

# **SELF STUDY REPORT**

**FOR**

**1<sup>st</sup> CYCLE OF ACCREDITATION**

## **JAYAWANTRAO SAWANT INSTITUTE OF MANAGEMENT AND RESEARCH**

**SR.NO.58, INDRAYANI NAGAR,HANDEWADI ROAD, HADAPSAR, PUNE-  
411028 STATE- MAHARASHTRA  
411028**

**[www.jspmjsimr.edu.in](http://www.jspmjsimr.edu.in)**

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**BANGALORE**

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# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Jayawant Shikshan Prasarak Mandal popularly known as JSPM was established in 1998 with a strong commitment to serve nation by imparting quality education. The objective of creating centers of excellence for KG to PG education in the field of Management, Engineering, Medical, Pharmacy and computers etc. JSPM's Jayawantrao Sawant Institute of Management & Research popularly known as JSIMR is one of the leading standalone Management Institute under JSPM's umbrella. Jayawantrao Sawant Institute of Management & Research is approved by All India Council for Technical Education (AICTE) and Directorate of Technical Education (DTE) Government of Maharashtra and affiliated to Savitribai Phule Pune University (SPPU), Maharashtra State. The institute is self-financed private organization established in the year 2006. JSIMR's first Batch started in the year 2007-2008.

The institute is offering full-time two years Masters in Business Administration programme with an intake of 120 seats. It is located at Sr.No.58, Indrayani Nagar, Handewadi Road, Hadapsar, Pune, State-Maharashtra-411028. 10 Batches of students have graduated from the institute. The institution is committed to impart quality education to achieve vision and mission which are stated as below;

### Vision

**“To nurture Managerial Excellence through value based quality education.”**

### Mission

- 1. To build the future business leaders by imparting education through high quality value based and innovative teaching learning that meets industry expectations**
- 2. To enhance research and entrepreneurial attitude through team spirit, activity based learning and industry interface**
- 3. To foster a passion for social commitment and sustainability amongst students and staff**

### OBJECTIVES

1. To create student centric learning environment which prepares them to succeed in achieving their educational, professional and entrepreneurial goals
2. To organize knowledge sessions and academic forum activities in various functional areas to impart knowledge delivery.
3. To focus on new and emerging areas in education which would enhance the core competencies of the students
4. To develop a spirit of social commitment amongst students and staff of the institute.
5. To build the confidence and competence amongst the students by conducting mentoring and personal counseling program.
6. To collaborate with other academic institutes and industries around the world to strengthen the education, industry connect and research ecosystem.

## **VALUES OF JSIMR**

JSIMR offers excellent opportunities for students, staff to interact, network with fellow students. The stated values for the holistic development of the students are as below;

1. Pursuit of Excellence
2. Mutual Respect and Concern for other Individual
3. Ethical Standards
4. Responsiveness towards Social Responsibility

## **1.2 Strength, Weakness, Opportunity and Challenges(SWOC)**

### **Institutional Strength**

1. Institute is affiliated to Savitribai Phule Pune University, Pune which is ranked 4th in state Universities and NAAC Accredited with A+ Grade
2. Committed Faculty Members
3. Conducive Environment for teaching-learning
4. Strong Guardian Faculty Members (GFM) for Mentoring/Counseling to the student
5. Leadership and governance at all levels

### **Institutional Weakness**

1. Linkages and MoUs with foreign institutes and universities for research
2. Exchange programs of students and faculty members at international level
3. Consultancy services are sparse

### **Institutional Opportunity**

1. Opportunity to enroll more students from demography other than Maharashtra states and outside India
2. Initiate Research grants from various agencies
3. Opportunity to be an autonomous institute
4. Build Start up culture
5. Technology Interface in Education- anytime and anywhere
6. Research Centre for Ph.D
7. To be a centre for excellence

### **Institutional Challenge**

1. Increase in number of management institutes

2. To cope up with fast changing technology, business environment and adaptability in curriculum
3. Transforming students from rural areas to cope up with the pace of development in industries and business settings.

## **1.3 CRITERIA WISE SUMMARY**

### **Curricular Aspects**

JSPM's Jayawantrao Sawant Institute of Management & Research popularly known as JSIMR runs MBA (two year) programme which was approved, recognised and affiliated to AICTE and Savitribai Phule Pune University, Pune with an intake of 120 seats.

Institute has been ensured the various steps for quality excellence in academics by making effective curriculum delivery.

The curricular philosophy of institute aligns with its Vision, Mission, and Values and delivers the programme curriculum through the process of structured curriculum planning and delivery. The institute has been using ICT tools like Moodle and other to provide quality inputs to the students.

As per regulations made by Savitribai Phule Pune University, Pune (SPPU); the programme curriculum is delivered through Academic Calendar and Activity Planner. There is limited flexibility in completion of academics in stipulated period to complete the academics due to semester pattern and regulations of SPPU, Pune.

For achieving above stated steps, the institute conducts the academic activities which are mapped with vision & mission of the institute. The faculty members are motivated for participation in various activities like FDP, Value added courses, seminars & conferences etc. for upgradation of skills. Institute is affiliated to Savitribai Phule Pune University, Pune and follows curriculum Choice Based Credit system (CBCS) introduced by university.

The institute imparts curricular enrichment through add on programs, valued added certifications courses like Yoga, Soft Skills, C2C, MS-Excel, Financial Applications etc. to inculcate the values and ethics amongst the students. In addition to integration in the curriculum the Gender, environmental, human and professional values, the institute is keen in organizing various activities like soft skills, personality development, life skills, and knowledge sessions etc. for sensitizing the students.

The feedback is obtained from the stakeholders such as AAB, GB, IAF, Teachers, Employers, students and alumni for upgradation, revision in syllabus and imparting quality education to achieve academic excellence. The institute ensures the assessment of the students by using effective mechanism of Concurrent Internal and external evaluation system through well set policy.

### **Teaching-learning and Evaluation**

The quest of excellence in academics can be achieved through the teaching learning and evaluation process.

The institute is strictly admitted the students as per earmarked for various categories as per norms set by DTE

and admission are mainly from within state.

The institute assesses the learning levels of the students as per CET Scores and at time of induction program after admission and organises activities for advanced learners and slow learners as per set process of the institute.

The institute has suitable support for the benefit of students and has appointed Guardian Faculty Members (GFM) as Mentor to the students for academic, stress related issues and career guidance.

The institute fosters the culture of creativity and innovation by adopting various teaching learning pedagogy, student centric methods such as experiential learning, participative learning and problem solving methodologies for enhancing learning experiences which are incorporated in M-Connect & Course files.

The institute has distinguished and committed faculty to maintain quality and excellence in education. The experience and expertise of award winning faculties, good amount of research publications and books publications and use of ICT for which provides great amount of exposure for enriching the learning experience of the students.

The average years of experience of faculties are more than 9 years. During last five years 09 faculties who have been served in the institute has doctorate degree among them few are research guides recognised by university and good amount corporate and teaching experience which states quality of inputs to the students.

Institute adheres the academic calendar for the process of evaluation which is transparent and robust in terms of frequency and variety. Institute has internal evaluation policy which is prepared in accordance with all reforms in continuous internal evaluation system as stated in guidelines of University for CIE. The Internal and External Evaluation policy is transparent and robust in terms of frequency and variety. The grievances related to examination are transparent, time- bound, efficient and addressed systematically.

The institute has evolved a process to have POs, PSOs, COs which brings out through the desired competencies expected in MBA professionals and better results.

### **Research, Innovations and Extension**

The institute has a Research Committee who has defined Research Promotion Policy.

The institute has tried to strengthen its research infrastructure through augmentation of a research development fund. The Institute has satisfactory resource mobilisation like knowledgeable faculty members, prosperous library, e-journals (E-bsco host and J-Gate database), journals, online resources and magazines etc. for carry out research. The adequate facilities are provided to carry out research. The faculties received grants for their research activity from recognized organizations in Rs. 6 lakhs.

Institute has Print Journal viz. International Management Research Journal-“Corporate Mantra” carries ISSN No 2231-2397 both print for publishing research papers contributed by faculty members and students and other research scholars.

To promote innovation, eco-system, the institute has established cell for Entrepreneurship Development.

During last five years approx 31% i.e. 09 faculties out of 29 who have been served in the institute has doctorate degree among them 02 are research guides recognised by university.

For Promoting Research and building research culture at institute, FDPs, workshops, seminars, conferences etc. were conducted. The faculty and students were encouraged to take part in it.

Intellectual Property Rights Sessions and Industry Academic Interaction was made through conducting workshops, Seminars, Conferences, Meets to provide information industry expectations, related to patent, copyright, trademark, scholarly writing and writing books.

The institute has synergy club for fulfilling Institutional social responsibilities, imparting social, ethical values & holistic development of students.

The faculties received appreciation, awards & recognition from many recognized bodies for their extension & outreach activity program & contributions

The institute has good amount of functional MoUs with institutions of national and international importance. The significant amount of the students have benefitted from the linkages with the industry in the last five years.

### **Infrastructure and Learning Resources**

The institute has ensured academic ecosystem through an adequate infrastructure for teaching learning with ICT-enabled smart classrooms and seminar hall, computer lab etc. as prescribed by statutory body i.e. AICTE. The institute has facility of Sports, indoor and outdoor games and other relevant infrastructure.

The institute is updated with IT facilities including Wi-Fi (more than 50 Mbps) bandwidth of internet connection. The amenities like Sport ground, Hostels, Medical Facility and other amenities are shared with institutes in the campus.

The computer/Desktop, LCD Projectors is adequate in number. The Student-Computer ratio is significant (1:3). The automated library with subscription of journals, purchase of books, e-books, e- journals and e-database like J-Gate and E-bscohost is taking care of support system for enriching learning environment which is evident by moderate library usage report.

The Policy and Procedure for maintenance for infrastructure, log book and SOPs are available.

The facility of e-content development such as media centre, recoding facility is available at corporate office of Institute.

### **Student Support and Progression**

The Institute provides various academic needs and nurtures talents of students by providing a student centric approach to education and progression.

The supports in terms of Scholarship are ensured by the institute at significant level. The various activities such as training facilities, welfare measures, job-oriented training, and placements etc. are ensured by the institute.

The capability enhancement and development schemes are taken care for developing career competencies.

The Student Council has been constituted to encourage students to participate in curricular, co-curricular and extracurricular activities and received awards, medals, certificates and prizes.

Grievance redressal mechanisms, anti- sexual harassment, anti ragging cell are in place to redress the grievances.

The results of students for last five years are very good and placement of students in various industries shows the academic track record and employability of the students. The current year result is 80.43 %. Besides Placement, our few alumni have started their own ventures and supporting in the family business.

The institute has the training and placement cell which help and guide students for industrial training, field visits, industrial visits, mock interviews/ resume preparation, Group Discussion and career grooming, final placement by conducting on campus/ off campus interviews.

The Institute provides career counseling, soft skill development, personal counseling and guidance for competitive examinations besides improving their communication and language skills to improve their employability as well as build human values in their personality. Most of the students prefer to get job rather than pursuing higher studies like M.Phil and Ph.D.

The students at the institute regularly take active part in sports and cultural activities. The institute encourages students for participation in sports, cultural and social activities which help them in shaping their personality, moral character, build team spirit, ethics and showcase their skills, talent.

There is registered Alumni Association in place. The members of Alumni contributes thorough various financial and non financial means such as fund donation, knowledge sessions, mentoring, career guidance, AAB, IAF Members, job opportunities and placement, SIP etc. by interacting with current students. Our Alumni is real strength and backbone for achieving results in all aspects of academics.

### **Governance, Leadership and Management**

The institute has set forth in its vision, mission and core values to provide good governance and effective leadership since a decade. The institute has laid well strategic plan and goals which determines the standards of transparency, participation of stakeholders, accountability and efficiency that can bring about organisational stability and effectiveness.

Effective functioning at institute has gauged by the policies and practices. It has evolved in terms of planning human resources, recruitment, training, performance appraisal, financial management and the overall role of leadership.

The governing body/ College development committee is effectively functioning and involving all stakeholders in the process and takes their valuable feedback for development of the institute.

The institute practices participative approach at all levels with delegation of authority and responsibility and decentralization at various levels.

The Governing Body gives the autonomy to the director in the areas of student admission, adopting new technologies and methodology in teaching and learning, promoting research, offering new courses and certifications, utilisation of sanctioned funds for activities. The process of service rules, recruitment and promotion policies are well defined. The appointment of faculty and non-teaching staff are carried in accordance with AICTE, UGC regulations. E-Governance has been improved to quality of the academics, administrative activities.

The faculties are encouraged to participate in research, FDP, Seminars and workshops, conferences, however funds received from government agencies are limited which are taken care by new initiatives by building new strategies and more resource mobilisation for long term sustainability and progress. Institute has formed Committees, Cells, Clubs, Forums which are fully functional and effectiveness in its presence.

Faculty members are provided with financial support and leaves for attending conferences, workshops and FDPs. Institute has effective welfare mechanism for welfare of the institute staff.

The finance and accounts are audited by internal and external auditors periodically. The performance appraisal of faculty is transparent as per Academic performance indicator set by the institute. IQAC was established in 2017 and is now active. The institute reviews the learning outcomes and quality of education provided at periodic intervals through IQAC as per set norms.

### **Institutional Values and Best Practices**

The institute shows institutional values and best practices reflect on its commitment and responsibility to the stakeholders.

The institute is conscious of its values and social responsibilities which are visible by its organising sensitization programmes and gender equity programmes every year to ensure safety, security of the students. The institute provides the facilities such as CCTV, safety and security, counseling and furnished girls and boys common rooms. Security measures such as compulsory ID card for staff, students and 24 x 7 CCTV surveillance throughout the building, women redressal Cell, Anti ragging Cell, Ambulance services and counseling to the students etc. are few of them. The provision of separate toilets for boys and girls.

