



## Yearly Status Report - 2019-2020

### Part A

#### Data of the Institution

<b>1. Name of the Institution</b>		JAYAWANTRAO SAWANT INSTITUTE OF MANAGEMENT AND RESEARCH
Name of the head of the Institution		Anita Nitin Khatke
Designation		Director
Does the Institution function from own campus		Yes
Phone no/Alternate Phone no.		08530134455
Mobile no.		9922750673
Registered Email		director_jsimr@jspm.edu.in
Alternate Email		jsimrdirector@gmail.com
Address		S.No. 58, Indrayaninagar, Handewadi Road, Satav Nagar, Hadapsar, Satar Nagar, Hadapsar, Pune, Maharashtra 411028
City/Town		Pune
State/UT		Maharashtra

Pincode	411028																		
<b>2. Institutional Status</b>																			
Affiliated / Constituent	Affiliated																		
Type of Institution	Co-education																		
Location	Urban																		
Financial Status	private																		
Name of the IQAC co-ordinator/Director	Dr.Manohar Karade																		
Phone no/Alternate Phone no.	919860475198																		
Mobile no.	7875743007																		
Registered Email	manoharkarade@gmail.com																		
Alternate Email	programcoordinator_jsimr@jspm.edu.in																		
<b>3. Website Address</b>																			
Web-link of the AQAR: (Previous Academic Year)	<a href="https://jspmjsimr.edu.in/home_igac.php">https://jspmjsimr.edu.in/home_igac.php</a>																		
<b>4. Whether Academic Calendar prepared during the year</b>	Yes																		
if yes,whether it is uploaded in the institutional website: Weblink :	<a href="https://jspmjsimr.edu.in/home_igac.php">https://jspmjsimr.edu.in/home_igac.php</a>																		
<b>5. Accrediation Details</b>																			
<table border="1"> <thead> <tr> <th rowspan="2">Cycle</th> <th rowspan="2">Grade</th> <th rowspan="2">CGPA</th> <th rowspan="2">Year of Accrediation</th> <th colspan="2">Validity</th> </tr> <tr> <th>Period From</th> <th>Period To</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>B++</td> <td>2.99</td> <td>2019</td> <td>04-Dec-2019</td> <td>03-Mar-2024</td> </tr> </tbody> </table>						Cycle	Grade	CGPA	Year of Accrediation	Validity		Period From	Period To	1	B++	2.99	2019	04-Dec-2019	03-Mar-2024
Cycle	Grade	CGPA	Year of Accrediation	Validity															
				Period From	Period To														
1	B++	2.99	2019	04-Dec-2019	03-Mar-2024														
<b>6. Date of Establishment of IQAC</b>	21-Dec-2017																		
<b>7. Internal Quality Assurance System</b>																			
Quality initiatives by IQAC during the year for promoting quality culture																			
Item /Title of the quality initiative by IQAC	Date & Duration		Number of participants/ beneficiaries																

Webinar on the Winning Edge with ABC in Corona times	06-May-2020 1	110
Umang Cultural Activity	23-Jan-2020 8	130
Quiz Competition on Business Awareness	30-Apr-2020 1	1291
National Level Seminar on Global Business Management - Opportunities & Challenges	06-Mar-2020 2	87
One day Seminar on Entrepreneurship Development	27-Feb-2020 1	55
Two Day State Level Workshop on Advanced Research Methodology & Scholarly Writing	02-Jan-2020 2	95
One Day Workshop on Start up and IPR	18-Oct-2019 1	35
One Day Workshop OBE and CO-PO Attainment	19-Jul-2019 1	110
Induction/Orientation Program for Freshers	22-Sep-2019 7	120
FDP on Syllabus Orientation Program and conduct of Case Study Pedagogy	08-Jul-2019 1	40
<a href="#">View File</a>		

**8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.**

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	2020 0	0
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**9. Whether composition of IQAC as per latest NAAC guidelines:**

Yes

Upload latest notification of formation of IQAC

[View File](#)

**10. Number of IQAC meetings held during the year :**

3

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	Yes
Upload the minutes of meeting and action taken report	<a href="#">View File</a>
<b>11. Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	Yes
If yes, mention the amount	150000
Year	2019

**12. Significant contributions made by IQAC during the current year(maximum five bullets)**

Organized National Level Seminar on Global Business Management Opportunities Challenges

Organized One Day Workshop OBE and CO-PO Attainment

Organized Workshops on work Employability Training Program , Workshop on Entrepreneurship Development , Workshop on Start-up and IPR

Conducted Two Day State Level Workshop on Advanced Research Methodology & Scholarly Writing

Organized Fiesta 2020 : National Level Cultural and Management Event

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**13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year**

Plan of Action	Achivements/Outcomes
Workshop on work Employability Training Program	The Students have improved their skills and competencies required and the result of it has shown in the placement of the students in the different companies.
Donation Drive at Flood affected area Nurshing Pur Dist Sangli	The CSR towards the society were ensured as an outcome. Food for needy was the value proposition taken into account while carrying out the activity.
Seminar on Entrepreneurship Development	Institute successfully conducted seminar on Entrepreneurship Development. Many entrepreneurs

	discussed their success stories and challenges faced among students and faculty members. The major highlights were funding and business model. six students started their new ventures
Workshop on Start-up and IPR	Workshop on Start-up and IPR were helped students and faculties to understand the process. Most of the staff and students motivated to initiate start up and copyright process.
Tree plantation: Go Green	Tree plantation activity arranged for the students through Synergy club Faculty in charge to let the students understand about environment. 60 students participated in the tree plantation activity.
Workshop on Personality Development	During the Induction program students were briefed about the concurrent evaluation policies. In addition to this the students were asked to participate in Group discussion, Personal interview and management games. 90 students were present during the orientation to concurrent evaluation program.
Orientation to concurrent evaluation (Evaluation policy, GD, PI, Management games, Online Exam etc.)	Hence, Faculties have received insights in changing new pedagogy for effective Teaching and learning process. This has helped to change the session plans and CCE pattern for innovative teaching Learning.
FDP on Syllabus Orientation Program and conduct of Case Study Pedagogy	FDP on Syllabus Orientation Program and conduct of Case Study Pedagogy. The faculties have understood new approaches and applied it in their day to day teaching learning.
FDP on Innovative Approaches in Teaching pedagogy	1) FDP on One Day Workshop OBE and CO-PO Attainment. 12 faculties have attended and benefited from the same. The outcomes of this initiative has brought down the effectiveness and efficiency on planning and delivery of courses to the students.
FDP on Curriculum Planning and Delivery	1) Two Day State Level Workshop on Advanced Research Methodology & Scholarly Writing - all our faculties attended and benefited from it. 2) National Level Seminar on Global Business Management - Opportunities & Challenges - Updates in the knowledge of the faculty and students.

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14. Whether AQAR was placed before statutory body ?	Yes				
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: center;">Name of Statutory Body</th> <th style="width: 50%; text-align: center;">Meeting Date</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">College Development Committee</td> <td style="text-align: center;">15-Mar-2020</td> </tr> </tbody> </table>		Name of Statutory Body	Meeting Date	College Development Committee	15-Mar-2020
Name of Statutory Body	Meeting Date				
College Development Committee	15-Mar-2020				
15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No				
16. Whether institutional data submitted to AISHE:	Yes				
Year of Submission	2020				
Date of Submission	22-Jan-2020				
17. Does the Institution have Management Information System ?	Yes				
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	<p>Institute has an operational Management Information System. It has in house developed information system. This system facilitates, Institutional website is regularly updated with recent ongoing activities at college. Library has in house management system for issue and tracking of book issued through Auto lib Library management system. All the books are bar coded and kept in ideal conditions. The institute also has a state of the art computer lab where the Savitribai Phule Pune University online exams are conducted. Books of accounts are maintained on ERP tally 9. Institute internal data is maintained on google doc and the communication between institute and staff and institute and students happens through email and SMS. The institute has started the initiative of sharing the resources in the campus through Microsoft License sharing and the License number is License no 49771080. LMS/E Learning serves as a means for acquiring the knowledge using the help of technologies e.g. Internet and Interactive based over the traditional ways thereby enables learning over a wide spectrum with higher efficiency. IQAC analyzed various features of the LMS and how they help students to gain academic</p>				

excellence in comparison to traditional ways. Institute provides accesses of J Gate, ProQuest, British Library and other online database to the students and faculty. Classrooms in the institutes are ICT enabled. As per the objectives of the institute and the strategic plan, ICT based LMS (MOODLE) is implemented for effective development and deployment of curriculum from the year 2017-18. The MOODLE platform is an Open Source Learning Management System, mainly aimed at improving the quality of teaching learning experience and at enhancing flexibility slightly reducing class time. MOODLE (Modular Object Oriented Dynamic Learning Environment) is a learning management system that is being utilized by our institution to present information and learning experiences for the students. Moodle is a very useful interactive platform for the Students, Faculty and Management for effective teaching learning process. Faculty members of the institute upload study material of their respective courses on Moodle through their login. Teaching learning resources related to course like eBooks, e journals and so on.

