Motivation to faculty.
4. Skill enhancement and professional development of the Faculty.
5. Industry Networks and Connections.
6. Updated to Industry expectations.

E) Guest Session by Industry Expert:

Guest Sessions by industry expert helped Students for acquainting with recent developments, practical applications, research, problem solving, industry needs and requirement, their expectations, scope for students and implementation of theoretical knowledge.

F) Industry Visit and Field Trips: Industry visit and field tips offered a source to gain practical knowledge to the Students and t they have observed and learned as to how theatrical concepts can put to into action and practical learning

G) Visits Government Bodies Like Labour Court, BSE & JNPT.

Our Students understood the Rules, Regulations and compliances for the business and organization laid by the government. Student also got Practical exposure with government body's functioning.

H) Professional bodies: Association with Professional Bodies like NIPM, MCCIA has organized various programs for our students it helped students to gain the knowledge in various areas. These activities boosted overall development of the students.

I) Entrepreneurial Development: Our institute has developed 18 entrepreneurs for past 5 years MBA Batch. It's the constant efforts of the institute that resulted in entrepreneurial development of the students.

J) Women Empowerment: Institute regularly invite imminent women Business Leaders to motivate and empowers Women.

We have recently executed series of guest sessions on women empowerment for all days during *Navratri.*

6.Problems Encountered –

- As winter internship is not mandatory by University so there are fewer participants for Winter Internship. Institute keep on trying and motivating students for participation in Winter Internship.
- It is very difficult to spare time for faculty internship due to busy time-table of classroom. Institute, still do makes necessary arrangement and depute faculty members for internship.
- There are students from rural background who are below average in soft skill and communication

skill. Its challenge for the institute to develop soft skill of such students and make them industry ready.

7.3 Institutional Distinctiveness

7.3.1 Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Response:

To strengthen the Industry Institution Interaction, IIMS became member of NIPM a reputed association of Industry professional's body. National Institute of Personnel Management (NIPM), is the only all India body of professional managers engaged in the profession of Human Resource Management, Industrial Relations, Labour Welfare, and Training & Development in the country. It came into existence on 15th March 1980 as a result of merger of two professional institutions, namely the Indian Institute of Personnel Management (IIPM) established in 1948 in Kolkata and the National Institute of Labour Management (NILM) established in 1950 in Bombay, now Mumbai. With its National Office at Kolkata, NIPM has a total membership of about 10,000 spread over 53 Chapters all over the country.

NIPM provided Mentor to IIMS from their executive committee members ensuring;

1. Transfer of the tacit knowledge and vast experience of senior leaders to the student mentee through professional guidance.
2. Providing support to the mentee in locating and accessing resources and experts needed.
3. Providing motivation to mentee for self-development, creativity and the acceptance of responsibility with confidence.
4. Appropriate guidance to the mentee to acquire technical expertise and behavioural competencies required to excel in his profession.
5. Helping the mentee to understand the challenges in different fields and self-groom accordingly.
6. Sharing 'lessons learned' from own experiences and providing opportunities for developmental experiences.
7. Creating a Mentee Development Plan (MDP), clarifying the expectations of industry and understanding one's own competencies

In this process the role of mentee (student from IIMS) is to

1. Be proactive in his/her own career development, establishing clear developmental goals and actively demonstrating initiative and desire to learn.
2. Create a developmental plan that clarifies the expectations of the mentoring partnership.
3. Participate in open and honest discussions with the mentor online/offline mode.
4. Take responsibility for personal growth and development.
5. Be receptive to feedback and coaching.

6. Demonstrate a positive and constructive attitude.

Our association with NIPM supported us in fulfilling our vision, priority and thrust in following ways.

1. Enabling students of our institute to know and learn the world class practices adopted and implemented by various industries.
2. Motivate students to develop and hone their entrepreneurial skills.
3. Making students industry ready through experiential learning & making them future ready.
4. Encourage students to adapt to participative based learning by making them socially responsible.
5. Enabling students to cope up with digitization challenges and use of technology to equip them with latest skills.
6. Inspiring the students to come up with innovative ideas by undertaking various social researches and working on live projects.
7. Signing of MoUs with various Industries associated with NIPM ensuring Industry and academia partnership through consultancy and other projects. The MoUs are signed with various companies and different activities such as project sponsorships, competitions, seminars, workshops and technical events are conducted.
8. Organizing guest lectures at the institute with the help of resource persons from Industry.
9. Getting sponsored live projects from industries involving students and faculties in proper execution and effective presentation.