The proper procedure and policy adopted for proper disposal of solid, liquid and e-waste management. Rain water harvesting is very good. The Green practices are adopted through the use of renewable energy, management of its water resources, and disposal of waste.

The staff and students use bicycle, laying pedestrian friendly roads, creating lawn wherever possible is adopted at institute.

The institute sensitizes by safety, security and counseling to the students and teachers and other staff about the need of imbibing the core values of the institute and their being responsible to the professional code of conduct prescribed by the institute.

The institute maintains complete transparency in its financial, academic, administrative and auxiliary functions and remains a proponent of regulatory compliances and integrity. Infrastructure Availability: Physical facilities, Provision for lift, Ramp / Rails and Rest Rooms etc are available for Differently abled (Divyangjan) friendliness Resources available.



The institute organises the Celebrations of national festivals and birth / death anniversaries of the great Indian personalities and other national days like Independence Day, Republic Day etc.

The code of Conduct for students and teachers and director is available.

The institute ensures the various activities which depicts the institutional values and best practices and distinctiveness of the institute.

The **Campus to Corporate and M-Connect** are best practices of the institute. The distinctiveness of Institute is **Fiesta – Management Event**.



## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	JAYAWANTRAO SAWANT INSTITUTE OF MANAGEMENT AND RESEARCH
Address	Sr.No.58, Indrayani Nagar, Handewadi Road, Hadapsar, Pune- 411028 State- Maharashtra
City	Pune
State	Maharashtra
Pin	411028
Website	<a href="http://www.jspmjsimr.edu.in">www.jspmjsimr.edu.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Associate Professor	Manohar Mahadeo Karade	020-26970887	9860475198	020-26970883	programcoordinator_jsimr@jspm.edu.in
Director	Anita Nitin Khatke	020-26970882	9922750673	020-26970913	director_jsimr@jspm.edu.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
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Date of establishment of the college	20-07-2006
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**University to which the college is affiliated/ or which governs the college (if it is a constituent college)**

State	University name	Document
Maharashtra	Savitribai Phule Pune University	<a href="#">View Document</a>

**Details of UGC recognition**

Under Section	Date	View Document
2f of UGC		
12B of UGC		

**Details of recognition/approval by stationary/regulatory bodies like AICTE, NCTE, MCI, DCI, PCI, RCI etc (other than UGC)**

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day, Month and year (dd-mm-yyyy)	Validity in months	Remarks
AICTE	<a href="#">View Document</a>	04-04-2018	12	EoA

**Details of autonomy**

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

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

<b>Location and Area of Campus</b>				
<b>Campus Type</b>	<b>Address</b>	<b>Location*</b>	<b>Campus Area in Acres</b>	<b>Built up Area in sq.mts.</b>
Main campus area	Sr.No.58, Indrayani Nagar, Handewadi Road, Hadapsar, Pune- 411028 State- Maharashtra	Urban	12	2948

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/ Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
PG	MBA, Business Administration	24	Any Graduation	English	120	120

### Position Details of Faculty & Staff in the College

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				3				8			
Recruited	0	1	0	1	1	2	0	3	5	3	0	8
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				1			
Recruited	0	0	0	0	0	0	0	0	1	0	0	1
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				17
Recruited	12	5	0	17
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	2	0	0	2
Yet to Recruit				0

### **Qualification Details of the Teaching Staff**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	1	2	0	0	0	0	4
M.Phil.	0	0	0	0	0	0	2	1	0	3
PG	0	0	0	0	0	0	4	2	0	6

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

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

<b>Details of Visting/Guest Faculties</b>				
<b>Number of Visiting/Guest Faculty engaged with the college?</b>	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
		0	0	0

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

<b>Programme</b>		<b>From the State Where College is Located</b>	<b>From Other States of India</b>	<b>NRI Students</b>	<b>Foreign Students</b>	<b>Total</b>
Certificate	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0
PG	Male	70	1	0	0	71
	Female	47	2	0	0	49
	Others	0	0	0	0	0

**Provide the Following Details of Students admitted to the College During the last four Academic Years**

<b>Programme</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	31	28	22	16
	Female	11	9	8	8
	Others	0	0	0	0
ST	Male	1	1	1	0
	Female	0	1	1	0
	Others	0	0	0	0
OBC	Male	17	20	8	12
	Female	5	5	3	5
	Others	0	0	0	0
General	Male	89	97	85	69
	Female	35	34	37	41
	Others	0	0	0	0
Others	Male	16	20	16	7
	Female	5	8	6	1
	Others	0	0	0	0
<b>Total</b>		<b>210</b>	<b>223</b>	<b>187</b>	<b>159</b>



### 3. Extended Profile

#### 3.1 Program

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

Response: 195

File Description	Document
Institutional Data in Prescribed Format	<a href="#">View Document</a>

Number of programs offered year-wise for last five years

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

#### 3.2 Students

Number of students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
210	223	187	159	161

File Description	Document
Institutional Data in Prescribed Format	<a href="#">View Document</a>

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

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

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>

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

2017-18	2016-17	2015-16	2014-15	2013-14
74	88	63	67	84

File Description	Document
Institutional Data in Prescribed Format	<a href="#">View Document</a>

### 3.3 Teachers

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

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

File Description	Document
Institutional Data in Prescribed Format	<a href="#">View Document</a>

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

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

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>

### 3.4 Institution

#### Total number of classrooms and seminar halls

**Response: 06**

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

2017-18	2016-17	2015-16	2014-15	2013-14
56.83	57.34	67.11	70.82	70.83

#### Number of computers

**Response: 60**

## 4. Quality Indicator Framework(QIF)

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### Criterion 1 - Curricular Aspects

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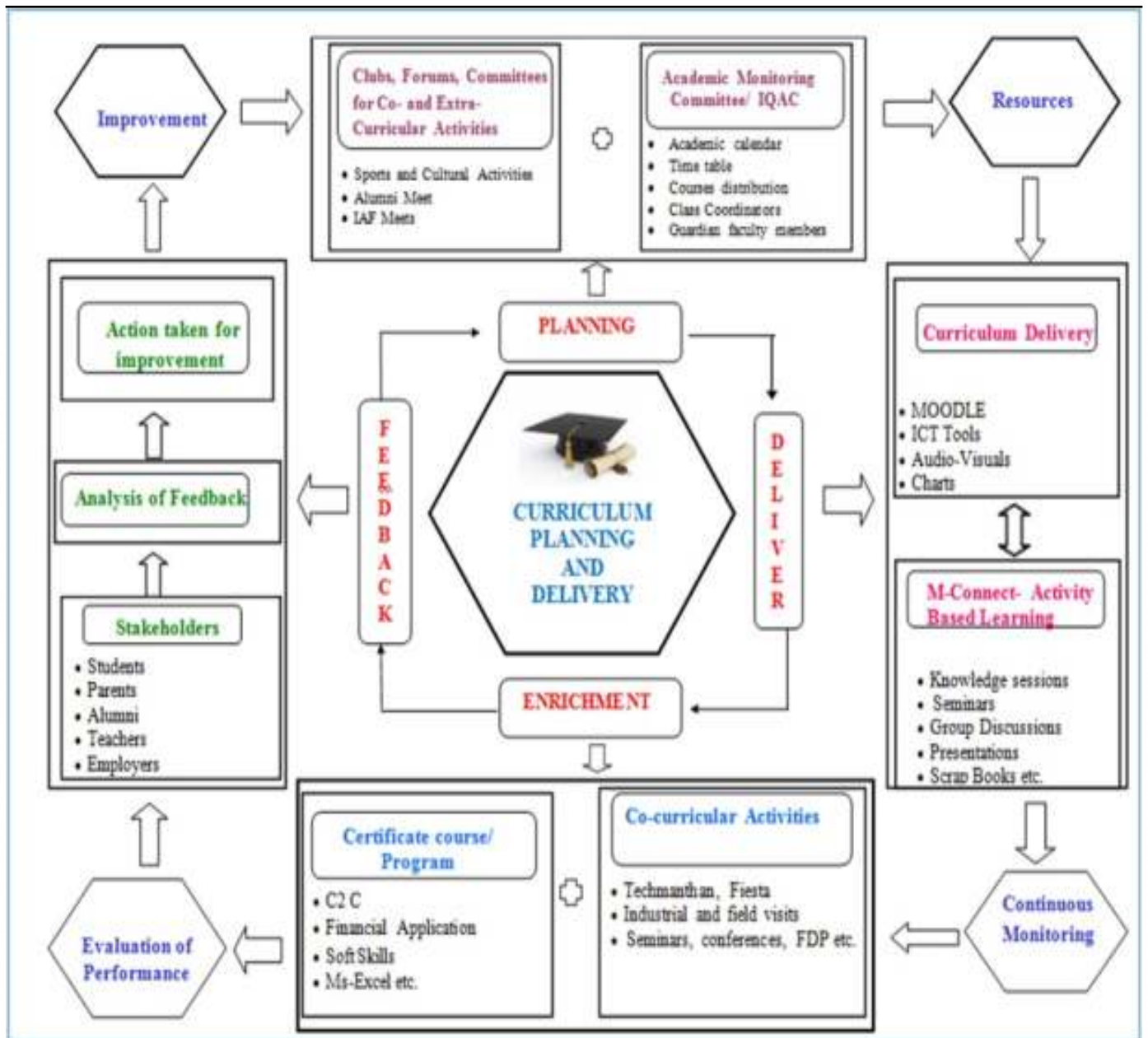
#### 1.1 Curricular Planning and Implementation

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

**Response:**

The institution ensures the curriculum delivery through proper activity calendar and activity planner which helps to maintain the efficiency & effectiveness in academic excellence. Quality education is imparted through effective curriculum planning, delivery, enrichment and feedback system.

JSIMR has a process of Effective Curriculum delivery which depicts as below;





**Figure No.1.1.1.1.: Process of Effective Curriculum Delivery**

**The details of Effective Implementation of Curriculum Delivery is 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, Work load 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 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



**Figure:1.1.1: Activities of Effective Curriculum Delivery**

**9.Concurrent Evaluation Program:** follow the concurrent evaluation program prescribed by SPPU

**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

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 0

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

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

<b>File Description</b>	<b>Document</b>
Details of the certificate/Diploma programs	<a href="#">View Document</a>

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

**Response:** 0

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

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

<b>File Description</b>	<b>Document</b>
Details of participation of teachers in various bodies	<a href="#">View Document</a>

## 1.2 Academic Flexibility

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

**Response:** 100

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



Response: 195

File Description	Document
Minutes of relevant Academic Council/BOS meetings.	<a href="#">View Document</a>
Details of the new courses introduced	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

Response: 100

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

Response: 01

File Description	Document
Name of the programs in which CBCS is implemented	<a href="#">View Document</a>
Minutes of relevant Academic Council/BOS meetings.	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

Response: 63.24

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

2017-18	2016-17	2015-16	2014-15	2013-14
210	118	117	90	71

File Description	Document
Details of the students enrolled in Subjects related to certificate/Diploma/Add-on programs	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 1.3 Curriculum Enrichment

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

#### Response:

Institute follows UN 17 sustainable development goals through which we integrate all cross cutting issues and ensure various activities for learning, awareness and sensitivity towards these issues which are embedded in various courses. A description of courses which address Gender, Environment and Sustainability, Human Values and Professional Ethics are as follows;

#### 1. Labour & Social Security Laws addresses Gender

##### 1. The Maternity Benefit Act 1961 (Latest Amendment)

#### 1. Management for Sustainability addresses Environment & Sustainability

1. **Sustainable Development:** concept, definition of sustainable development, need, importance, education, Philosophical development, Gandhian Thought on Sustainable Development, Sustainable Development and social framework, equitable distribution, difference between sustainable development and green development, criticism.

2. **Business case for sustainable development:** Three dimensions of sustainable development  
Environmental: Atmosphere, fresh water and oceans, land use, management of human consumption, energy, food, waste management, Understanding ecological "footprint": Eco-tracking, carbon marketing, carbon credits, economics of sustainability, Designing for the environment and "greening" the supply chain, regulation, case studies.

3. **Economic:** environment degradation and economic growth, nature as an economic externality, economic opportunity.

4. **Social:** Peace, security, social justice, sustainability and poverty, human relationship to nature, human settlements.

5. **Study of business models for sustainable development:** Indian & Global perspectives.

6. **Sustainability reporting:** Triple bottom line reports - The content of sustainability reports (also CSR reports, ESG reports, social and environmental reports)

7. **Social accountability standard - ISO 26000:** Social responsibility guidance standard, Global Compact Principles, Environmental Impact Assessment, Life Cycle Analysis, Social Impact Assessment.

#### 1. Organization Behaviour addresses Human Values through the following topics:

1. **Individual Process And Behavior: Personality & Attitude:** Definition Personality, importance of personality in Performance, The Myers-Briggs Type Indicator and The Big Five personality model, Significant personality traits suitable to the workplace (personality & job – fit theory), Personality Tests and their practical applications, **Johari Window** Definition Attitude Importance of attitude in an organization, Right Attitude, Components of attitude, Relationship between behavior and attitude, Developing Emotional intelligence at the workplace, Job attitude, Barriers to changing

attitudes

## 2. Professional Ethics :

1. **Social Media Conversations:** Return on Conversations versus Return on Investments, Conversation happens with or without you, Understanding each community, Everyone in the organization has a stake in social media strategy, Social Media polices for employees, professional ethics matter, define who owns the conversation, branding and messaging consistency, transparency, building trust and relationships, Give up control, customers know products better, content value, sharing economy – sharing is the key, ask the audience.