## Part B

### CRITERION I – CURRICULAR ASPECTS

#### 1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

The Institute adheres to curriculum specified by Savitribai Phule Pune University (SPPU). In addition to SPPU Curriculum, institute implements academic plans with the effective use of Curriculum Planning, Curriculum delivery support and Student assessment with analysis. The details of Effective Implementation of Curriculum Delivery are as below;

1. Development of action plan for effective delivery of curriculum: Preparation of academic plan, Regular departmental meeting to plan effective implementation of curriculum delivery, Workload distribution to the faculties, Preparation of time table, individual time table, course file, Maintaining & updating academic calendar and activity planner, Preparation of schedule of internal assessment - Exam time table, Planning and execution of meetings viz. GB, LMC, AAB, CDC, AAA, IQAC etc.
2. Curriculum Design: The development of curriculum is done through Savitribai Phule Pune University through its syllabus which is followed by the institute. The Board of studies of Savitribai Phule Pune University develops the syllabus periodically.
3. Course Basket finalization by experts: The deployment of the curriculum of the Institute is run through structured planning and implementation. It is done as per Suggestion by Industry Academia Forum (IAF) for specialization courses to be included in each semester as per

the requirement of the industry. 4. Display of Elective courses per semester: At the beginning of every semester, the elective courses are floated to the students and basic introduction regarding the same courses are given to them.

5. Curriculum Content: Subject/ course wise preference sheet is taken from faculty members as per their subject/course preference. Subjects/ courses are allotted to the faculty members as per their area of specialization. After allocation of courses for every faculty, preparation of COs & POs for each course and course file preparation carried out.

6. Academic Calendar of SPPU & JSIMR: As the SPPU declares the Academic Calendar, the Academic Head along with the Director designs the institute Academic Calendar for the respective Academic Year.

7. Activity Planner: Activity Planner is prepared for various Curricular, Co-curricular and Extracurricular activities.

8. Execution of Curriculum As per Course file- Course plan & course outline; sessions are conducted and teaching learning process ensured by each faculty member

Designing of course outcomes and program outcome are ensured in course file of each course

Online E-learning resource - Moodle ("Modular Object-Oriented Dynamic Learning Environment.") used for enhancing academic excellence in which we upload class notes, MCQs etc. Use of ICT for effective teaching -learning process

Arranging Knowledge sessions as guest lectures for in-depth learning and live industry inputs from various experts

Arranging extra sessions, remedial sessions for enhancing teaching learning to the advance learners & slow learners.

9. Concurrent Evaluation Program: concurrent evaluation program prescribed by SPPU are implemented by institute for concurrent evaluation through internal evaluation policy .

10. Exam time table: Display and communicate the Midterm, Preliminary, Online and University final examination timetable

11. Course Feedback : After completion of each semester, the feedback is taken by the institute.

12. Result Analysis: The result analysis is carried out after getting result sheets from university per semester

#### 1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Campus To Corporate	NA	29/07/2019	45	To develop the skills Sets Apply the Knowledge for Employability preparation	Aptitude attitude Skill, Inter personal Skills , Analytical Ability, Employability skills
Certification of Entrepreneurship development	NA	03/02/2020	20	To prepare students and incorporate Business skills to have their own startups ,venture and business setup	Business Model Development, Business Environment Analysis, Fund Raising, Business Plan
Certificate on Human Value Professional	NA	03/02/2020	20	To develop the Human Value professional value which	Positive perception, Ethical Skills



ethics

are required  
for employib  
ility as  
well as  
Business  
Startups

## 1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	Program Specializations. 5/53 Courses	01/08/2019
<a href="#">View File</a>		

1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Masters of Business Administration	18/03/2019

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	225	Nil

## 1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Human Right-I	19/08/2019	110
Info Security -I	19/08/2019	110
Skill Development	19/08/2019	110
Excel Certificate	16/09/2019	116
Verbal Communication Skill	16/09/2019	116
Selling Negotiation Skill	16/09/2019	116
<a href="#">View File</a>		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Masters of Business Administration	110
<a href="#">View File</a>		

## 1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
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Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution?  
(maximum 500 words)

**Feedback Obtained**

A structured feedback is collected from the stakeholder's of the institute students, employers, alumni and parents with the help of set question which consist of overall development of the institute. The institution follows curriculum, as prescribed by SPPU, Pune. The student's feedback is based on preparedness of teacher, delivery of content, teaching approach, evaluation information regarding Course outcome, application of student centric approach and application of ICT in the teaching process etc. The stakeholders feedback is obtained and analysed. The feedback has made and applied for the purpose of strength of academic of the institute. Institute has adopted the suggestions given by stakeholders. Feedback from Students, Teachers, Alumni, Parents and Employers is proactively utilized for enhancing the overall development of the Institution. As per student feedback received students were enthusiastic to learn and participate in business ideation competitions. So taking into consideration of this feedback, Institute has encouraged students to participate in Innovative business idea competitions. As per teacher's feedback all teachers/faculty members were satisfied about revised Curriculum. Teachers Suggested about to get corporate knowledge in addition to academic studies. So teachers/Faulty Members were encouraged to participate in Workshops, seminars And FDPs. The institute has taken an initiative to enhance the knowledge of faculty by conducting various kinds of FDPs At State national level. Faculties are supported by RD for publications and conducting various projects. As per the routine process we organised Alumni Meet and various activities which were involved Alumni. Feedback collected from alumni were discussed in IQAC meetings and Corrective measures are implemented. Feedback from parents were collected during every parents meeting. As per Parents' feedback, Parents suggested to guide the students about Choice of specialization. Institute has initiated process of Guidance for Choice of Subject Specialization Counselling to the students through GFM. Parents were satisfied about Students academic progress through various Activities conducted at Institute level as per revised Curriculum. Employer's feedback was obtained to enrich the curriculum and to cover content beyond syllabus for better employment opportunities. Majority of the Stakeholders are satisfied with current syllabus.

**CRITERION II – TEACHING- LEARNING AND EVALUATION**

**2.1 – Student Enrolment and Profile**

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Masters in Business Administration	120	202	116

[View File](#)

**2.2 – Catering to Student Diversity**

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	Nil	226	Nil	12	12

## 2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
12	12	9	5	2	9
<a href="#">View File of ICT Tools and resources</a>					
<a href="#">View File of E-resources and techniques used</a>					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

JSPM's JSIMR has well established Students mentoring system which caters the need of overall development . The name of student mentoring system is named - Guardian Faculty Member (GFM) . This scheme takes care of one to one interaction with students. The institute ensured holistic development through GFM. In Guardian Faculty Member (GFM) Scheme, each faculty is taking care of a group of 15 to 20 students. Our team of staff is continuously involved in student centered activities. Guardian Faculty gives feedback regarding performance of students. Faculty tries to solve the problems of students. The professional counseling and mentoring are taken care by the institute under the scheme. The scheme has helped the students to built confidence, competence commitment towards career development and above all the final placement in reputed the companies

Objectives:- 1. To familiarize the new students to the campus life in JSIMR 2. To provide academic as well as personal counseling. 3. To acquaint the students on professional ethics and code of conduct 4. To communicate the performance of the students and improvements 5. To Provide support to students for their holistic development Purpose:- Furnish inspirational support to students on individual basis. Initiate Strong bond between faculty, student parents. Building solid Student, Parent-Faculty Relationships. Keeping track on attendance and behavioral aspects of every student. Identify weak areas and working out remedies helping students thereby taking their complete care. Faculty Guardian works as a friend, philosopher and guide for these students. He keeps the track of every students day-to-day activities and records of the students. He encourages the students to participate in co-curricular extracurricular activities. He gives academic feedback to the parents/guardians regularly. He also counsels the students to solve difficulties encountered not only in college campus but in their personal lives too. Faculty guardian acts as a mentor to students and offers them emotional and academic support along with motivation. The faculty of the institution take up the responsibility of safeguarding and nurturing the newly admitted students. The faculty act as a buffer for the first year students and help them to get acclimatized to JSIMR environment. The ultimate outcome of the GFM scheme has improved upon the students development, Personality grooming, Career enhancement and succession planning to achieve the goals determined by them.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
226	12	1:19

## 2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
12	12	Nil	Nil	3

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year )

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Dr. Anita Khatke	Director	Keynote speaker for RDAs 26th International Conference 2019 Session chair for conference 2019, 23 - 24 November, 2019, Multidisciplinary Research Global Innovation In Social Sciences, Management, Business, Education, Tourism Technology, The Interna
2019	Dr. Anita Khatke	Director	Member of Member of editorial Board MERC Global's International Journal of Management, ISSN 2321-7278(Print), ISSN 2321-7286 (online)
2019	Dr. Anita Khatke	Director	Member of Editorial Advisory Board Pezzottaite International journals
2019	Dr. Anita Khatke	Nil	Recognition award with Tropy by Purandar parent Association, Pune for Excellence in Educational field on 14 June 2018
2019	Dr. Manohar Karade	Associate Professor	International - Distinguished Educator Award - 2019 - Bestow Edutrek
2019	Prof. Pradnya Kulkarni	Assistant Professor	State Level - Narishakti Sanman Puraskar
2019	Prof. Vinay Bhalerao	Assistant Professor	Google International Certification on Digital Marketing

2019	Prof. Sandeep Raskar	Assistant Professor	Completed an International certification on Mental Health Effects of the COVID-19 Pandemic from Harwad Medical School
<a href="#">View File</a>			

## 2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	MB6143	II/IV	06/01/2020	30/05/2020
MBA	MB6143	I / III	03/12/2019	28/02/2020
No file uploaded.				