Glimplse of the activities NIPM jointly organised with IIMS for the current academic year is as follows:

1. **Western Region Conference** with a theme "Championing HR Excellence towards Business Goals". Various topics related to HR, IR & Skill development were discussed during the two days of the conference. IIMS coordinated the overall event with the help of Faculty, Students and Staff Members of the institute.
2. **National Business Quiz** for the students of management institutes. The students represented various institutes and various specializations. The qualified students from their respective rounds were selected for the final round of the Chapter level Business quiz of NIPM.
3. **Faculty Development Programme on HR Analytics** to make faculty aware of analytical tools in human resource, labour welfare and industrial relation via classroom based teaching. NIPM provided experienced faculty from Industries for the training.
4. **Unrest to Peace** a panel discussion was organised to make students aware about Industrial Relation Strategies for smooth flow of work. The industry expert discussed about the labour incidents that took place in companies like Maruti, & Bosch as a case study
5. **Annual National Conference with** a theme "Managing Future Of Work & Workplace". The keynote speaker deliberated that employees, employers, judiciary, bureaucracy and academia, need to shoulder their responsibility in a holistic manner to support growth of Indian industries. Considering Indian scenario, he stressed the importance of **"Global to Local & Local to Global".**

Outcome of these activities

1. Our students are benefited with the varied experience of the Industry experts by interacting with them during the event and also learned how to conduct a business quiz in a professional manner.
2. They learned the techniques of effective time management, stress management, presence of mind and work life balance.
3. They also improved their presentation skill by being a master of ceremony and presenting valedictory session.
4. As a result of above outreach and extension activities, students were able to connect with industry stalwarts like Chairman and Managing Directors, CEO's, CFO's etc.
5. The NIPM helped students to organise visits to Industries, Labour and Industrial Courts, and offices of public importance to gain practical knowledge about their respective specializations.

File Description	Document
Any additional information	[View Document](#)

5. CONCLUSION

Additional Information :

Yashaswi Education Societys Interantional Institute Institute of Management Science is an ISO certified management institute affliated to Savitribai Phule Pune University strives for excellence in management education.

Concluding Remarks :

IIMS with a vision to be a world class Institution, provides value based education, empowers students to become business professionals who are ethical, entrepreneurial, productive, future ready & socially responsible citizens by adopting modern techniques for continuous improvement in learning process.

The Institution proudly boasts about Competent and Experienced Staff who use Innovative Training Methodology coupled with Excellent Industry Institute Interface. In our Institute , the innovative approaches to Teaching and Learning such as Outcome-Based Learning (OBE), Student-Centred Learning (SCL), Problem-based learning (PBL), Case Study (CS) are mainly focused to provide the students with an out of box perspective for their overall development. Furthermore, value added courses, career oriented programmes, collaboration through MoUs helps in bridging the gap between theoretical learning and practical implications of the management concepts. The Institution allots Mentors to the Students to facilitate the Personal interaction in the form of Mentor-Mentee Programme to develop the research acumen amongst the Students. The Grievance Redressal Cell ensures a ragging free atmosphere. A continuous feedback from students, teachers, parents and employers helps in smooth running of the curriculum.

To provide the students with an Industrial Exposure, the platform of NIPM (National Institute of Personnel Management) is proactively used by the Institution by providing the Students with an opportunity to interact with industry professionals for networking and gaining practical knowledge. The students are further encouraged to actively participate under various activities of NIPM through NIPM-IIMS Student Chapter.

Institute uses the blend of digital and conventional facilities to enable effective teaching learning process. It has a state of the Infrastructure supported by cutting edge technology consisting of robust Wi-Fi network, ICT enabled Smart Class Rooms and recreational facilities accessible to students, faculties and non-teaching staff.

Institute library, is fully automated with the Autolib Software. The reading room has the capacity of 60 students. The library has over 5960 books, 18 national journals, 7 Regional and National level daily Newspaper. Students and teachers have been given the access to the digital database such as national digital library, DELNET database, e-journal and e-books. The Institute believes in nurturing management career with a difference.