The various activities which are conducted by the institute; taking care of Integration of Cross Cutting Issues apart from courses taught.

The lists of various activities conducted are as follows;

**Table No.1.3.1:** A Table represents a description of courses which address Gender, Environment and Sustainability, Human Values and Professional Ethics;

Integration of Cross cutting Issues		No. of Courses
Cross cutting issues relevant to Gender	18	
Environment and Sustainability	60	
Human Values and Professional Ethics	162	

File Description	Document
Any Additional Information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 49

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

Response: 49

<b>File Description</b>	<b>Document</b>
Details of the value-added courses imparting transferable and life skills	<a href="#">View Document</a>
Brochure or any other document relating to value added courses.	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

<b>1.3.3 Percentage of students undertaking field projects / internships</b>	
<b>Response:</b> 42.86	
1.3.3.1 Number of students undertaking field projects or internships	
Response: 90	
<b>File Description</b>	<b>Document</b>
List of students enrolled	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 1.4 Feedback System

<b>1.4.1 Structured feedback received from 1) Students, 2)Teachers, 3)Employers, 4)Alumni and 5)Parents for design and review of syllabus-Semester wise/ year-wise</b>	
<b>A.Any 4 of the above</b>	
<b>B.Any 3 of the above</b>	
<b>C. Any 2 of the above</b>	
<b>D. Any 1 of the above</b>	
<b>Response:</b> A.Any 4 of the above	
<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View Document</a>
URL for stakeholder feedback report	<a href="#">View Document</a>

**1.4.2 Feedback processes of the institution may be classified as follows:**

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

**B. Feedback collected, analysed and action has been taken**

**C. Feedback collected and analysed**

**D. Feedback collected**

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

File Description	Document
Any additional information	<a href="#">View Document</a>
URL for feedback report	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

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

**Response:** 3.61

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

2017-18	2016-17	2015-16	2014-15	2013-14
06	08	10	06	04

File Description	Document
List of students (other states and countries)	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 2.1.2 Average Enrollment percentage (Average of last five years)

**Response:** 85.67

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

2017-18	2016-17	2015-16	2014-15	2013-14
118	118	117	90	71

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

2017-18	2016-17	2015-16	2014-15	2013-14
120	120	120	120	120

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

**Response:** 80.42

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

2017-18	2016-17	2015-16	2014-15	2013-14
48	48	48	24	25

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.2 Catering to Student Diversity

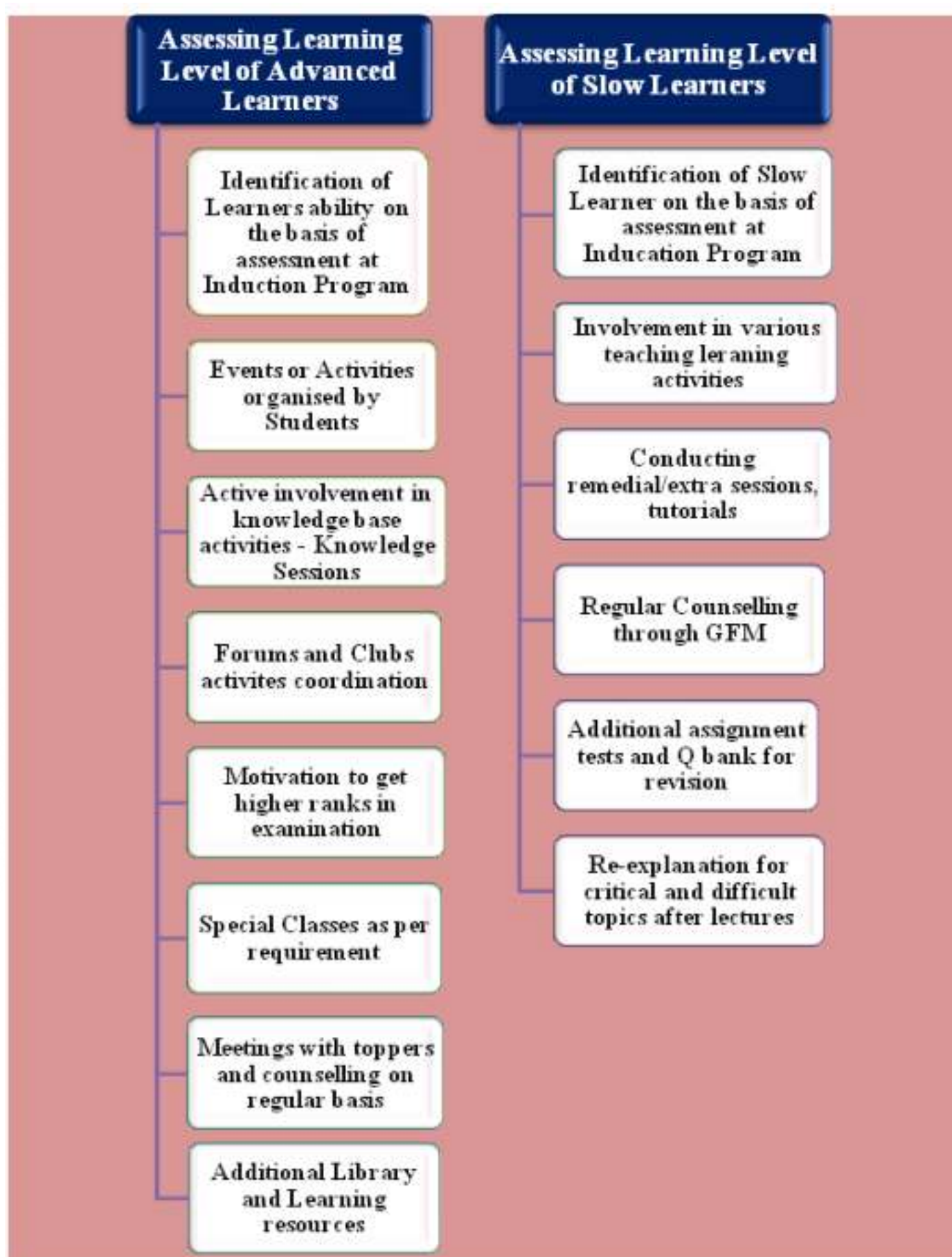
### 2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners

**Response:**

The Institute assesses the learning levels of the students through

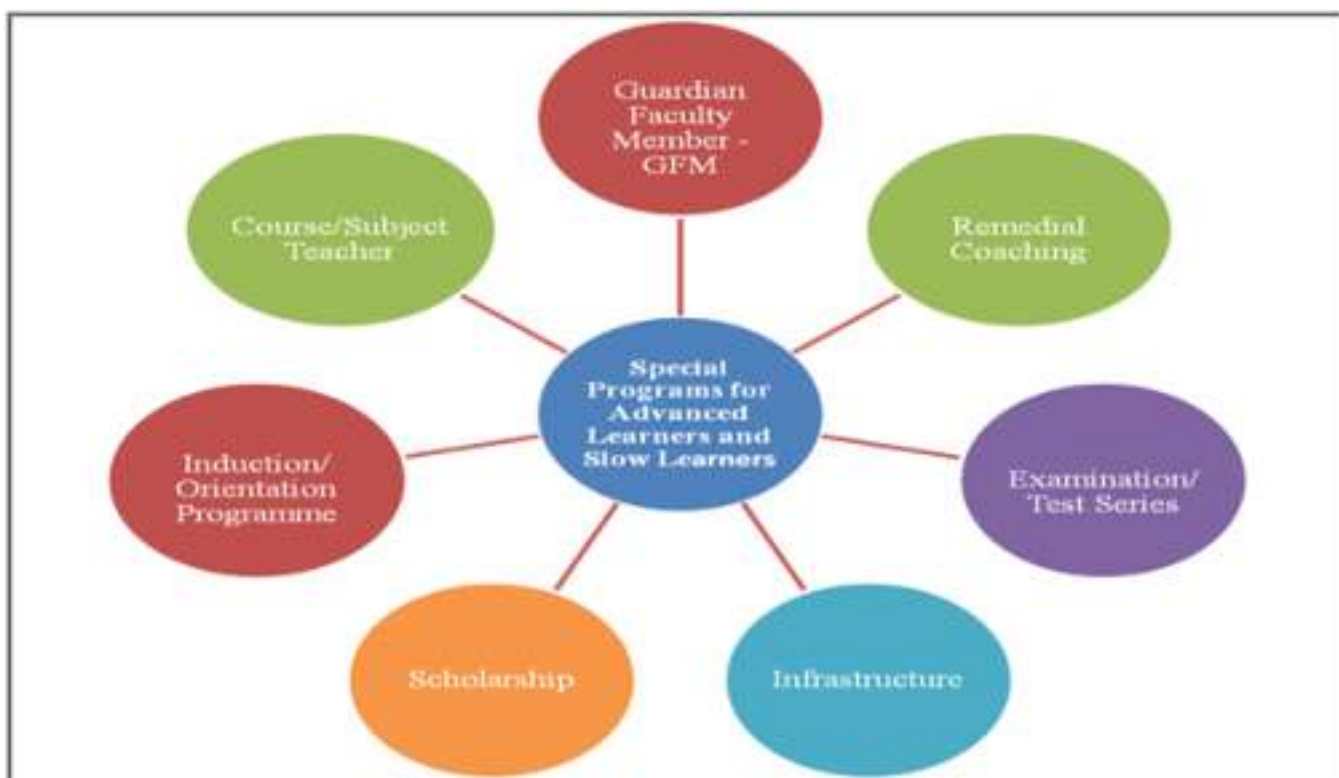
1. Graduation Marks and
2. CET Scores at the time of enrollment
3. GD and PI and Aptitude Test
4. Management Games etc.
5. The various initiatives wherein identification of learners as Advanced or slow are carried out in the regular classes, Mid Term and Prelim Examination etc.
6. Counselling through Mentors (GFM)

The institute has the mechanism to differentiate the students to cater their needs as per requirements to the advanced learners and slow learners which is as below;



Process diagram No.2.2.1.1: A diagram showing mechanism for advanced learners and slow learners





**Diagram No. 2.2.1.2: Special programs and support system**

**Programs for advanced learners:**

1. Availability of reference books as per requirements of the advanced learners
2. Support and Motivation to organize and participate in activities of Forums, Clubs and Cells and various competitions, quizzes, seminars, conferences and , knowledge sessions etc.
3. Motivating to help in research projects along with faculty.
4. Strengthening interaction with expertise and eminent personalities
5. Academic support to undertake student research projects with Faculty Members
6. Academic toppers from each class are awarded during Annual Social Gathering
7. GFM gives counseling for advanced learners

**For Slow Learners-**

1. Remedial/ make-up and Extra lectures are organized for selected courses
2. At times, experts of the selected courses have been called to conduct remedial lectures on difficult topics/ subjects through knowledge sessions
3. GFM gives special counseling for slow learners.
4. Additional assignments ,Tests and question bank given to the slow learners

**Table 2.2.1.2: List of Activity for Advanced and Slow Learners**

Sr. No.	Name of Activity for Advanced and Slow Learners	Period
1	Pravesh – An Induction Program	Extensive 5 days Induction program

2	Mentorship Program - Guardian Faculty Program - GFM	During the Semester – On every w Meetings with GFM Students/Mer	
3	Knowledge Sessions by Experts	On Every Friday	
4	ED Cell Activities	As per Schedule/Time Table/Activ	
5	Separate Library Sessions	As per Time Table	
6	Fiesta, Tech-Manthan Event	Once in Academic Year	
7	Regular Class Tests, Mid-Term, Prelim. Exam., University Exam.	As per Schedule of Institute and S	
8	Concurrent Evaluations as per pre- decided policy	Given by respective subject faculty the term	
9	Participation In Intra-Collegiate, Inter- Collegiate and Sports Events related to Curricular, Co-Curricular and Extra-Curricular Activities	During the Semester for the same and Synergy Club	
10	Active Participation/Involvement of Students through M-Connect activities	Our students are involve in variou etc.	
11	Special Counseling Sessions for Slow Learners and Extra Classes are conducted for them.	Special attention is given to Slow Extra Classes are conducted on ev	
12	Students Involvement in various Committees, Cells, Clubs, Forums, Council etc.	As per Policy and Norms	
12	Feedback of Student	<ul style="list-style-type: none"> <li>• Informal Interaction of Dir</li> <li>• Formal Feedback system a</li> </ul>	
13	Result Analysis	After the declaration of result ever  Semester	

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 2.2.2 Student - Full time teacher ratio

**Response:** 12.35

File Description	Document
Any additional information	<a href="#">View Document</a>

### 2.2.3 Percentage of differently abled students (Divyangjan) on rolls

**Response:** 0

#### 2.2.3.1 Number of differently abled students on rolls

Response: 00

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>
Any other document submitted by the Institution to a Government agency giving this information	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.3 Teaching- Learning Process

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

**Response:**

The institute has adopted various teaching learning methods which depicts experiential Learning, Participative Learning and problem solving methodologies. This has ensured through the various student centric methods which provides learning exposure and experiences by the faculty.

Faculty Members use a combination of different teaching-learning methods to make learning an enjoyable and fruitful experience for the students. The various aspects of enhancing learning of the students are as below;

**1. Participative or Interactive Learning:** Faculty members use the participative method of teaching and conduct group discussions in class rooms. Students are divided in groups of 5-10 and are encouraged to discuss subject and speak on related topics. Faculty members use methods such as role plays, quizzes, puzzles, case studies, extempore, management games, PPT Presentations and debates, events etc. to make learning an interesting experience. These activities are also conducted as lectures under the title Business Communication Lab. Role Plays are also taken for few subjects like Marketing Management - MM, Organization Behavior - OB etc.