2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

The institute adopts the following mechanism to ensure that the stakeholders of the institute especially students and faculty are made aware of the continuous evaluation process. The continuous evaluation process consists of the norms set by SPPU while designing curriculum. The set pattern of concurrent evaluation and the options provided through internal evaluation policy which are ensured by the institute. The continuous concurrent evaluation consists of Formative and Summative evaluation. The continuous concurrent evaluation includes Formative and Summative evaluation which has blend of formative evaluation- GD, PI, Case studies, Presentations Role plays, MCQs, Quizzes, Puzzle, Assignments Field visit, In depth viva, Book review etc. Summative evaluation includes Summer Internship Project Dissertation, Midterm. Preliminary Exam etc. Institute ensures the mechanism through the following evaluation processes

- 1.The director appoints college examination officer as per rules of SPPU and forms the examination committee to assist the CEO
- 2.CEO and examination committee monitors the examination related activities throughout the academic year
- 3.The time table of internal and external evaluation is displayed on the notice board
4. Students are informed about nature and examination process, and promotes for concurrent evaluation as set by faculty members
- 5.The format of question papers (on line and theory and their Weightages) are informed to the students
- 6.Midterm test, preliminary examination, university end term examination, online examination are conducted by the institute and duly informed through schedule well in advance
- 7.All the guidelines related to examinations are followed by the institute as per norms of SPPU
- 8.The institute ensures the mechanism through the evaluation process

Major reforms adopted by institute are as follows:

1. One midterm internal test open book test and one preliminary examination per course per semester.
2. One online examination for full external credit course (Generic core) as per SPPU norms.
3. Compulsory one Summer Internship Project (SIP) in Semester III.
4. Compulsory one Dissertation project in Semester IV.
5. Internal Concurrent Evaluation as per SPPU.
6. Submission of Marks to university through Online.
7. End semester examination were conducted through Online Mode

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The Institute has the academic calendar which ensures the various activities and inclusion of continuous internal evaluation schedule for the academic year. The academic calendar adheres the required norms which are suggested and mandatory as per the examination policy of the institute and SPPU examination schedule as the Institute is affiliated to SPPU. In the beginning of academic year, affiliating university (SPPU) gives guidelines about the dates of commencement of the semester, schedule of semester, end semester, online examinations, schedule of project viva-voce examinations, vacation schedule. By considering the academic calendar provided by SPPU, the academic coordinators prepares the Institute academic calendar in consultation with the Director and head of the department before the commencement of academics and communicate the same to faculty through Director meeting. The Academic calendar helps in implementation of academic activities as soon as the session starts. The communication of academic calendar and activity planner to the students is carried out at the time of commencement of semester. In case of any deviation or revision in University examination schedule such as Online Examination, University Theory Exam, SIP and Dissertation Viva-Voce and MID Term, Preliminary schedule from institute are communicated as earliest to the students through ICT enabled services. The specimen of academic calendar is available on website of the institute.

## 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 in website of the institution (to provide the weblink)

[https://jspmjsimr.edu.in/po\\_peo\\_pso.php](https://jspmjsimr.edu.in/po_peo_pso.php)

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
MB6143	MBA	Masters in Business Administration	110	105	95.45%

[View File](#)

## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://jspmjsimr.edu.in/feedback.php>

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Industry sponsored Projects	210	Bhairavnath Sugar Factory	100000	100000
Industry sponsored Projects	270	Cut and stich	80000	80000

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### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
A seminar on Patent, copyright and trademarks introduction	JSIMR MBA	23/08/2019
A Seminar on Copyright Nature in India	JSIMR MBA	29/08/2019
Session on Entrepreneurship	JSIMR MBA	17/09/2019
One day workshop on IPR uses for Business	JSIMR MBA	28/09/2019
Ideation Competition for MBA Students	JSIMR MBA	18/10/2019
One Day Workshop on:-Start up and IPR	JSIMR MBA	05/10/2019
Workshop on How to file patent	JSIMR MBA	02/08/2019
Entrepreneurship development workshop	JSIMR MBA	27/02/2020
One Day seminar on IPR	JSIMR MBA	05/12/2019

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Best Start Up Award	Tehsin Halkarni	TSSM PVPIT Collge Pune	27/09/2019	TSSM Narhe Pragyan 2019
Best Summer Internship Project	Ismat Godil	Kautilya Institute of Management and Research, Wagholi, Pune	14/02/2020	National Level Techno-Management Event 'Cynosure 2k19'
Best Summer Internship Project	Ketki Mandlik	Kautilya Institute of Management and Research, Wagholi, Pune	14/02/2020	National Level Techno-Management Event 'Cynosure 2k19
Best Entrepreneur	Atul Patwari	Solapur Social Foundation	28/11/2019	Winner
Best Product Development Award	Swapnil Pawar	Madhumati Foundation Pune	03/03/2020	Winner

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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
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Jayawantrao Sawant Institute of Management Research Hadapsar Pune	Swayam-ED Cell	Self	Suzuki Service center	Service provider	11/10/2019
Jayawantrao Sawant Institute of Management Research Hadapsar Pune	Swayam-ED Cell	Self	Alekar Enterprises	Manufacturing and Service Provider	09/01/2020
Jayawantrao Sawant Institute of Management Research Hadapsar Pune	Swayam-ED Cell	Self	Mr.Crispy	Service provider	01/01/2020
Jayawantrao Sawant Institute of Management Research Hadapsar Pune	Swayam-ED Cell	Self	Meena Bazzar	Cloth Shope	19/07/2020
Jayawantrao Sawant Institute of Management Research Hadapsar Pune	Swayam-ED Cell	Self	Natura Plus Agro product Pvt limited	Manufacturing and Service Provider	03/01/2020
Jayawantrao Sawant Institute of Management Research Hadapsar Pune	Swayam-ED Cell	Self	Coffe ani Barach Kahi	Service provider	02/12/2019
Jayawantrao Sawant Institute of Management Research Hadapsar Pune	Swayam-ED Cell	Self	Fruit Pulp and juices	Manufacturing and Service Provider	01/11/2019



Pune

[View File](#)**3.3 – Research Publications and Awards**

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
2	1	2

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
MBA	Nil

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	MBA	12	6.2
International	MBA	11	5.5

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
MBA	6

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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
0	0	0	2019	0	0	Nil

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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
0	0	0	2019	Nil	Nil	0

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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	6	12	6	15
Presented papers	4	6	Nil	Nil
Resource	Nil	4	4	12

persons

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### 3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Tree Plantation at Khadakwasala	Green Thumb	3	89
Campus Cleanliness and pothole repairing on and around Campus	Adhar Poonawala Green City Initiative	2	44
Food, Toys and clothing donations	Anatashram	2	41
Seminar On Skill Development	Madhumati Foundation Pune	1	81
Awareness On Corona Pandemic Online	Online-JSIMR	2	1291
Blood Donation Camp	JSIMR	3	75
Workshop for Women Self help group - Business Strategies	Tejaswini Foundation	2	32
Nirmalya Collection	JSIMR	2	24

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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Tree Plantation	Green Thumb Award	Green Thumb	60
Remarkable work in Awareness on Pandemic	Rajarshi Shahu Award	Tejaswini Foundation	45
Awareness on Corona	Grampanchayat (Onl ine)	Bhatumbare Pandharpur	36
Conducted workshop on cancer Awareness	Appreciation Letter	Jijau foundation	56
Carrier Counselling for Children	Memento Received	Purandhar Palak Sangh	145

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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Swachh Bharat	JSIMR	Campus Cleanliness Activity	2	45
Aids Awareness	JSIMR	Guest lecture on Aids Awareness	2	69
Gender Issue	Gadital Hadapsar Pune	Street play on "Girl education"	2	75
Gender Issue	Tejawsini Foundation	Guest lecture on Women Empowerment.	2	93
Swachh Bharat	Marotrao Kale Prashala	School Cleanliness Activity	2	31
Gender Issue	Madhumati Foundation Pune	Conducted Self defense training workshop for women	2	49