**2. Experiential Learning:** Faculty members encourage students to work independently to complete projects. Projects are also useful in developing problem solving and research skills among the students. Students are encouraged to write articles, review books and pursue the research work. Students are encouraged to pursue projects, Industrial Visits, Field Visits projects and events with different

organizations and so on under the guidance of faculty members.

**3. Problem solving methodologies: Case Study Method.** The faculty members follow the most effective learning methodology i.e. case study method to encourage students to study the practical application of the theoretical concepts; cases are given to the second year MBA students, according to their specialization. Development of Managerial Skills of the students through various initiatives at JSIMR are been ensured through the following aspects;

**Table No.2.3.1.1: A table shows various aspects/ Methods adopted for Learning Enhancement**

Sr. No.	Participative Or Interactive Learning Methods	Experiential Teaching Learning Methods
1	Group Discussion, Brainstorming	Campus To Corporate, Yoga and Meditation
2	Personal Interview , Situational Method , Research Paper Discussion	Industrial Visit
3	Role Play, Presentations, Debates etc.	Knowledge Sessions
4	Clubs ,Forum, Cells Activities	Workshops
5	Workshops & Seminars	Event Organization
6	ISR Activities	Study Tour/Field Visit
7	Management Games and participation in events	Success Story Narration
8	Case Study/ Case Let/ Situation Analysis	Fiesta Management Event
9	Classes Outside Classroom	Mock Interviews

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**Figure No.2.3.1.3: Development of Managerial Skills of the students through various initiatives at JSIMR**

## **Student's Pursuit for Enhancing Learning**



Figure No. 2.3.1.4: Students learning enhancement process at JSIMR to cater need of student learning

File Description	Document
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 100

**2.3.2.1 Number of teachers using ICT**

**Response:** 17

File Description	Document
List of teachers (using ICT for teaching)	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Provide link for webpage describing the " LMS/ Academic management system"	<a href="#">View Document</a>

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

**Response:** 13.13

#### 2.3.3.1 Number of mentors

Response: 16

File Description	Document
Any additional information	<a href="#">View Document</a>

### 2.3.4 Innovation and creativity in teaching-learning

**Response:**

The institute fosters the culture of creativity and innovation by utilizing various methods and pedagogy in teaching their courses. The listed innovation and creativity in teaching and learning process has been ensured in their course/session plan and course outline of respective courses. Faculties are exploring various facets of creation of knowledge, dissemination and its application by using various learning methods at the time of teaching.

Institute ensures Innovation and Creativity in Teaching-Learning through M-Connect and imparts the quality of teaching learning to the students.

**The details are shown as below;**





**Diagram No.2.3.4.1: Innovation and Creativity in Methodology for Teaching Learning**

**The list of M-Connect for Innovation and Creativity in Teaching-Learning**

**List of M-Connect/ Innovation in Pedagogy**

Teaching Aids	Teaching Methods	Teaching Pedagogy as M-Connect
White/Black Board	Interaction /Communicative Approach	Case Study/ Case let/ Situation A
Chalk	Participative Learning	Management Games
LCD	Situational Method	Exercises
PPT	Narrative Method	Group Discussions
Computer base Learning Tools/ ICT Usage: Computer assisted learning, Social networking, Discussion forum, MOOCs, ICT tools	Inductive Method	Seminars
Handouts	Deductive Method	Knowledge Sessions

Notes	Success Story Narration	Study Tour/Field Visit
Teaching Material: Books		Quiz
E- Books, Journals		SIP & Desertation
Charts, Graphs		Simulation
News Paper		Brainstorming
		Webinars

File Description	Document
Any additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

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

**Response:** 100

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	<a href="#">View Document</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 18.82

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

2017-18	2016-17	2015-16	2014-15	2013-14
05	03	02	02	04

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 2.4.3 Teaching experience per full time teacher in number of years

**Response:** 9.07

#### 2.4.3.1 Total experience of full-time teachers

Response: 154.2

File Description	Document
Any additional information	<a href="#">View Document</a>

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

**Response:** 29.41

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

2017-18	2016-17	2015-16	2014-15	2013-14
2	3	0	0	0

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>
e-copies of award letters (scanned or soft copy)	<a href="#">View Document</a>

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

**Response:** 14.12

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

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

<b>File Description</b>	<b>Document</b>
List of full time teachers from other state and state from which qualifying degree was obtained	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.5 Evaluation Process and Reforms

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

#### Response:

The institute adopts the following mechanism to ensure that the stakeholders of the institute especially students and faculty are 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 in internal evaluation are ensured by the institute.

The continuous concurrent evaluation consists of Formative and Summative evaluation. The explanation of both the evaluations is as follows;

**Table No.2.5.1:** A Table showing Components of Formative and Summative evaluation used at the institute.

Formative evaluation	Summative evaluation
<b>Concurrent Evaluation includes :</b> <ul style="list-style-type: none"> <li>• GD, PI, Case studies</li> <li>• Presentations</li> <li>• Role plays,</li> <li>• MCQs,Quizzes, Puzzle,Assignments</li> <li>• Field visit,Indepth viva,Book review</li> </ul>	<b>Concurrent Evaluation includes :</b> <ul style="list-style-type: none"> <li>• Summer Internship Project Dissertation</li> <li>• Mid term Preliminary Exam etc.</li> </ul>

**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 and one preliminary examination per course per semester
2. Introduction to Choice Based Credit System (CBCS) from academic year 2013-14
3. One online examination per full external credit course(Generic core) as per SPPU norms
4. Compulsory one Summer Internship Project (SIP) in Semester III
5. Compulsory one Dissertation project in Semester IV from academic year 2017-18
6. Internal Concurrent Evaluation as per SPPU
7. Submission of Marks to university through Online

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:**

The institute has been making efforts to ensure the transparency and robustness in terms of frequency and variety of internal assessment for each course of a programme are communicated to the students at the commencement of every semester through Internal Evaluation Policy.

The steps taken by the institute in this regards are as follows:

1. Faculty wise orientation and information sessions conducted by SPPU from time to time for making awareness of the changes in curriculum and process of teaching including nature , pattern of examination, concurrent evaluation etc.
2. Meetings are conducted by Director regarding various changes in terms of syllabus revision, revision in terms of patterns of examination and submission of internal marks through online to the affiliated university (SPPU)
3. Timely submission of internal marks to the university
4. Schedule for internal and external examinations is displayed well in advance
5. Examinations are conducted in fair and healthy atmosphere
6. MCQs are shared to the students for practice
7. Results are declared and displayed on the notice boards by department head on timely basis
8. The grievances of the students related to the examinations are counseled
9. Internal examinations (midterm exam. and preliminary exam.) are conducted on timely basis
10. Internal concurrent assessment and marks for all courses/subjects are verified by concerned authority and uploaded on online portal of SPPU

Table No.2.5.2.1: A table showing Various Components for Concurrent Evaluation (CE)

<b>Sr. No.</b>	<b>Various Components for Concurrent Evaluation (CE)</b>
1	Case Study / Case let / Situation Analysis – (Group Activity or Individual Activity)
2	Class Test
3	Open Book Test
4	Field Visit / Study tour and report of the same
5	Small Group Project & Internal Viva-Voce
6	Group Discussion
7	Role Play / Story Telling
8	Written Home Assignment
9	Industry Analysis – (Group Activity or Individual Activity)
10	Literature Review / Book Review
11	In-depth Viva
12	Quiz
13	Student Driven Activities

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**The assessments of all courses per semester are determined in the Internal Evaluation Policy of the Institute.**

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

#### Response:

The institute has the mechanism for redressed of grievances especially with reference to examination are as follows

- 1.Redressal of Grievances related to internal examination
- 2.Redressal of Grievances related to online examination
- 3.Redressal of Grievances related to external (theory SPPU) examination

The examination is conducted by Savitribai Phule Pune University. The examination structure includes the following;

1. Term Work /Oral/Practical examination.
2. Online examination based on MCQs for first year and Second Year MBA students.
3. Examinations are conducted in accordance with the rules and regulations of examination prescribed by the affiliating university-SPPU.
4. The administrative team to conduct the examinations appointed by university consists of ;

- College Examination Officer
- Internal Senior Supervisor
- External Senior supervisor
- Junior Supervisors
- Internal squad
- External squad
- Clerical and Technical staff,Peons

University appoints External senior supervisor who along with internal senior supervisor is responsible for fair conduction of the examination as per the guidelines of the University. Examination online form filling, exam seats allotments, results, photocopy, revaluations etc. are coordinated by office superintendent.

Following are the usual grievances/complaints received from the students which are resolved at university level:

- 1.Missing of subject name and code on Examination Form and Hall Ticket.
- 2.Spelling mistake /Correction in the name of the student.
- 3.Missing Examination seat number.
- 4.Delay in Result of revaluation.



5. Delay in getting the photocopy of the answer sheet.
6. Printing Errors in the mark sheet.
7. Absent mark in mark sheet though students appear for the examination
8. Online Examination – Log In and Log Out problems
9. Complaint regarding the assessment of the answer sheet, etc

**Table No. 2.5.3.1:** A table showing mechanism to deal with examination related grievances is transparent, time-bound and efficient

Process	Grievances	Correction Mechanism
<b>Filling of Exam forms</b>	Discrepancy in names, gender, courses/subjects	In case of Discrepancy in names, gender, courses/subjects applications received from students and same is communicated to the examination cell and resolved by the examination cell
<b>Issuing Hall tickets</b>	Discrepancy in names, gender, courses/subjects	In case of Discrepancy in names, gender, courses/subjects applications received from students and same is communicated to the examination cell and resolved by the examination cell
<b>Online Examination</b>	Log In and Log Outs problems	After receiving complaints immediately communicated to the university and resolved
<b>Evaluation</b>	Grievances on marks scored by the student in respective courses	Photocopies of answer sheets are given to students and the answer sheets are re-evaluated on demand
<b>Results</b>	Discrepancy in mark sheets	Discrepancy in mark sheets are looked into by the examination cell and in case of any discrepancy would be communicated to the institute

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

##### Response:

The Institute has the academic calendar which ensures the various activities and alienation of continuous internal evaluation which depicts all the required details of planning for the academic year. The academic calendar of institute includes all the examination and concurrent evaluations which 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 coordinator 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 and Activity Planner help 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, activity planner of institute and commencement of academic calendar by SPPU are as below:

**Savitribai Phule Pune University**  
( Formerly University of Pune)



**Circular No. 80 of 2017**

**Dates of Commencement and Conclusion of terms for the Academic Year 2017- 2018.**

**Post Graduate Courses for University Departments**

It is hereby informed that, the dates of commencement and conclusion of the First and Second term of University Courses, under various faculties, for the academic year 2017-2018 shall be as under :

Sr. No	Name of the Courses	2017 - 2018			
		First Term		Second Term	
		Commencement	Conclusion	Commencement	Conclusion
1	Arts & Fine Arts	01/07/2017	11/12/2017	01/01/2018	15/05/2018
	Mental Moral and Social Sciences				
2	Science				
	Technology				
3	Commerce				
	Management				
4	Law				
	Education				
	Physical Education				

Teaching will begin on the date of commencement of the terms. The teaching shall begin immediately after the finalization of admissions, however, term would stand concluded, on the dates mentioned above.

**NOTE**

1. In case, the Head of the Department require to give additional holiday in exceptional circumstances, he may do so by compensating the same by keeping Department/College working on Sundays.
2. The Term & Holidays for the Post-Graduate courses conducted in the Colleges/Institutes will be as per the University Departments.

  
 Deputy Registrar  
 (P.G. Admission)

Ganeshkhind, Pune-07  
 Ref. No. PGS/ 1533  
 Date: 27/04/2017

Copy to: for Information and necessary action  
 The Members of the Management Council  
 The Deans of all Faculties  
 The Registrar, Savitribai Phule Pune University  
 The Director, Board of Examinations & Evaluation, Savitribai Phule Pune University  
 The Head of all University Departments  
 The Principal of all Affiliated Colleges  
 The Directors of all Recognised Institutes  
 The Head of the Administrative Sections of the University office

**Table : Specimen of Academic Calendar of JSIMR is as below**

**ACADEMIC CALENDAR 2017-2018****TERM-I**

<b>Sr No.</b>	<b>Date</b>	<b>Day</b>	<b>Detail of Programs/Activities</b>	<b>Duration (Days / Hours)</b>	
1	3rd July 2017	Monday	Orientation Program & commencement of classes Second Year Students	1 Day	M
2	01st August 2017	Tuesday	Commencement of MBA-I Year	1 Day	M
3	18th Sept 2017	Monday	Internal Viva Voce- SIP by External Experts (Alumni)	4 Hours	M S
4	18th Sept 2017 to 23rd Sept 2017	Monday to Saturday	Mid Term Exam	06 Days	M
5	24th October to 2nd November 2017 (Tentative)	Tuesday to Saturday	Online Exam		A
6	6th November 2017 to 11th November 2017	Monday to Saturday	Preliminary Examination	06 Days	A
7	21st Nov to 30th November 2017 (Tentative)	Tuesday to Thursday	External Viva-Voce by SPPU university (Tentative)	1 Day	M
8	25th November to 15th December 2017 (Tentative)	Saturday to Friday	University Semester End Examination (SPPU)	20 Days	M

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The details Academic Calender is displayed in attachment.