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### 3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Faculty Exchange	12	No	2
FDP	40	No	2
Seminar	87	Yes	1
Resource Person	9	No	1
Student Exchange	39	No	1
Industry Visit	45	No	1
Aptitude and Soft skills Training by Fuel	39	No	1
Workshop	94	No	1

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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact	Duration From	Duration To	Participant
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		details			
Soft Skill Training activity	MoU between Institute training consultancy	Heizbusting Cunsultancy Pvt. Ltd	30/09/2019	30/11/2020	28
Research Orientation	MoU between Institute training consultancy	Dr.D.Y.Patil Global Business School, Dr. Tripathy L K	19/02/2019	23/11/2020	25
Student Counselling, Value Based Education, Outdoor activities	MoU between Industry Academic Institute	ISKON ,Mr.Bhushan Kumar, Phone No. : 7030467547	09/01/2019	20/10/2020	53
Placement Activities, Internship Drive Visit	MoU between Academic Institute Social Development Organization	Softzeal Mr. Mahesh Gawai Head HR	11/06/2019	09/11/2020	45
Student Counselling, Value Based Education, Outdoor activities, Training	MoU between Academic Institute Social Development Organization	Fuel, Mr. Shyam Kulkarni 02024606451	08/07/2019	16/12/2020	40
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
MOU Signed with Maharashtra ED Cell	30/09/2019	Students International Internship, Final Placement, Knowledge session,	34
MOU Signed with Maharastra ED Cell- JSPM Group	27/02/2020	Students International Internship, Final Placement, Knowledge session,	23
MOU Signed with ISMR College Wadki	04/10/2019	Students International Internship, Final Placement, Knowledge session,	28

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## CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
0.94	0.91

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Seminar halls with ICT facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Others	Newly Added

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### 4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Auto LIB	Fully	3	2011

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	7421	2715809	33	49152	7454	2764961
Reference Books	471	183645	Nil	Nil	471	183645
e-Books	9115	78015	8000	82467	17115	160482
Journals	411	2062024	29	78137	440	2140161
e-Journals	2	1444119	2	141600	4	1585719
Digital Database	3	Nil	Nil	Nil	3	Nil
CD & Video	310	Nil	Nil	Nil	310	Nil
Library Automation	10	Nil	Nil	Nil	10	Nil

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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional

(Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Prof.VinayBhalerao	Accounting for Business Decisions	MOODLE	01/09/2019
Prof. PradnyaKulkarni	Organizational Behaviour	MOODLE	01/09/2019
Dr.Manohar Karade	Economic Analysis for Business Decisions	MOODLE	01/09/2019
Prof. Reuben Umap	Basics of Marketing	MOODLE	01/09/2019
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#### 4.3 – IT Infrastructure

##### 4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	95	1	100	0	1	1	1	100	0
Added	13	0	0	0	0	0	0	0	0
Total	108	1	100	0	1	1	1	100	0

##### 4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

100 MBPS/ GBPS
----------------

##### 4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
e- content/ LCS of JSIMR	<a href="https://jspmjsimr.edu.in/digital_library.php">https://jspmjsimr.edu.in/digital_library.php</a>

#### 4.4 – Maintenance of Campus Infrastructure

##### 4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
0.46	0.44	0.58	0.56

##### 4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

**Infrastructure Maintenance and Development Policy Introduction:** The policy document enables to oversee the sustainable, responsible and effective management of the institute physical infrastructure planning and maintenance and development activities, related facilities management responsibilities, and related space management functions. This policy enlists the guidelines for

creating, maintaining and developing infrastructure facilities which includes infrastructure to teaching -learning process, curricular, co-curricular, extracurricular activities Building, Computers, library, computer labs, classrooms, hardware, software and internet services etc. The policy will serve as framework for the development of guidelines and implementation of procedures to support this policy. Objectives: 1) To ensure that new infrastructure is developed in accordance with strategic objectives, that existing building space and other related infrastructure are optimally utilized, and that all physical infrastructure is effectively managed and maintained. 2) To ensure the uninterrupted use of facilities ? To ensure compliance with relevant legislation, regulations, and standards as per requirements of various agencies like AICTE, DTE, and UGC etc. 3) To promote consistent practices, standards, operational efficiency and best practice 4) To suggest measures for the safety, development and maintenance of Infrastructure 5) To enhance smooth acquisition of hardware, software and internet services. 6) To reduce the cost by leveraging bulk purchase 7) To maintain state of art and updated hardware and software as per syllabus. 8) To increase the usage of IT infrastructure, Library Infrastructure 9) To make the student aware about safe usage of equipment and other materials 10) To restrict misuse of internet Maintenance of Physical Infrastructure An integrated maintenance approach must be followed, incorporating breakdown maintenance, preventative maintenance, condition-based maintenance and macro-maintenance processes, into a single maintenance plan, ensuring that facilities and services infrastructure are maintained to an optimum level, preventing asset deterioration. Maintenance of IT Infrastructure: Faculty In-charge for Computer Lab of JSIMR shall collect the requirement of hardware, software and internet services etc and then forward it to corporate office after consultation and approval from director, Campus Director Vendor will supply and raise invoice to the corporate office and institute Corporate office will settle the payment as per the invoice issued. The IT resources like hardware, software and internet services, can be transferred / or shared with other sister institutes as per direction of higher authorities 2. Establishment of IT Committee: IT Committee shall be as follows: 1. Director 2. Faculty In-charge for Computer Lab 3. Computer Lab In-charge 3. Responsibilities of IT Committee: • To prepare IT infrastructure requirement. To plan and implement the IT requirement • To ensure the IT infrastructure service, maintenance and up gradation. • To provide the IT infrastructure services to campus • To purchase, re-register or renew the licenses of the software on timely basis. 4. Guidelines For Students: 1) Every student will be given institutional email ID and password. 2) Students will log off the terminal before they leave the terminal. Institute will not be responsible for loss of related data. 3) Pen drive will be accessed.

<https://jspmjsimr.edu.in/pdf/IQAC/Infrastructure%20Maintance%20&%20Development%20%20Policy.pdf>

## CRITERION V – STUDENT SUPPORT AND PROGRESSION

### 5.1 – Student Support

#### 5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Bhivarabai Sawant Scholarship Yojana	10	200000
Financial Support from Other Sources			
a) National	Government Scholarship and Freeships	219	15979165

b)International	NA	Nil	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Personal Counselling	13/02/2020	210	Mrs.Gitika Madan-9881018330,Counceller, RSB Transmissions LTD
Remedial Coaching	11/09/2019	24	Allotted Mentors and Course Faculties
Yoga and Meditation	21/06/2020	84	Mrs Manali Deo Yoga Trainer ,Mrs.S rividya,Heartfullness Trainer
Workshop on professional and behavioural skill	10/10/2019	94	Mrs. Sindhu Singh--Image Consultant, SAI Training Consultant
Workshop on Work Employability training Programm	14/09/2019	105	Prof. Amar Shinde (GTT Trainer)
workshop on Personality development and interview techniques	13/02/2020	107	Fuel Consultancy
Workshop for Competitive Exam	10/01/2020	110	Unique Academy
Language Lab	18/02/2019	213	Mr.reuben Umap
Industrial Study visit	21/08/2019	60	Dnyan Sagar Industries
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	Competitive examination	182	53	2	55
2019	Career Counselling by GTT	175	50	1	55



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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
2	2	7

## 5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
22	304	28	29	179	38

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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2019	6	MBA	JSIMR (MBA)	JSIMR	DUAL MBA

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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	2

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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Chess	Institution level	14
Caram	Institution level	24
Poster Painting competition	Institution level	20

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## 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)

Year	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	Dance Competition	National	Nil	1	1284B	Shivani Nimbalkar
2019	Singing Competition	National	Nil	1	1263B	Abhijit Khatavkar

2019	Singing Competition	National	Nil	1	1226A	Nanita Dongre
2019	Street Play Competition	National	Nil	1	1341A & 1350B	Tayseen Halkarni & Shubham Suryawanshi
2019	Street Play Competition	National	Nil	1	1276B	Sayli Mane & Group
2019	Ad Mad Show Competition	National	Nil	1	1245A & 1273B	Shubham Jadhav & Varsha Mahindrakar
2019	Poster Competition	National	Nil	1	1276B	Sayli Mane
2019	Gaming Competition	National	1	Nil	1359B	Vijay Yadav & Team
2019	Basketball	National	1	Nil	1257A	Kiran Kamble & Team
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Student council representation of student has been instituted in the institute for its academic excellence. Institute has a student council comprising of student representatives who actively participate in various activities and also have various academic committees that aim to have student involvement and participation. The institute had formed various committees like Cultural and Sports Committee, SC/ST Committee, Training and Placement Committee, Anti-Ragging Committee, etc. They help in coordinating the events related to academics and other co-curricular Extra-curricular activities, as per the directives of teaching faculty. The Council has the members from both MBA-I II year. They motivate other students to take part in the activities conducted by the Institute. The Institute provides all necessary support to the council members in organizing coordinating the events and also encourages the students to develop their leadership skills through these activities so that the student members in this council can become competent managers in future by inculcating all these skills. The student's council is based on the overall merit of the students who participate in curricular co-curricular extracurricular activities. The student's representation is selected by Director all faculty members in the student's council. The students are encouraged to participate in the teaching learning process other learning resources. The student's council is actively engaged in planning conducting various extracurricular activities. The students also represent on the placement cell, placement drive, on campus off campus placement activities. They are also engaged in career counseling sessions provide inputs for industrial visits field visits. The actively take Participation in summer internship, dissertation various research service which are initiated by student members moreover they actively take part in various clubs, cells forums. The students play role in a various committees as per their allotment .The alumni is members of various committees give active feedback help as support system.