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

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

**Response:**

The Program Outcomes (PO), Program Specific Outcomes (PSO) and Course Outcomes (CO) for MBA program are stated and displayed on website and also same communicated to teachers and students .The details are stated as given below;

**Table No. 2.6.1.1:**

Sr. No.	Particulars	Stated	Displayed	Communicated
1	Programme Educational Outcomes	Course File, Website	Walls, Display Corners, Vinyl Boards, Various Notice Boards, Website of Institute	At the time of commencement program, Induction program
2	Program Outcomes	Course File, Website	As above	As above

3	Program Specific Outcomes	Course File, Website	As above	As above	
4	Course Outcomes	Course File	-	commencement of session	

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**Programme Educational Outcomes (PEO):**

1. To equip the students with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment.
2. To develop competent management professionals with strong ethical values, capable of assuming a pivotal role in various sectors of the Indian Economy & Society, aligned with the national priorities.
3. To develop proactive thinking so as to perform effectively in the dynamic socio-economic and business ecosystems.

**Programme Outcomes (POs) :**

**Table No. 2.6.1.2: A table shows the list of Programme Outcomes (POs)**

Sr. No.	Attributes	Program Outcomes
1	<b>Enhancement of knowledge, Skills and Attitude through Management Practices and its application</b>	Apply knowledge of management theories and practices problems.
2	<b>Decision Making</b>	Foster Analytical and critical thinking abilities for data-b making
3	<b>Value based Leadership Ability</b>	Ability to develop Value based Leadership ability
4	<b>Ability of Understanding and Communication of aspects of Business</b>	Ability to understand, analyze and communicate global, and ethical aspects of business
5	<b>Individual and Team Work</b>	Ability to lead themselves and others in the achievement goals, contributing effectively to a team environment
6	<b>Modern Tool Usage</b>	Create, select, and apply appropriate techniques, resource tools including prediction and modeling to complex activ understanding of the limitations.
7	<b>Project Management and Finance</b>	Demonstrate knowledge and understanding of managem apply these to one's own work, as a member and leader i projects in multidisciplinary environments to meet financ environmental, social and ethical constraints.
8	<b>Life-long learning</b>	Recognize the need for and have the preparation and abil independent and life-long learning in the broadest contex change.



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## Programme Outcomes (PSOs)

- 1.MBA Graduates shall acquire professional ability for an integrative business project as an employee or an entrepreneur through the multidisciplinary knowledge and skills comprising of accounting, finance, law, economics, information systems, operations, marketing, HRM etc.
- 2.MBA graduates can be employ or can start their own enterprise, startups, venture for research & consultancy or any firm wherein the usage of knowledge and skill sets of financial decision models, firm growth strategies like acquisition and mergers, new venture development etc. can be applied by them
- 3.MBA graduates should acquire required skills, attitude, Knowledge, techniques in respect of various specializations and utilize it for the development of business units and their startups

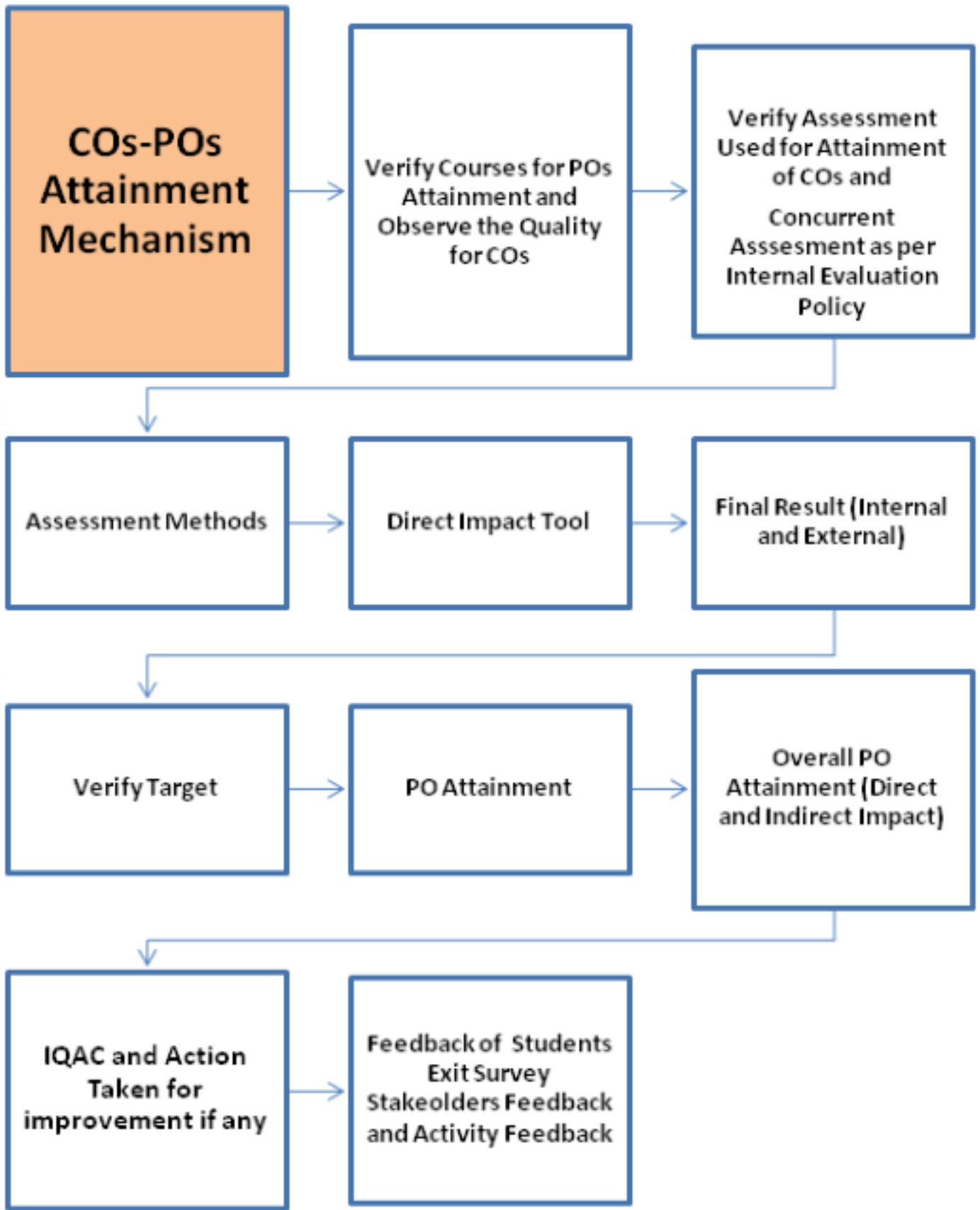
Course Outcomes are attached in link.

File Description	Document
COs for all courses (exemplars from Glossary)	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

#### Response:

Institute has a well defined system for ensuring effective implementation of teaching and learning process and monitors and measure the attainment of POs, PSOs and Cos. The institute has well defined CO-PO attainment tool through which the Institute ensures the attainment and evaluation of program outcomes, program specific outcomes and course outcomes through the structured process of CO- PO attainment which is as follows:



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**Process Diagram No. 2.6.2.1 - A diagram showing a process of CO-PO attainment mechanism**

**The institute monitors and ensures the achievement of course outcomes in the following ways:**

1. Effective implementation of curriculum prescribed by SPPU
2. Continuous evaluation of the students as per teacher's selection of assessment /evaluation indicator for evaluation student performance
3. Different evaluation methods are used as per the need of the course/subject
4. Every course teacher defines course objectives, course outcomes, prepare session plan and course outline in confirmation with the course objectives and adopts innovative pedagogy (M-Connect )

5. Students participate in different academic activities viz. assignments, quiz, group discussion, presentations, role plays, debates, business plans, case study, book review, summer internship project, dissertation etc.
6. The academic activities help to assess the proficiency of the students in application of knowledge of social science, problem analysis, design/ development of solutions, conduct investigation of common problems, modern tool usage, environment and sustainability, ethics, function effectively individually and teamwork, communicate effectively, demonstrate knowledge and understanding, project management, lifelong learning etc.
7. Faculty meetings are useful to monitor and ensure the effective implementation of POs throughout the academic year
8. Course Outcomes are ensured through result analysis
9. As an outcome of POs; Placement of the students in various industries and startups of business units by students
10. Entrepreneurial inputs for building new ventures and startups
11. Enhancement through career counseling and competitive exams and other educational enhancement viz. SET/NET, M.Phil, Ph.D, MPSC/UPSC etc.
12. Level of Attainment of POs by arranging various activities such as Fiesta Management Event, Annual Social Gathering and Seminars, conferences and Curricular, Co-curricular and Extra curricular activities.
13. The feedback of various stakeholders such as Students, alumni, parents, employers (Company representative) etc. are useful to know the level of attainment of the outcomes of Programme.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 2.6.3 Average pass percentage of Students

**Response:** 80.43

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

Response: 74

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

Response: 92

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

**2.7.1 Online student satisfaction survey regarding teaching learning process**

**Response: 3.84**

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## Criterion 3 - Research, Innovations and Extension

### 3.1 Resource Mobilization for Research

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

**Response: 6**

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

2017-18	2016-17	2015-16	2014-15	2013-14
0.8	0	5.2	0	0

File Description	Document
List of project and grant details	<a href="#">View Document</a>
e-copies of the grant award letters for research projects sponsored by non-government	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**3.1.2 Percentage of teachers recognised as research guides at present**

**Response: 17.65**

3.1.2.1 Number of teachers recognised as research guides

Response: 03

File Description	Document
Any additional information	<a href="#">View Document</a>

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

**Response: 1.21**

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

Response: 07



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

Response: 29

File Description	Document
Supporting document from Funding Agency	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Funding agency website URL	<a href="#">View Document</a>

## 3.2 Innovation Ecosystem

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

#### Response:

Institute has taken following initiatives to create an ecosystem for innovations including Incubation centre and Entrepreneur development Cell called “Swayam” and various student clubs for creation and transfer of knowledge.

**“Swayam” denotes Creates an opportunity for start up for yourself**

**Swayam”** is an incubation cell of JSIMR promotes the concept of entrepreneurship and startup amongst students and provides them with the required mentoring and support to startup their own ventures. The Incubator would also help students meet all the right people for networking, mentoring and financial help and support to start up their own ventures. Swayam would bring mentors to students that would guide them through various stages of entrepreneurship. actively promotes entrepreneurial attitude among the students and offers them a prosperous network of entrepreneurs, mentors, experts, alumnus entrepreneurs and other entrepreneurship eco-system partners.

#### Objectives

- 1.To sew the seed of entrepreneurship in Students mind
- 2.To provide all assistance to start a business like enabling networks of peers, mentors, incubators, Financing and business services, legal services, Audit services, marketing services etc.
- 3.To coordinate and entrepreneurs through Entrepreneurship Hubs (E-Hubs)
- 4.To catalyze a culture to support aspiring entrepreneurs

#### “Swayam” cell setup in JSIMR:

- 1.JSIMR has separate infrastructure for Swayam including Office, computers ,internet, furniture etc
- 2.One faculty is deputed as Swayam coordinator ,who coordinates all events and liasoning
- 3.JSIMR have linkage with government and on government incubation and entrepreneurship cell
- 4.JSIMR has linkage with Funding agencies, CA, Lawyer, Digital marketing experts, Counselor, Successful entrepreneurs for guidance and help, Alumina entrepreneurs, research agencies ,other

- agencies etc. for the professional counseling is also available in the institute
5. Library resource on startups
  6. Organising Industrial Visits and activities such as a B-Plan Competition, seminar ,Workshop etc
  7. It provides information of all government schemes related to startups

<b>JSIMR “Swayam” Incubation &amp;Entrepreneur Cell Advisory Body</b>		
<b>Name of Advisor</b>	<b>Designation/ Assigned Authority</b>	<b>Name of Organisation</b>
Prof. Roshna Jaid & Prof. Gajendra Pawar	Coordinator	JSIMR , Pune
Mr. Suresh Umap	Govt. representative	Regional Officer  <b>Maharashtra Center for Entrepreneurship Development(MCED)</b>  Pune
Deepak Kotkar	Member of NGO	Gyanprabodhni(Entrepreneur Development Center, Pune
Dr.Priya Gokhale	External Expert	Head,ED Cell,JSCOE
Mr.Pratik Pawar	Funding	Manager Saraswat Bank
Mr.Promod Kulkurni	Funding	Manager SBI
Swapnil Pingale	Funding	Manager, Saraswat Bank
Mahadev Karade	Funding	Manager ,Tata Capital
Mr.Gyneshwar Aghav	Marketing and IR expert	Digital Marketing expert& it solutions & Entrepreneur& A
P.C Patil	Financial Expert	Chartered Accountant
Sukhada Bhalerao	Financial Expert	Cost accountant
Swanrna Pilla	Human resource solutions &Training	HR, Cognizant
Uzefa Vapra	Human resource solutions &Training	HR,Cybage software
MrsS.Wavre	Legal Expert	Lawyer
Vijay Sontakke	Legal Expert	Lawyer
Sarang Patil	Marketing expert	GM,MKT,Indian Express
Kedar Deshmukh	Marketing expert	Sate marketing ,Parle Agro
Sunil Mali	HR solutions	Haze busting HR consultancy
Vokram Bansode	Agent	Agent for Shop act, Trade mark & other govt.Procedures
Poonam Kulkurni	Counselor	HR,IBM
Karuna Bhatia	Counselor	Counselor
Sharad Tandale	Expert	Young entrepreneur award winner

Viraj Khaire	Expert	CEO, Vishwkamal hotel, Entrepreneur & Alumni
Ravindra Domale	Expert	CEO,Ravi Group, Entrepreneur
Harshad Kugaoonkar	Expert	Entrepreneur
<b>File Description</b>		<b>Document</b>
Any additional information		<a href="#">View Document</a>
Link for Additional Information		<a href="#">View Document</a>

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

**Response:** 30

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

2017-18	2016-17	2015-16	2014-15	2013-14
11	06	04	05	04

<b>File Description</b>	<b>Document</b>
Report of the event	<a href="#">View Document</a>
List of workshops/seminars during the last 5 years	<a href="#">View Document</a>

### 3.3 Research Publications and Awards

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

**Response:** Yes

<b>File Description</b>	<b>Document</b>
Institutional data in prescribed format	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** Yes

File Description	Document
e- copies of the letters of awards	<a href="#">View Document</a>

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

**Response:** 1.33

3.3.3.1 How many Ph.Ds awarded within last five years

Response: 04

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

Response: 03

File Description	Document
URL to the research page on HEI web site	<a href="#">View Document</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 3.41

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

2017-18	2016-17	2015-16	2014-15	2013-14
11	20	07	06	14

File Description	Document
List of research papers by title, author, department, name and year of publication	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 0.59

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

2017-18	2016-17	2015-16	2014-15	2013-14
01	04	01	04	0

File Description	Document
List books and chapters in edited volumes / books published	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 3.4 Extension Activities

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

##### Response:

The institute has the various cells to promote various activities to sensitize students to social issues and holistic development.

The institute has the following bodies/cells to promote various activities to sensitize students to social issues and holistic development:

##### 1) Synergy Club

##### 2) Student Welfare and Active Student Council

In addition to the same institute has undertaken various activities to develop the bond between the society and the Institution. These activities are conducted throughout the year. These activities help to motivate & encourage students & ensure that students are inculcated with the highest set of morals and ethical values. It provides a platform to the students to demonstrate their natural talents and skills. This also helps in developing their latent capabilities. Students are encouraged to volunteer many of similar activities organized by different local, state, NGO which help in bringing out their management qualities and inculcating the value of teamwork and imbibing the principles of equality, society and sportsman's spirit in them. All these activities are conducted by the faculties and students.



**Figure No.3.4.1.1:** A diagram of Areas of Extension Activities undertaken in institute

The Institute has conducted **37 activities** during last five years. Major activities taken in last five years are like Tree Plantations, Blood Donations, Poster Presentation, Food & Cloth Donations Women’s day Celebration, Swachhata Abhiyan, Street Plays on social issues, awareness about solar energy products, Shiv Jal kranti Yojana, de addiction activities, etc.

**Table3.4.1.1: Showing No. of Extension Activities done yearly**

Years	2013-14	2014-15	2015-16	2016-17
No of Extension Activities	6	8	7	7
Total No. of Activities in Five years	37			

**Impact:** The Impact of the above activities in sensitizing student to social issues and holistic development are as below;

Awareness on Protection of Environment, Awareness on Citizen Responsibility for the Nation, Development of thought process in the minds against Terrorism and Violence, Awareness on importance of cleanliness and social responsibility towards clean India, Social Responsibility towards the society(Human Values), Patriotism and Awareness on Protection of Environment, Social Responsibility towards the down trodden and specially abled, Awareness on Citizen Responsibility towards the community problems and development, Awareness on roll of Youths for a clean Nation, Awareness on impact of plastic waste and its impact on environment and cleanliness and its importance, Awareness on roll of a voter for development of the nation, Thought process initiation on Science and Technology, Social Responsibility towards the society during Disaster and natural calamities, Awareness on gender equity, Inculcation of patriotism, Self confidence in girl students, Awareness on fitness/stress/health, Development of confidence/empowerment, Responsibility towards the community problems and development of nation, role of youths in nation development.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 21

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

2017-18	2016-17	2015-16	2014-15	2013-14
03	05	05	04	04

File Description	Document
Number of awards for extension activities in last 5 years	<a href="#">View Document</a>
e-copy of the award letters	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

### the last five years

**Response:** 24

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

2017-18	2016-17	2015-16	2014-15	2013-14
06	06	03	06	03

File Description	Document
Reports of the event organized	<a href="#">View Document</a>
Number of extension and outreach programs conducted with industry,community etc for the last five years	<a href="#">View Document</a>

**3.4.4 Average percentage of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years**

**Response:** 25.2

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

2017-18	2016-17	2015-16	2014-15	2013-14
36	46	60	30	60

File Description	Document
Report of the event	<a href="#">View Document</a>
Average percentage of students participating in extension activities with Govt or NGO etc	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 3.5 Collaboration



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

**Response:** 56

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

2017-18	2016-17	2015-16	2014-15	2013-14
11	14	17	08	06

File Description	Document
Number of Collaborative activities for research, faculty etc	<a href="#">View Document</a>
Copies of collaboration	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**3.5.2 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)**

**Response:** 14

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

2017-18	2016-17	2015-16	2014-15	2013-14
02	04	05	02	01

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	<a href="#">View Document</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

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

**Response:**

AICTE is the statutory body which specifies the minimum requirement of facilities for teaching learning. The institute has all facilities as per the minimum specified requirement by statutory bodies. The institute has been keen on creating and enhancing infrastructure as per changing needs, requirements and demands with a view to strengthen and facilitate the teaching learning process as well as support services.

The creation and enhancement of infrastructure has been continuous process. It helps to create and expand new infrastructure so as to fulfill demands of new programmes and courses. To renovate existing infrastructure as per future requirements as and when required. It also helps to make maximum utilization of resources available to organize curricular, co-curricular, and extra-curricular and research activities. The institute's campus is spread over 12 acres of prime in the city of Pune surrounded by lush greenery. Well maintained infrastructure with proper ventilation is provided. The amenities which are available to avail are as follows:

**Table:** Total area for teaching learning

<b>Ground Floor</b>			
<b>Room No.</b>	<b>Type of Room</b>	<b>Area Required by AICTE (Sqm)</b>	<b>Area Available (Sqm)</b>
102	Boys Common Room	75	85
103	Toilet for Gents (Ph. Ch.)	Adequate	15.5
112	Class Room - Finance	66	77.52
105	ED Cell	10	17.7
106	Sick Room	NA	10
107	Library & Reading Room	100	122.25
101	TPO- Placement Office	30	42.96
113	R & D Cell	NA	18.98
104	Class Room - Marketing	66	76
114	Toilet for Ladies (Ph. Ch.)	Adequate	15.5

115	Girls Common Room	75	84.85
116	Tutorial Room / MBA- HR	33	42.5
110	Department Office (HOD Cabin)	20	30
108	Exam Control Office	30	30
109	Pantry for Staff	10	10
111	Faculty Room	5 Sqm each	59
117	Cafeteria	NA	150

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**First Floor**

<b>Room No.</b>	<b>Type of Room</b>	<b>Area Required by AICTE (Sqm)</b>	<b>Area Available</b>
202	Board Room	20	32.07
203	Director Office/Cabin	30	63
204	Toilet for Gents	Adequate	15.5

205	Class Room - MBA I Div. A	66	79.3	
206	Computer Centre	150	155.8	
207	Seminar Hall	132	150	
208	Staff Room	NA	15.08	
210	Toilet for Ladies	Adequate	15.5	
201	Office		31.5	
211	Office	150	128.8	
209	Class Room – MBA I Div. B	66	70.2	

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**Second Floor**

<b>Room No.</b>	<b>Type of Room</b>	<b>Area Required by AICTE (Sqm)</b>	<b>A</b>
301	Sports Room	NA	6
307	Central Store	30	1
305	Security	10	1
306	Maintenance	10	1
304	Additional Reading Room	NA	7
308	Multipurpose Hall	NA	1
309 A	Stationary Store & Reprography	10	1
309 B	Housekeeping	10	1
303	Gents toilet	NA	1
311	Ladies toilet	NA	1
302	Extra Room	NA	5
310	Extra Room	NA	7
312	Extra Cabin	NA	6
313	Extra Room	NA	5

File Description	Document
Any additional information	<a href="#">View Document</a>

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

**Response:**

The institute has sufficient space to effectively organize and implement curricular, co-curricular, and extracurricular activities. The details on the available infrastructure and facilities are as follows:

**Table no.** A table showing the details on the available infrastructure and facilities

Facilities	Particulars/Built up area	Quantity	Facility/Equipment
Indoor sports	64.5 Sq.M	2	Chess board
		2	Carom board
		1	Table tennis table
Outdoor sports: Sports ground	1 (playground inclusive of all outdoor sports)		Cricket kit
Kho kho			Volley ball
Kabbadi			Football
Volley ball			
Cricket			
Football			
Athletics track			
Yoga center	121.9 Sq.M (multipurpose hall)	1	Carpet (2 nos)
Cultural	121.9 Sq.M (multipurpose hall)	150	Chairs, tables
Seminal hall	149.8 Sq.M	1	Podium, Lectern (1), LCD, Computer with chairs with hand rest and White board with marker (1) mikes (1), Fans (2)



File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 100

##### 4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 06

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	<a href="#">View Document</a>
any additional information	<a href="#">View Document</a>
Link for additional information which is optional	<a href="#">View Document</a>

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

**Response:** 26.44

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

2017-18	2016-17	2015-16	2014-15	2013-14
15.62	16.03	14.95	19.57	19.02

File Description	Document
Details of budget allocation, excluding salary during the last five years	<a href="#">View Document</a>
Audited utilization statements	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

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

**Response:**

The Institute has implemented automation in Library. Institute has been using Integrated Library Management System (ILMS) by using Auto Lib Software. The details are as below;

**Table 4.2.1:** A table showing automation of Library

Sr. No.	Particulars	2013-14 to 2017-18
1	Name of the ILMS software	Auto Lib Software
2	Nature of automation (fully or partially)	Fully Automated
3	Version	Auto Lib with 3 users with laser b of Symbol make

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

The institute has good collection of other knowledge resource for enrichment of library like biographies and autobiographies of eminent authors and persons. The library also has case studies, wide range of fiction and nonfiction books. The library also stocks ample books on personality development and communication skills, leadership, books on motivation etc.

The list of Rare Books for every academic year is as below:

YEAR	2017-18	2016-17	2014-15
NO.OF RARE BOOKS PURCHASE	112	350	23

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

#### 4.2.3 Does the institution have the following:

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

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

**Response:** A. Any 4 of the above

File Description	Document
Details of subscriptions like e-journals,e-ShodhSindhu,Shodhganga Membership etc	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 3.84

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

2017-18	2016-17	2015-16	2014-15	2013-14
3.58	2.88	1.89	7.99	2.88

File Description	Document
Details of annual expenditure for purchase of books and journals during the last five years	<a href="#">View Document</a>
Audited statements of accounts	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** Yes

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>

#### 4.2.6 Percentage per day usage of library by teachers and students

**Response:** 25.55

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

Response: 58

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>

### 4.3 IT Infrastructure

#### 4.3.1 Institution frequently updates its IT facilities including Wi-Fi

**Response:**

Institute ensures the required IT facilities including Wi-Fi with date of updation and nature of updation.

Institute has the mechanism to ensure the updates IT facility as per policy of Institute and requirements of AICTE and other agencies. The details are as below;

**Table .** A table showing description of IT facilities including Wi-Fi

Sr.No.	Particulars	Configuration/Updation
1	Computers total nos. 95	Intel, Core 2 duo, 2 GB RAM, 320 GB HDD, Color monitor, Keyboard, Mouse
2	WI-FI	Jio Net Provider
3	Server	Linux Server- 86X
4	Software installed	MS Office, Mozilla Firefox, WinZip, Adobe reader
5	Internet	50 mbps

6	Hardware (access points, switches, hub, cables, any other )	6 switches, RJ45 cables, Power cables
7	Printers	7 (Cannon/HP)
8	Scanners	2 (HP 4500GM)
9	LCD projectors	11
10	Smart boards/smart class rooms	2
11	Firewall (cyber roam UTM including IDS, IPS and content filtering)	Cyber roam 1500ia UTM Firewall
12	Net filtering (net protector antivirus software)	Antivirus & Windows defender
13	Websites (hosted)	ARQAC
14	Battery backup (in case of power failure)	10 KVA

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

<b>4.3.2 Student - Computer ratio</b>	
<b>Response: 3.5</b>	
<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>

<b>4.3.3 Available bandwidth of internet connection in the Institution (Lease line)</b>	
<b>&gt;=50 MBPS</b>	
<b>35-50 MBPS</b>	
<b>20-35 MBPS</b>	
<b>5-20 MBPS</b>	
<b>Response: &gt;=50 MBPS</b>	

File Description	Document
Any additional information	<a href="#">View Document</a>

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

**Response:** Yes

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 4.4 Maintenance of Campus Infrastructure

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

**Response:** 20.87

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

2017-18	2016-17	2015-16	2014-15	2013-14
12.41	12.44	11.46	15.73	15.24

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	<a href="#">View Document</a>
Audited statements of accounts.	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:**

Institute has the Policy and procedure which ensures the maintaining and utilizing Physical, academic and support facilities- Computer Labs, library, sports complex, computers, classrooms etc.

This policy takes care of planning for Infrastructure, Maintenance and utilisation..

The institute ensures it by academic audit, cross checking of dead stock register and other required monitoring for its greater use for teaching learning process.

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, extra- curricular activities; Building, Computers, library, computer labs, classrooms, hardware, software and internet services etc.