## 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Yes. The Alumni association Institute is registered. The association is registered with Charity Commissioner Office of Maharashtra under registration act, 1950 at Pune, Maharashtra. The alumni association of the institute conducts alumni meet once in a year, where the alumni members give feedback on curriculum provided by the Institute, they share their work related experience, they also give guidance on how to start up a new venture, They also give regular suggestion regarding any infrastructure facilities to be upgraded in order to meet the requirements of students. Contribution of Alumni: Financial Student Alumni contribute registration fees to get the membership of the alumni association. Contribution of Alumni: Non Financial The Institute invites the alumni for "Placement talks" in which they share their work related experience about how they tackle hurdles in the company they also give guidance on entrepreneurship development. Alumni also visit the institute occasionally as per their company requirement for placement activities. A network between alumni and present students is formed by exchange of their contact details. They conduct guest lectures on current trends in Industries. They also assist students for summer internship projects/ dissertations. They also become the active members of IQAC their inputs are very significant in bringing development and quality enhancement. They also give regular suggestion/ feedback during alumni meet regarding any infrastructure facilities to be upgraded in order to meet the requirements of students. They also share a job posting on whats up group. The alumni of the institute, who have qualified in competitive examination, interact with students and guide them for appearing the competitive examination. The Alumni of our institute are working in various Industries with different fields of management like Marketing and Sales, Financial services, Share Markets, Purchase, Digital Marketing, Event Management, Human Resource Management, Industrial Relations, hence our students are inspired by interacting with alumni during alumni meet.

5.4.2 – No. of enrolled Alumni:

565

5.4.3 – Alumni contribution during the year (in Rupees) :

132500

5.4.4 – Meetings/activities organized by Alumni Association :

The institute has conducted various activities in association with alumni . The list of activities are as below : 1. Training on Interview techniques 2. Orientation to concurrent evaluation (Evaluation policy, GD,PI, Management games) 3. Formal Induction Program for MBA-I year 4. Workshop on Personality Development 5.Entrepreneurship Awareness Workshop(EAC) 6.Mock Viva - SIP (MBA-II) by External Experts (Alumni) 7.Career Counselling by Alumni 8.Mock Dissertation Viva-voce through Alumni 9. Alumni Meet 10. Social Activity Financial Planning for self-help group 11. Knowledge sessions

## CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The Institute authorizes and provides operational autonomy to the staff members to work towards a decentralized governance system. The Director is always open

to discussion with the teaching and non-teaching staff which, in turn, encourages the involvement of the staff for the improvement of effectiveness and efficiency of the institutional processes. There are various committees constituted to manage different institutional activities. Regular committees' designations of faculty members with roles responsibilities to bring in participative management are as follows: Responsibilities : 1. IQAC Coordinator Monitoring quality aspects of activities undertaken by IQAC Coordinator. 2. Academic Coordinator monitoring all academic activities on daily basis 3. Guardian Faculty Member monitoring motivating student activity individually 4. Time Table Coordinator Prepare timetables of both years including all subjects 5. College Examination Officer Smoothly conduct internal exam university exam 6. Project Coordinator Guiding students on Summer Internship Projects. The information about various committees is communicated to students through website, notice board and also in GFM meetings. Apart from above mentioned decentralisation are taken care in below way The Institute has decentralized system and practices of participative management in governance. The Institute has various committees such as 1) Governing Body College Development Committee (CDC), 2) Industry- Academia Forum 3) IQAC for improving quality education 4) Chatur Chanakya Club 5) Synergy Club 6) Other Committees TWO PRACTICES OF DECENTRALIZATION AND PARTICIPATIVE MANAGEMENT PRACTICE NO. 1. THROUGH ACADEMIC CO-COORDINATOR: Institute Director delegates authority for efficient implementation of the policies regarding academic calendar, subject allocation, finalization of time table and student evaluation to academic coordinator. Academic co-coordinator conducts meeting of all faculties where they discuss regarding subject allocation according to their specialization and expertise with mutual consent of all the faculties and allocate subjects to faculties. Academic Co-coordinator also plans for guest lecturers and remedial classes in consultation with concerned course teachers. Academic co-coordinator prepares academic calendar in consent with faculty members for effective implementation of all the activities throughout the academic year. Hence, the above shows that the institute practices. PRACTICE 2. PARTICIPATION OF STAKEHOLDERS IN FIESTA-NATIONAL LEVEL EVENT: The institute practices decentralize participative management for activity based learning. The involvements of all stakeholders are considered and participation of teaching, non-teaching and students are ensured with various responsibilities and through various committees. HOD and IQAC in their meetings take decision to organise event with the participation of students and staff. The active involvement is taken in planning, organizing, controlling and motivating to create grand event. Approval along with Budget Preparation: Budget preparation is carried out by calling quotations from various vendors for brochure certificate printing, banners, guest expenses, hospitality expenses, mementos etc. Formation of Committees: The various student committees with Faculty and student as a head of committees such as • Seminar Hall arrangement • Brochure committee committee • Campaigning committee • Purchases Committee • Refreshment Invitation and Guest hospitality Committee • Event Schedule Committee Committee • Prize distribution Committee etc. The celebration of Fiesta is carried out as a team in a decentralize participation.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

## 6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	Curriculum is developed by the Savitribai Phule Pune University which is Outcome based Evaluation- choice based credit based system ( OBE-CBCS)

Institute develops curriculum by keeping university curriculum in mind and flexibility given by the university based on choices which allow students to choose courses as per their requirement. The institute follows and implements the curriculum designed by SPPU. The institute ensures participation of faculties in curriculum development and design of syllabus as per their specialization.

Institute follows a curriculum meticulously by designing an annual academic calendar which includes, Plan of internal examination, seminars, Industrial visits, guest lectures and workshops for effective Curriculum delivery. Feedback is also obtained from the various stakeholders, analysed and necessary improvements are made as per analysis. The institute through its faculty members take care of points suggested by industry experts, alumni and Industry requirement at the time of revision in syllabus as per given guidelines of university. Faculty ensures the enrichment of the contents throughout the year by their own students' feedback, other stake holders' feedback and in their respective areas.

Teaching and Learning

The institute ensures Teaching Learning effective for enhancing the knowledge of the students by adopting the innovative teaching learning pedagogy, teaching methods and blend ICT enabled aids. The effectiveness of the teaching learning are ensured through monitoring by IQAC and Central QRC. The timeliness of preparation of Course File and uploading of the Course material on Moodle - online platform of the institute by each course teacher, Weekly Syllabus Coverage report and son on are ensured by IQAC time to time. The institute conducts a faculty to participate in various Workshops, Seminars, Conferences for updating their information and knowledge in their receptive domain. This has resulted in effective teaching learning and as output of the same are resulted in the increase in the scores of the courses and final placement of the students every year. The institute has created the blend of Case study, Smart Board, PPTs, Lecture capturing system as regular practice for teaching-

learning. Faculty members ensure the session plans by using Blooms Taxonomy and Co-PO Mapping for each course, conduct student's interactive sessions as per mentioned teaching methodology with blend of best facilities like upgraded infrastructure, The online quizzes and MCQs are also conducted for the better performance of the students. Students are also encouraged to form peer study groups so that they gain and share the knowledge gained, which leads to innovations in the teaching learning process. The teachers use case study, case lets and demonstrations etc. approaches in teaching -learning process to develop the higher order thinking skills, excellence and global competency among the students.

**Examination and Evaluation**

Institute follows prescribed syllabus of Savitribai Phule Pune University, Pune for the smooth conduct of the evaluation. The Institute always strives to bring to notice to the faculties the process by conducting awareness meetings for the changes examination process and the code of institute. The institute has developed the guidelines of examination as per suggestions of university. The Rubrics are created and aligned with the guidelines prescribed in the syllabus. University Rubrics are used for internal (Comprehensive Concurrent Evaluation and End Semester Evaluation. The variety of assessment methods used for internal evaluation are Open book Test, online quiz and MCQs through MOODLE, group discussions, Role play, presentations, debates, Midterm Examination and Preliminary Examination etc. These assessment tools are conducted at proper frequency as per the Academic Calendar and Schedule and ensured transparency in evaluation by discussing the evaluation with students. Grievances if any, regarding the evaluation are resolved through the Exam Committee comprising of CEO. The Exam Committee is empowered to resolve the grievances in internal evaluation if any. External examination including Project viva, End Semester Examination and evaluations are conducted and results shared as per the guidelines and provisions of the university norms.