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

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

**Response:** 62.62

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

2017-18	2016-17	2015-16	2014-15	2013-14
159	164	123	72	85

#### File Description

#### Document

Upload self attested letter with the list of students sanctioned scholarships

[View Document](#)

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

[View Document](#)

Any additional information

[View Document](#)

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

**Response:** 5.42

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

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

#### File Description

#### Document

Any additional information

[View Document](#)

#### 5.1.3 Number of capability enhancement and development schemes –



1. For competitive examinations
2. Career counselling
3. Soft skill development
4. Remedial coaching
5. Language lab
6. Bridge courses
7. Yoga and meditation
8. Personal Counselling

A. 7 or more of the above

B. Any 6 of the above

C. Any 5 of the above

D. Any 4 of the above

**Response:** A. 7 or more of the above

File Description	Document
Details of capability enhancement and development schemes	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Link to Institutional website	<a href="#">View Document</a>

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

**Response:** 97.13

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

2017-18	2016-17	2015-16	2014-15	2013-14
205	220	180	152	157

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 21.68

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

2017-18	2016-17	2015-16	2014-15	2013-14
40	40	40	40	40

File Description	Document
Details of the students benefited by VET	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** Yes

File Description	Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View Document</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**5.2 Student Progression**

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

**Response:** 61.97

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

2017-18	2016-17	2015-16	2014-15	2013-14
51	59	38	37	49

File Description	Document
Self attested list of students placed	<a href="#">View Document</a>
Details of student placement during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 0

5.2.2.1 Number of outgoing students progressing to higher education

File Description	Document
Upload supporting data for student/alumni	<a href="#">View Document</a>
Details of student progression to higher education	<a href="#">View Document</a>

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

**Response:** 60

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

2017-18	2016-17	2015-16	2014-15	2013-14
03	0	01	0	01

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

2017-18	2016-17	2015-16	2014-15	2013-14
03	0	01	0	01

File Description	Document
Upload supporting data for the same	<a href="#">View Document</a>
Number of students qualifying in state/ national/ international level examinations during the last five years	<a href="#">View Document</a>

### 5.3 Student Participation and Activities

5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at national / international level (award for a team event should be counted as one) during the last five years.				
<b>Response:</b> 11				
5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year-wise during the last five years				
2017-18	2016-17	2015-16	2014-15	2013-14
05	01	01	02	02

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

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution	
<b>Response:</b>	
<p>The institute has the presence of an active Student Council and representation of students on its academic and administrative body as per SPPU norms. The student council was formed w.e.f. 2012. The formation of the council is based upon the overall merit of the students in terms of curricular, co-curricular, extracurricular activities. The Director and the faculty members select the student's representative for the student's council.</p>	
<p>The institute takes participation of the students. The institute caters the needs and expectations of the students. The students are encouraged to participate in the governance through the following systems in place.</p>	

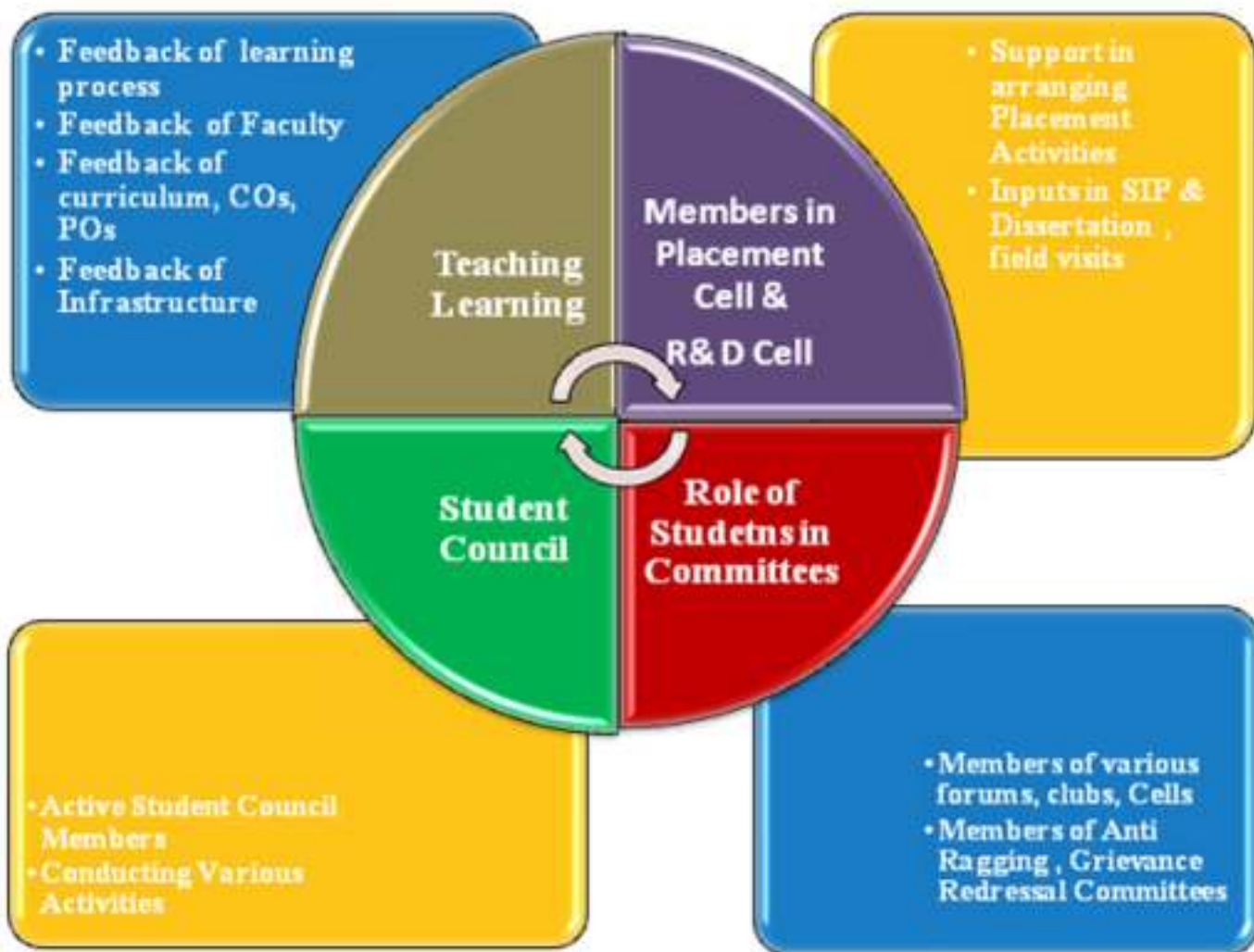
**Teaching-Learning:** Feedback on faculty teaching, curriculum, Course Outcomes, Program outcomes, Infrastructure facilities, placements, and learning resources.

**Curricular, Co-curricular and extracurricular Activities:** The students represent on the Research Coordination council and give their inputs and need Student council and extracurricular activities – The student council actively engages in drawing up the programs, conduct and support the various extracurricular activities.

**Students Members in Placement Cell and Research & Development Cell:** The students represent on the Placement Cell support in arranging Placement Drives, On Campus and Off Campus placement activities and career counseling sessions. They provide inputs and expectations related to industrial visits, field visits. The research activities like Summer Internships, Dissertations and various research surveys are initiated by the student members.

**Participation in various clubs, Cells, Forums like Grievance Redressal Cell:** The students play the role in various committees, forums, clubs, Cells viz. Anti Ragging Cell, Gender Sensitizing programs, disciplinary committees and so on.

The alumni are made members of the various committees, clubs and forums of the institute and give active feedback and support.

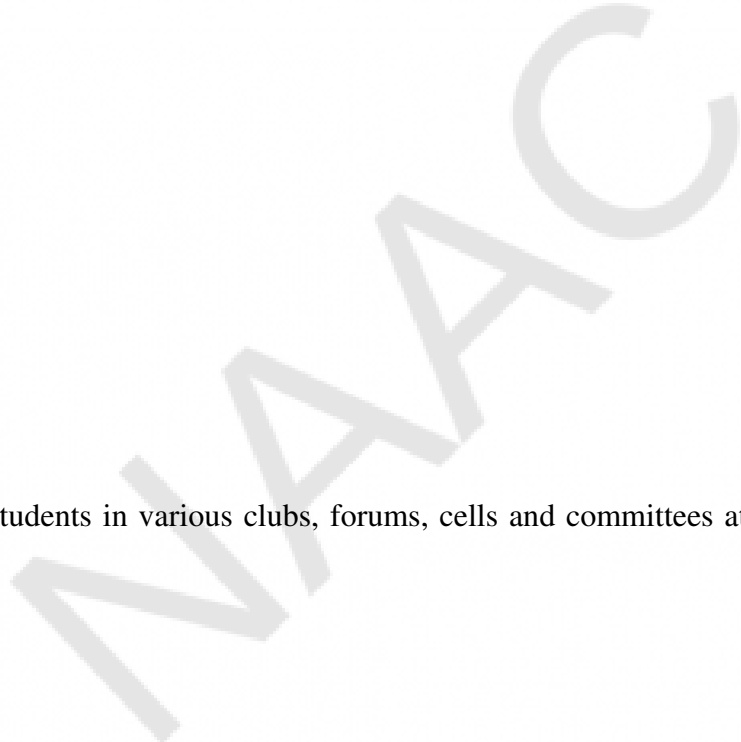


**Diagram No.5.3.2.1: The diagram depicts the presence of an active Student Council and representation of students on its academic and administrative bodies**

NAAC







The representation of students in various clubs, forums, cells and committees at institute is depicted as follows;

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 6.2

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

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

File Description	Document
Report of the event	<a href="#">View Document</a>
Number of sports and cultural activities / competitions organised per year	<a href="#">View Document</a>

## 5.4 Alumni Engagement

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

**Response:**

The Institute has registered Alumni Association dated 5th July 2017. Alumni has contributed more than Rs. 5 lakhs till date to the Institute. Alumni interact with the present students sharing their experience and also sharing their knowledge on the many options available for students from different streams. They play an active role in institutional improvement, placement and networking. Registration for Alumni done in A.Y. 2017-18. We have been organizing Alumni Meet since 2010.

No. 44886



## नोंदणी प्रमाणपत्र

संस्था नोंदणी अधिनियम, १८६०

(१८६० चा अधिनियम, २१)

महा. / १०९ / २०१७ / पुणे  
नोंदणी क्रमांक दिनांक ५/७ / २०१७ / पुणे

बादारे असे प्रमाणित करण्यात येते की, "JSPM'S JAYAWANTRAO

SAWANT INSTITUTE OF MANAGEMENT & RESEARCH ALUMNI ASSOCIATION"

खालील तारखेस संस्था नोंदणी अधिनियम, १८६० (सन १८६० चा अधिनियम, २१) अन्वये  
HADAPSAR CAMPUS, S.NO58, HANDEWADI  
योग्यरत्या नोंदणी करण्यात आली. ROAD, HADAPSAR, PUNE

तारीख :- ५/७/२०१७ DR. ANITA NITIN 411028  
राज्य माझ्या सहकारिणी, दिले.

KHATKE



संस्थाचि सहायक निबंधक,

सहायक संस्था निबंधक

पुणे विभाग, पुणे विभाग.

JSIMR Alumni Association contributes significantly. The Committee members are as below;

**Table No.5.4.1:** A table showing Alumni Association Committee Members

<b>Designation</b>	<b>Name of Member</b>	
President	Dr.Anita Khatke	
Secretary	Prof. Shalini Swamy	
Treasurer	Prof. Vinay Bhalerao	
Member	Prof. Reuben Umap	
Member	Mr. Vishwajit Kate Deshmukh	
Member(Alumni Student Representative)	Mr. Sunil Mali	
Member(Alumni Student Representative)	Ms. Prajakta Bhujbal	

NAAC

**The Alumni meet is conducted every year with the following sole objectives in mind:**

- 1.To encourage, foster and promote close relations
- 2.To promote a sustained sense of belonging to all alumni among the Alumni by being in regular contact with them
- 3.To provide a forum for the Alumni for exchange of ideas on academic, cultural and social issues of the day by organizing and coordinating reunion activities of the Alumni
- 4.To let the alumni acknowledge their gratitude to their Alma Mater.

In continuation with the well defined and above mentioned objectives alumni meet is conducted every year to interact with the alumni thus creating a nostalgic moments.

Some of them are listed as below:

- 1.They are invited for guest lecturers (without any monetary benefit)
- 2.They help in counseling the students for new start up and ventures
- 3.They help the students in terms of summer internship
- 4.They help the students in terms of final placement through their references
- 5.They help in nurturing the students in various skill development programs
- 6.They provide assistance in functioning of Entrepreneurship Development Cell (EDC)

### **The Contribution of Alumni in terms of Non-Financial terms;**



File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

? 5 Lakhs

4 Lakhs - 5 Lakhs

3 Lakhs - 4 Lakhs

1 Lakh - 3 Lakhs

**Response:** ? 5 Lakhs

File Description	Document
Any additional information	<a href="#">View Document</a>
Alumni association audited statements	<a href="#">View Document</a>

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

**Response:** 5

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

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

File Description	Document
Number of Alumni Association / Chapters meetings conducted during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Report of the event	<a href="#">View Document</a>

## Criterion 6 - Governance, Leadership and Management

---

### 6.1 Institutional Vision and Leadership

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

**Response:**

The institute was established in the year 2006 and functioning under the dynamic leadership of the eminent visionary and **Founder Secretary of JSPM & President, TSSM Group of Institutions- Prof. Dr. T. J. Sawant**. Good governance and leadership with Intellectual Honesty and realizing philosophies are keys to growth and success of an organization.