**Research and Development**

JSPM's JSIMR is committed to

contribute in frontier areas of generation of knowledge by contributing research publication to the body of knowledge . Institute Research Development (RD) Cell promotes research-based teaching-learning thereby pre-requisites for successful careers. The activities of RD Ce Development of students through Summer Internship, Faculty Students Research Training, Research based Faculty Development Programs, Conferences, Seminars and Workshops, Recognition of Research Production, Faculty, Collaboration, etc. The RD Cell is committed Industry driven collaborations and linking the academics teaching curriculum. Management provides financial faculty for research publications, paper presentation programs. The institute has established Research Committee with the objective to promote research culture and monitor the research and development activities within the institute. To strengthen research activities, the faculty is encouraged to take up research projects funded by government and non-government sources. Institute has developed an ecosystem for innovation and strengthen entrepreneurial qualities as well as motivate, guide and help the students who are interested in starting their own ventures. The institute has established Incubation and Entrepreneurship Development and Intellectual Property Rights Cell. The various workshops and seminars, conferences are regularly organized to enhance learning on IPR and Industry-Academia Innovative practices and research activities to accomplish one of the objective of the institute.

Library, ICT and Physical Infrastructure / Instrumentation

The institution has well furnished library automated with Integrated AutoLib software. It has books related to the specialization subjects offered by our Institute. Institute has subscribed to e-journals and e-books. The budget is Allocated for purchase of books and subscription of journals. The institution has well equipped computer laboratory with updated software and high-speed internet so that students can register and get online courses like SWAYAM run by government. The institution has adequate facilities for teaching- learning. viz., classrooms,

laboratories, computing equipment, smart boards, lecture capturing system etc. College has CCTV security system and has sports facilities with required equipment. Institute has ensured the Library, ICT and Physical Instrumentation facilities in reference to the requirement of the syllabus, students demand and proper conduct of contents. Institute always tries to update its facility. The institute ensured the sufficient no. of books, magazines and e- resources and database for supporting for student and staff learning and individual development. The Computerized Lab with e-resources, LCDs, internet facility has made high involvement for learning experiences to the students.

Human Resource Management

Institute fulfills the needs of human resource for the administrative and academic purposes by filling sanctioned posts as per rules. The teaching and non-teaching full time or on a contract basis have been fulfilled for the current year as well. The college caters the human resource with respect to the salary as per Institute for the contract and government. The college is continuously organizing workshops for updating the knowledge and overall development of staff by organizing skill-based workshops, FDPs, Seminars and Conferences. As the Recruitment is carried out as per rules and regulations of SPPU. 1. To fulfill the urgent need of institute Local selection committee is formed with the subject experts of the college. The proposal of candidates recommended by committee are forwarded to university for approval on Adhoc basis. 2. The second way for recruitment is as per roster i.e. Approval by reservation cell of SPPU. After approval of roster, advertisement in leading newspaper is published interviews of candidates are conducted. Service Rules Service rules are transparent and are explained to faculty at the time of joining. Staff Welfare and Development Schemes are implemented effectively for Faculty members and Non-Teaching members.

Industry Interaction / Collaboration

Institute organises Industrial visits for all students to get practical knowledge about the subject and specialisation. Institute organises



Industrial visits in diversified business areas so that students can get exposure to various fields. Industrial expert lectures are conducted for better understanding of course and its applied knowledge in Industry. Institute is open for Industrial consultancy in different areas of management. Institute has formed MOUs with different Industries for students Internship, expert talks, Industrial visits and placements. For fulfilling the aim of skill development within t institute is always trying to collaborate with t institutions as well as the industries of the resp There are regular knowledge Sessions/Guest Lectures/expert sessions from the industry to orient the faculty and students to know the actual requirements of the industry. The Industry interaction to the institute by having regular on-site visits to campus, observe the working environment. The student are completing Summer Internship projects, Dissertations of 50-60 days as per guidelines in the industry experts. Institute ensures the activities by signing MoUs or linkages with the academic, research-based projects. consultancies along with Industries.

**Admission of Students**

The institute ensures the admission process for MBA Programme as per the guidelines of DTE, AICTE and the rules of Savitribai Phule Pune University and other affiliated statutory bodies. The Institute has admission committee which includes teaching and non teaching staff. They counsel and give guidance to all candidates about the process of admission form filling of the entrance exam to the admission at Institute. They assist during the filling of the forms till confirming the admission. Institute conducts career guidance and admission preparedness sessions for appearing to the various entrance exams. Institute does not have separate its own admission process but has to follow the process set by DTE (Directorate of Technical Education) and Admission Regulatory Authority (ARA) every year.

**6.2.2 – Implementation of e-governance in areas of operations:**

E-governance area	Details
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Finance and Accounts	Institute carries Books of accounts are maintained by Tally ERP. Goggle doc and the communication between institute. MS office professional Tally ERP 9 Tally Solutions Pvt Ltd. , Contact No: 9422788512 (2014)
Student Admission and Support	Online Web base Form for Enquiry of Admission M Object Oriented Dynamic Learning Environment) is a lea system for Teaching-Learning Process and material shared to the students <a href="http://117.206.159.20/jsimr/login/i">http://117.206.159.20/jsimr/login/i</a> Database and e- Resources such as J-Gate is available with Institute Pro-Quest, and other online database to the students and faculty classrooms with Wi-Fi and internet facility. E-Samanwaya for teaching and learning process. Internet available more than 50 mbps for form filling Online on portal of DTE. Microsoft campus agreement for Dream spark professional edition, windows, , MSDN Academic allianze , MS office professional, DTE website N. Electronics , Contact No: 020-32525238 (2013)
Examination	For Conducting Online Examination: The institute has taken initiative of sharing the resources in the campus through License sharing and for filling Marks of the students Savitribai Phule Pune University, Pune from Institute login accounts. Internet Facility for receiving Password course question paper uploaded by SPPU. Savitribai Phule University, Pune Web portal,Savitribai Phule University, Pune . 2013 Online Exam Software Weshine Tech Pvt Ltd, Contact no: 9004609031 (2012)
Planning and Development	E-Samanwaya ERP System for teaching and learning process and documentation. The communication between institute and staff students happen through email and SMS More than 50 sharing for connecting online Web portals of DTE, AI University Exam Portal for filling all data Microsoft campus agreement for windows, visual studio , MSDN Academic allianze , MS office professional, Contact No: 020-32525238 (2013)
Administration	E-Samanwaya ERP System for teaching and learning pr Library management system for automation of library the communication between institute and staff , instit happen through email and

SMS Internet availability 50 mbps for form filling Online on portal of DTE, CET Auto lib Vedant Software Solutions, Contact No: 9422317222 2010 MS office professional Tally ERP 9 Tally Solutions Pvt Ltd. , Contact No: 9422788512 (2014 ) Modular Object Oriented Dynamic Learning Environment ( MOODLE) Content Development Cell, Jaywant Shikshan Prasarak Mandal, Contact : Hrishikesh Deshmukh , 9766667960 2015

### 6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Dr. Anita Khatke	Lexicon Management Institute of Leadership Excellence , Pune	NA	2500
2020	Dr. Shailesh Pandey	IIM INDORE NASMEI CONFERENCE ,International Conference	NA	5000
2019	Prof. Raskar	Lexicon Management Institute of Leadership Excellence , Pune	NA	2500
2020	Dr. Anita Khatke	National Conference on "Role of Technology in Business Sustainability and Market Transformation organized by Lexicon Management Institute of Leadership Excellence , Pune	NA	2500
2020	Dr. Anita Khatke	IIM INDORE NASMEI CONFERENCE	NA	5000

		,International Conference		
2020	Dr. Anita Khatke	Lexicon Management Institute of Leadership Excellence , Pune	NA	2500
2019	Dr. Manohar Karade	State Level Seminar on "Challenges in current Business Scenario" SIBAR, Pune	NA	2000
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2019	One Day Workshop OBE and CO-PO Attainment	NA	19/07/2019	19/07/2019	105	2
2019	NA	Workshop on 'Communication Skills'	09/07/2019	09/07/2019	Nil	30
2019	Seminar on Copyright Nature in India	NA	29/08/2019	29/08/2019	12	2
2019	NA	Workshop on 'Professional and Behavioral Skills'	20/10/2019	20/10/2019	Nil	19
2019	Workshop on 'Creativity'	NA	26/10/2019	26/10/2019	12	2
2020	Two Day Workshop on Advanced Research Methodology	NA	02/01/2020	03/01/2020	12	2

	Scholarly Writing					
2019	NA	Workshop on Personality Development and Official Etiquette	20/01/2020	20/01/2020	Nil	16
2020	National Level Seminar on Global Business Management- Opportunities and Challenges	NA	06/03/2020	07/03/2020	12	2
2020	Webinar on The Winning Edge with ABC in Corona times	NA	06/05/2020	06/05/2020	12	2
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
National Level Seminar on Global Business Management- Opportunities and Challenges	12	06/03/2020	07/03/2020	2
Two Day Workshop on Advanced Research Methodology Scholarly Writing	12	02/01/2020	03/01/2020	2
Workshop on 'Creativity'	12	26/10/2019	26/10/2019	1
Seminar on Copyright Nature in India	12	29/08/2019	29/08/2019	1
One Day Workshop OBE and CO-PO	12	19/07/2019	19/07/2019	1

Attainment				
One Week FPD- "Qualitative Research Methods"	1	28/04/2020	04/05/2020	7
Three Days Faculty Development Program on R Programming	1	15/05/2020	17/05/2020	3
Two Day's National Level Webinar on "Innovative Research in Computer Science Paper Writing Skills"	1	22/06/2020	23/06/2020	2
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#### 6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
12	12	30	30

#### 6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Group Accidental Insurance, Ambulance, RO Drinking Water, Bus Facilities, Summer vacation, Winter vacation, Medical Leaves, Bank, ATM, PF, Casual leave, maternity leave, study leave for higher education, Canteen facilities, Emergency medical services at Lifeline Hospital. In case of emergency dropping of staff members to their residences at odd hours.	Earned leave, Group Insurance, Ambulance, RO drinking Water, Bus Facilities, Summer vacation, Winter vacation, Medical Leaves, PF, Casual leave, maternity leave, study leave for higher education, Bank, ATM, Canteen facilities, Emergency medical services at lifeline hospital. In case of emergency dropping of staff members to their residences at odd hours	Canteen facilities, Bus Facilities, RO drinking Water, Ambulance, Medical Facilities in emergency situation, ATM, Bank in Campus, Girls Hostel for Girls Students.

### 6.4 – Financial Management and Resource Mobilization

#### 6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The institute has provision for internal and external audits. The internal audit and external audit is used to monitor effective and efficient use of available resources. Institute conducts quarterly internal and annually external financial statute on timely basis for maintaining financial prudence and accounting practices. Institutional Budget is prepared every year for effective distribution of financial resources. All major financial decisions are taken by the Institute's Local Managing Committee now College Development

Council and Governing Body. The internal audit is done in every quarter to check that proper records of all expenses are maintained by accounts department. The external audit is conducted once in a year and audited statements are prepared and signed by director and Chartered Accountant. The institute has internal audit team verify of all vouchers of the transactions during financial year audit conducts at the end of every financial year by statutory auditor. The books of accounts are maintained as per government norms to ensure transparency.

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grants received in Rs.	Purpose
Techmanthan- Techno Social Event	4.8	Techno Social National Level Event
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6.4.3 – Total corpus fund generated

36.81
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## 6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	Central QAC JSPM	Yes	Central QAC JSPM
Administrative	No	Central QAC JSPM	Yes	Central QAC JSPM

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

Parent Teacher Meeting (PTM) is medium to interact , monitor and analyze the students performance. It also monitors students' behavior - attitude of towards learning subject being taught. In line with it, we have conducted PTM and academic Performance and other activities allied for students' personal development. This has helped in bringing interactions among parents , Mentors , Faculty and students for the holistic development of the students. The institute has ensured the interaction with parents by conducting following activities 1) Parent Teacher Meet 2) Parent - Guardian Faculty Member Meet 3) Result Analysis Meet with Guardian Faculty Member (GFM)

6.5.3 – Development programmes for support staff (at least three)

1) Workshop on 'Communication Skills' 2) Workshop on 'Professional and Behavioral Skills' 3) Workshop on Personality Development and Official Etiquettes 4) Workshop on EOA, AICTE, DTE revised Procedures of Compliance

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1) One Day Workshop OBE and CO-PO Attainment 2) FDP on Syllabus Orientation Program and conduct of Case Study Pedagogy 3) Two Day State Level Workshop on Advanced Research Methodology Scholarly Writing 4) National Level Seminar on Global Business Management - Opportunities Challenges 5) Planning of National Board of Accreditation

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal

	Yes
b)Participation in NIRF	No
c)ISO certification	Yes
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	FDP on Syllabus Orientation Program and conduct of Case Study Pedagogy	08/07/2019	08/07/2019	08/07/2019	36
2019	One Day Workshop OBE and CO-PO Attainment	19/07/2019	19/07/2019	19/07/2019	96
2020	Two Day Workshop on Advanced Research Methodology Scholarly Writing	02/01/2020	02/01/2020	03/01/2020	112
2020	National Level Seminar on Global Business Management-Opportunities and Challenges	06/03/2020	06/03/2020	07/03/2020	45

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**CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES**

**7.1 – Institutional Values and Social Responsibilities**

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Role play on gender equity programs through various themes such as 'Dowry', Girl Education, Bhrun Hartya	28/01/2020	28/01/2020	13	17



etc				
International Women's Day Celebration	09/03/2020	09/03/2020	37	52
Conducted Self defense training workshop for students	09/10/2019	09/10/2019	37	Nil
Seminar on women Safety & security issues.	07/10/2019	07/10/2019	41	Nil

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources

Percentage of power requirement of the University met by the solar energy sources is 35. Solar panels of total 10 kw are installed on the rooftop of the institute's building premises and the same is connected to the main grid to meet the supply of the entire institute. By installing this solar panel the institute will save 35 of the energy supplied by Maharashtra State Electricity Board. Some of the other environmental consciousness and sustainability in the institute premises are sewage water treatment for recycling of water, maintenance of greenery in the campus, proper disposal of e waste, rain water harvesting system, ban on use of plastics etc.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	Nil
Provision for lift	Yes	Nil
Ramp/Rails	Yes	Nil
Braille Software/facilities	No	Nil
Rest Rooms	Yes	Nil
Scribes for examination	Yes	Nil
Special skill development for differently abled students	No	Nil

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	Nil	25/08/2019	1	Tree Plantation at	Green Initiative and ecofr	45

					campus, corporation roads and hill side of Handewadi.	friendliness to the community.	
2019	1	Nil	01/07/2019	365	Morning Walk and Exercise at campus ground to the community located nearby campus	Building Ecofriendliness and neighborhood towards local community.	1000
2019	Nil	1	07/01/2019	1	On the occasion of Ashadhi Akadashi students have taken initiatives for distribution of Basic Medical Supplies for pilgrims.	Livelihoodness and local engagement towards community	19
2019	Nil	1	14/08/2019	1	Tree plantation at kalepadal : Go Green	Green Initiative and eco-friendlyness to the community	39
2019	Nil	1	02/07/2019	1	PUC Traffic Road safety awareness drive at Hadapsar	Safety Security at road transportation.	56
2019	Nil	1	03/08/2019	1	Awareness drive on health and hygiene at nearby society	Livelihoodness and local engagement towards community	45
2020	Nil	1	30/04/2020	1	Quiz Competition on	Livelihoodness and local	900

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t towards  
communit

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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Manual for Code of Conduct, Procedures and Responsibilities	30/12/2019	Our students and faculty members are given the code of conduct manual. They are appraised about the vision, mission, objectives and core values of the institute. The governance of the institute, governing body, roles and responsibilities, leave policy and procedure, Administration setup, Fees Payment Schedule, Examination Schedule, Academic Calendar with Day Orders, Exam hall rules and regulations, Dress Code etc are given and adhered to as per the policy

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
International Yoga day Celebration	21/06/2020	21/06/2020	54
A session on Ancient Management Principles based on Chhatrapati Shivaji Maharaj on the occasion of Shivaji Maharaj Jayanti	21/02/2020	21/02/2020	78
Teachers Day Celebration	05/09/2019	05/09/2019	97
Meditation program	19/08/2019	14/05/2020	120
Skit on "Ahinsa (Non Violence) on the occasion of Gandhi Jayanti	01/10/2019	01/10/2019	34
Session on Art of Living	09/07/2019	09/07/2019	41
Celebration of Independence Day	15/08/2019	15/08/2019	35

Celebration of Republic Day	26/01/2020	26/01/2020	36
Celebration of Sanvidhan Din	26/11/2019	26/11/2019	76
Webinar on "Importance of environment in India" on the occasion of World Environment Day	05/06/2020	05/06/2020	63
<a href="#">View File</a>			

#### 7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

The institute's campus is spread over 12 acres of prime land in the city of Pune surrounded by lush greenery. Well maintained infrastructure with proper ventilation is provided. Each floor plan is designed to create proper and effective teaching and learning process. The green initiatives undertaken by the institute ensures less temperature inside the campus. In the campus premises the big old trees silently play as noise absorbers. As a result, the recorded noise level is not beyond 55 dB. The green initiatives facilitate conducive environment for learning. Along with the display of Academic events and information, environmental awareness slogans are also displayed. Green Pastures and ornamental plants are planted at various points inside campus to make the students stress free and increase the aesthetic sense. These zones motivate students to keep the campus plastic/garbage free. As part of already existing infrastructure pedestrian friendly roads are marked for safe walking. The following are green initiatives taken in the campus by the institute: 1. To control fuel consumption and pollution the campus has started Municipal Corporation buses to and fro from the campus to various important places in the city 2. As part of green initiatives the institute has well maintained trees, plants and lawns which are regularly maintained by in house gardeners 3. The institute has been making efforts to keep the campus plastic free. However plastic is banned in the campus. 4. All important communication is through emails to be paperless office as far as possible 5. To avoid noise pollution all vehicles are being parked outside campus gate

## 7.2 – Best Practices

### 7.2.1 – Describe at least two institutional best practices

Two Best Practices of Institute are 1) 1. M connect 3) Campus to Corporate Two best practices that has immensely contributed to the achievement of the institutional goal. The following is the gist: 1. M connect: This practice has been started by the institute with the sole objective of teaching learning activity and implementing the innovative teaching pedagogy. The purpose of this practice is to improve students' learning experiences and outcomes through the practical applications of the of the concepts learnt in the classroom and the same concepts to learn practically in different indoor activities like presentations, role play, sales negotiations, scrap book etc. The outdoor activities included visits to consumer durable outlets, mall, visits to small scale industries etc. wherein the students learn about the practical application which is taught to them theoretically in the classrooms. The main objective behind this best practice is to strengthen the linkages and bonding amongst students, faculty members, industry people, academic experts etc. for imparting value based education to attain managerial excellence by creating future leaders and managers and entrepreneurs of the nation. This coincides with the institute's vision and mission. The institution is constantly ensuring the quality of education by catering the needs and periodically meets the

expectations of the students. There are various innovative teaching pedagogies implemented by the institute to teach the students under M Connect. Some of them are case studies and case lets which are discussed, analyzed and brainstormed in the class rooms. Other pedagogies are situation analysis, management games, knowledge sessions, presentations, scrap book. These methods have immensely helped the students in achieving better results in academics and also helped in better placements. Through this practice some have even started their own ventures and some joined their family businesses. In the present scenario the conceptual clarity of various courses has increased through practical exposure through field visits, industrial visits, summer internship projects and final placements and organizing CSR activities. Thus M Connect bridges the gap. Some of the major significance or importance of management to modern business are a accomplishment of goals, effective utilization of resource, efforts, understanding and their foresight in terms of national growth and their own prosperity. M Connect provides a platform for the students to understand the same. M Connect also has certain limitations and problems to encounter while implementing like by providing training for the students can sometimes disturb regular lectures. More support is required from various stakeholders such as employers and industry experts for enriching experiences of the students.

2. Campus to Corporate (C2C): This practice has been started by the institute with the sole objective to prepare and train the students to be competent and cope up and sustain in the corporate world. It is also to bridge the gap between campus to corporate through involvement of various activities and signing the MOUs for better coordination. The overall development of physical, mental and spiritual healthiness of the students is done through yoga and meditation. It is also to invite participation of experts from industry for learning enrichment and thereby develop level of excellence through soft skills. The current trend in business is looking for innovative solutions to meet the needs for higher productivity, more profits and lower costs. Therefore to meet this challenge the students are groomed accordingly. However, there are challenges which are faced while implementing this practice. Normally the student is from rural background and hence it takes some time for him/her to adjust to the urban environment. The student does not open up because of fear or lack of confidence. Communication skill also is a major challenge face while implementing this practice since majority of the students is Marathi speaking. It is difficult to comprehend employability aspects in a structured manner in the class room because of average understanding of the student in the initial period. One more challenge faced is in imparting broad based knowledge with multidisciplinary skills and to meet the unending challenges and expectations from the industry, in doing so many a times the stress level increases. In this practice of the institute communication skills plays an important role because communication is the heart of every business organization. Everything you do in the workplace results from communication. Therefore good reading, writing, speaking and listening skills are essential if tasks are going to be completed and goals achieved. Since most of the students who are admitted for the MBA program come from rural background who normally do not have fair communication skills. With this objective in mind the institute regularly conducts business communication classes for the students. During this session many management games are undertaken to create an atmosphere of friendliness which helps the students to come out of their reserved mindset. Oral and written communication is taught through regular group discussions and Presentations in the classroom. Industry Academia Forum: Under this Forum which was established in the year 2014, Knowledge sessions are conducted for enriching and enhancing the learning of the students every Friday. Eminent personalities from the industry are invited for these sessions. In this sessions a talk is organized wherein the industry resource person shares his/her experience about the industry/corporate working conditions with the students. After the lecture an interaction session is followed wherein the

students asks many questions upon the actual working of the department or an organization. Over the period these sessions have helped a lot to the students in enhancing their knowledge based skills. Industrial visits: Industrial visit has its own importance in a career of a student who is pursuing a professional degree. It is considered as a part of college curriculum. Industrial visit helps to combine theoretical knowledge with practical knowledge. Industrial realities are opened to the students through industrial visits. Local and out of state visits are conducted every year where in the students go through the practical knowing and understanding the working of a particular department and the organization as a whole. Stress management: Reducing stress in our everyday life is important for maintaining our overall health, as it improves our mood, boosts immune function, promote longevity and allow you to be more productive.

With this objective in mind the institute every day conducts yoga and meditation session and it is also a part of the time table. The benefits of yoga and meditation are practiced everyday so that the student would be physically mentally fit. C2C Certificate Lecture Series: In this lecture series the students are imparted with the knowledge of the corporate world. The students are taught about the work culture and the working environment of the corporate. These lectures give an understanding to the student about the transition from a Campus to Corporate environment. Employability grooming: Workshops on personality development consisting of training sessions on soft skills, communication skills, group discussion, interview techniques, aptitude tests, presentations etc. are undertaken by the institute. Apart from this the students are taught about formal and informal dressing depending upon the situation. This helps them to be corporate ready.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<https://jspmjsimr.edu.in/home iqac.php>

### 7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

FIESTA -National Level Management Event Learning of management functions principles through Fiesta Event Introduction: The institute every year organizes a national level management event called FIESTA. The main aim of organizing this event is to bring together all students and make them learn, understand and get exposed to the management principles and functions. The event is to bring in managerial excellence which is in accordance with the vision mission statement of the institute. Every year large number of students from various colleges participates in this event. The grand finale of this event is marked by the presence of eminent personalities who graces the event by distributing prizes, trophies and cash awards. Through this event the students get hands on experience on how to conduct large scale event. The important function of planning is incorporated as a learning experience by the students. This includes planning the dates of the week long event, budget preparation, no of activities/events to be conducted, stage and decoration, sound system, seating arrangements, hospitality, logistics and various other details. Various learning methods like participate, interactive and innovative are actually experienced by the students on this platform. 1. To organize the event based on the functions of management 2. To learn the principles of management through practical exposure 3. To incorporate the team spirit and unity in work 4. To learn coordination and implementation concept effectively

Provide the weblink of the institution

<https://jspmjsimr.edu.in/pdf/IQAC/Institutional%20Best%20Practices.pdf>

## 8.Future Plans of Actions for Next Academic Year

1. Increase the visibility by ensuring branding, social media coverage at National International level 2. Opportunity to enrol more students from different demography other than Maharashtra states (OMS) and outside India, NRI for Admissions 3. Increase Technology Interface in teaching learning process as per New Education Policy 2020 4. Fetch Research grants, funded projects from various agencies 5. Start Centre of excellence to increase FDP, MDP, Industry orientation, Training 6. Initiates for Copyrights in different areas 7. Develop Online Courses on NPTEL, SWAYAM, Moodle at extensive level 8. Participate in accreditation of NBA, NRIF and other International Accreditation 9. Organise grand events in association with JSPM Group and other external stakeholders 10. Undertake quality-related studies, consultancy and training programmes, and collaborate with other stakeholders 11. Increase in tie-ups, MoUs, linkages and collaborations with Industries and Academic institutes at National International repute 12. Increase in Intake capacity after NBA 13. Increase in Industry-Institute Interaction for enhancing Academic Excellence 14. Effective implementation of ERP 15. Trigger to Research based initiatives 16. Extension Activities to enhance CSR and community engagement 17. Training and Placement cell should increase collaborations with industries at national and international level for activities and final placements. 18. Create an entrepreneurial start up culture 19. Recognised as best institute of imparting MBA education at par by aligning with market demand, competition, industry/government and technology.