Institute has stated its **Vision, Mission, Objectives and Values** which are as follows:

**Vision:**

**“To nurture managerial excellence through value based quality education.”**

**Mission:**

- 1. To build the future business leaders by imparting education through high quality value based and innovative teaching learning that meets industry expectations**
- 2. To enhance research and entrepreneurial attitude through team spirit, activity based learning and industry interface**
- 3. To foster a passion for social commitment and sustainability amongst students and staff**

**Objectives of Institute:**

- 1. To create student centric learning environment which prepares them to succeed in achieving their educational, professional and entrepreneurial goals.**
- 2. To organize knowledge sessions and academic forum activities in various functional areas to impart knowledge delivery.**
- 3. To focus on new and emerging areas in education which would enhance the core competencies of the students**
- 4. To develop a spirit of social commitment amongst students and staff of the institute.**
- 5. To build the confidence and competence amongst the students by conducting mentoring and personal counseling program.**
- 6. To collaborate with other academic institutes and industries around the world to strengthen the education, industry connect and research ecosystem.**

**Values:**

The stated values for the holistic development of the students are as below;

- 1. Pursuit of Excellence**
- 2. Mutual Respect and Concern for other Individual**

### 3. Ethical Standards

### 4. Responsiveness towards Social Responsibility

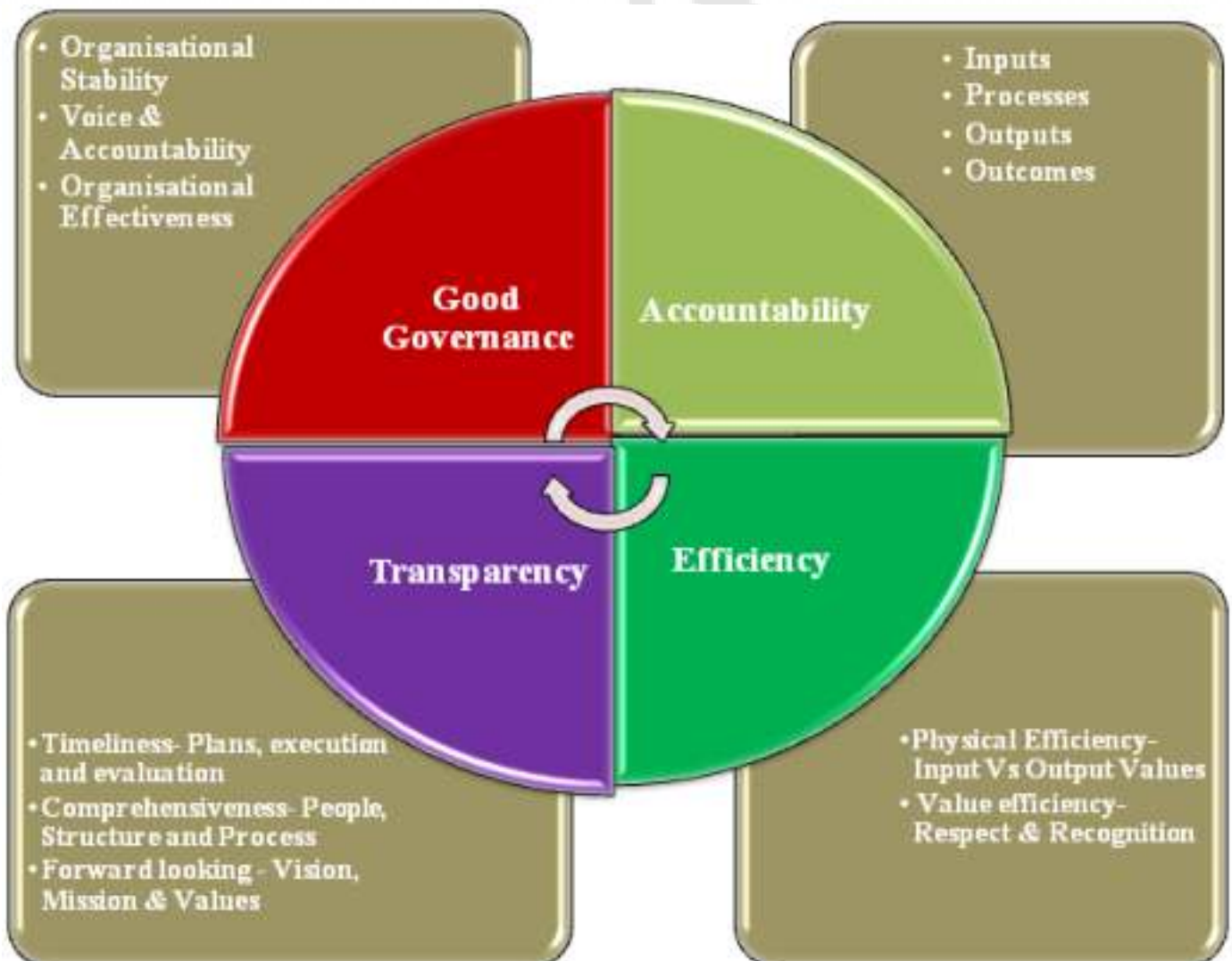
Good Governance at JSPM's JSIMR is realized as the experience and wisdom of eminent personalities serving on the board of Management through Governing Body (GB), Local Management Committee (LMC)/College Development Committee (CDC), AAB, Industry Academia Forum, IQAC and R & D Cell.





**Figure No.6.1.1.1 : Board of Governance at JSIMR**

The various bodies and authorities responsible for the governance of the Institution as per set statute of University are in place and functioning as per the provisions contained in the UGC-Institutions regulations. The institute provides good governance benefitting its stature by steering, rewarding, controlling, mobilizing and understanding its resources and be able to realize the same through the highest standards of transparency, accountability, and efficiency as depicted below:



### **Figure No.6.1.1.2: Effectiveness of Governance at JSIMR**

As per the vision mission, institute believes in nurturing the future managers through value based quality education and therefore institute initiates various plans and goals. In achieving set strategic plan institute adheres the practices and activities where in participation of various stakeholders is ensured which is given below.

#### **Participation of the teachers in the decision making bodies**

The institute through minutes of meeting of Governing Body, Local Managing Committee, Academic Advisory Board, College Development Committee, Academic Monitoring Committee/Internal Quality Assurance Cell, Research Development Cell etc. take decisions for all operations and incorporation of the same for institutional growth.



**Figure No.6.1.1.3: Participation of Teachers in decision making bodies**

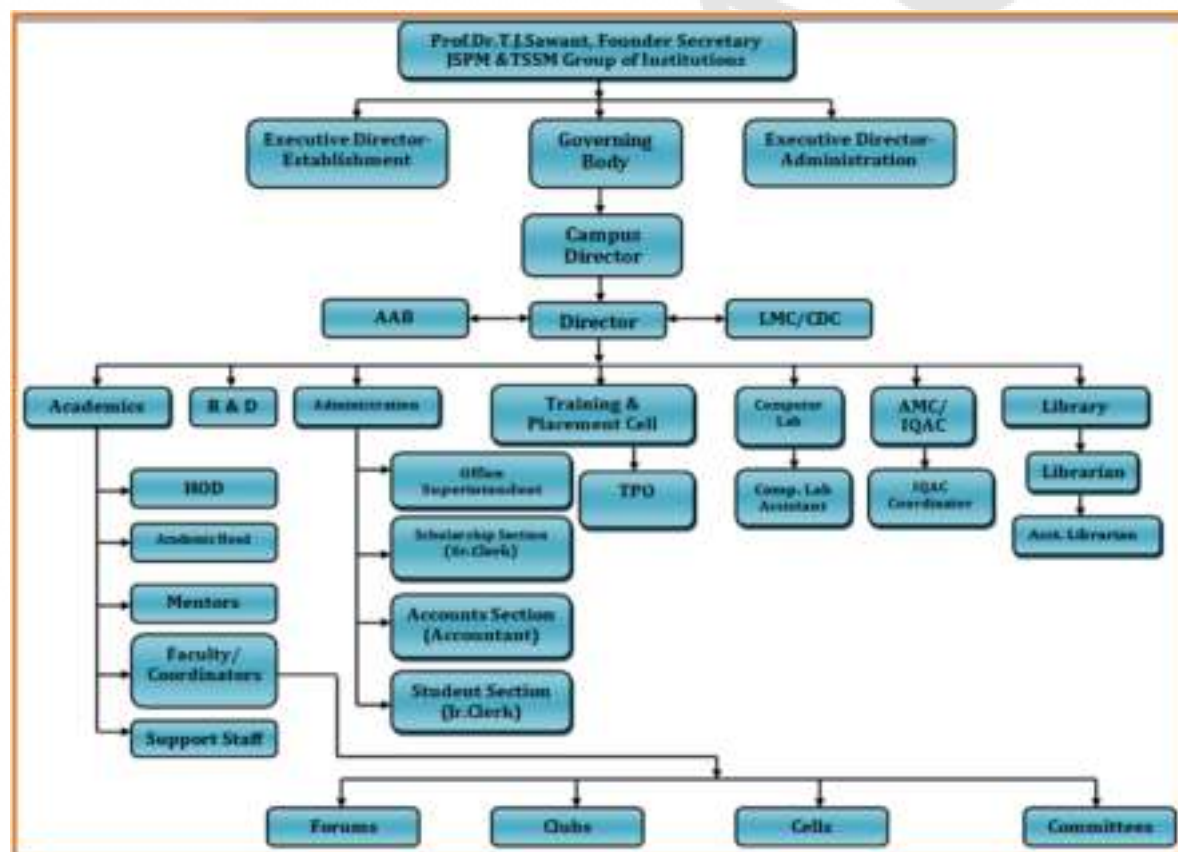
File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 6.1.2 The institution practices decentralization and participative management

#### Response:

Institute practices decentralization and participative management by assigning different duties and responsibilities to faculty members through various designations and committees

The Institute believes in participative approach at all levels to ensure that the vision and mission of the institute are realized through its goals and objectives with clear-delegation of authority and responsibility. The decentralization of the institute is stated in organogram which is as follows:

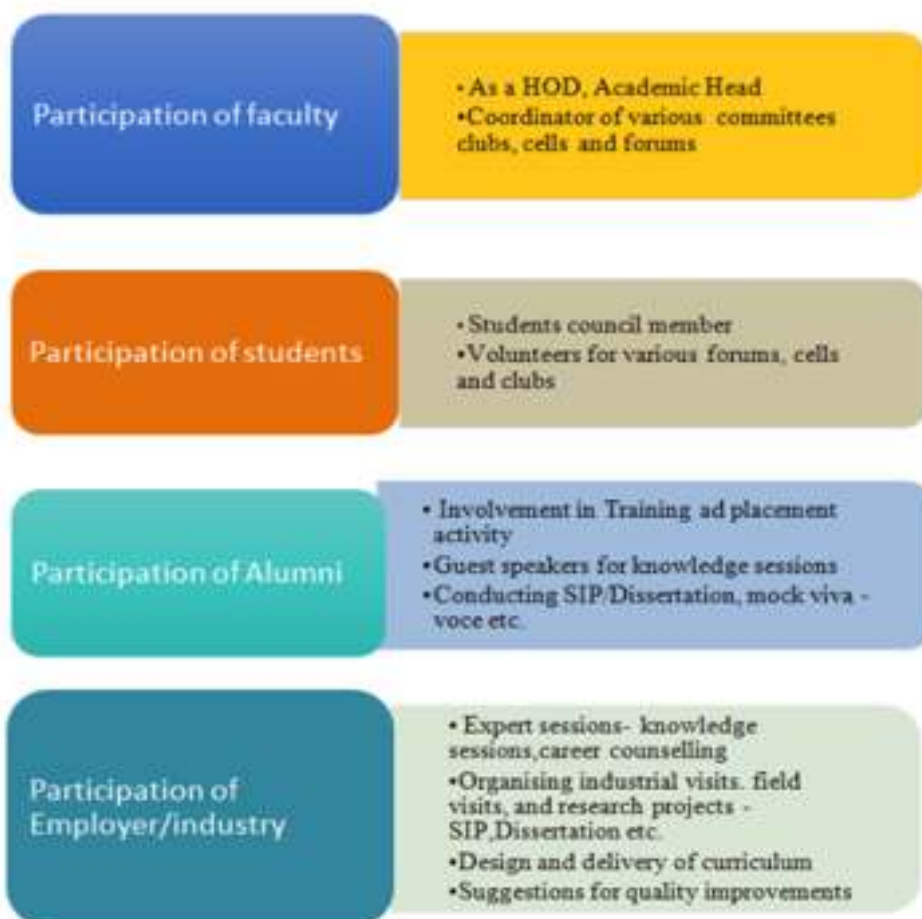


**Figure No.6.1.2.1: Decentralization of Institute**

**Participative Management at JSIMR:**

Institute keenly undertakes the participation of various stakeholders to ensure the quality of education and holistic development of institute.

The participation of stakeholders ensured in various activities and conducts various events. As an extension of participatory management, the students, alumni etc. are functioning in various cells, IAF, forums and clubs of the institute.



### **Figure No.6.1.2.2: Participative Management at JSIMR**

#### **A case study of decentralisation and participation**

The institute practices decentralisation and participative management in activity based learning. One of the best example is FIESTA-NATIONAL LEVEL EVENT..

This event is organised every year for 5 days where in the students participation is ensured through A to Z approach.

The participation of students and faculties and deployment of various duties and responsibilities are ensured through various committees which are as below:

**1) AMC Committee:** AMC in its meeting takes decision to organise event which will help students in learning coordination, organizing, enhance leadership qualities in the student.

**2) Approval along with Budget Preparation:** Budget preparation and approval is carried out by calling quotations from various vendors for brochure printing, certificate printing, banners, guest expenses, hospitality expenses, stationary expenses, mementos etc.

**3) Formation of Committees:** The work is distributed among various student committees with Faculty and student as a head of committee.

The committees such as

- Seminar Hall arrangement
- Brochure committee
- Anchoring committee
- Campaigning committee
- Purchases Committee
- Refreshment Committee
- Invitation and Guest hospitality Committee

- Event Schedule Committee
- Registration Committee
- Prize distribution Committee etc.

Above stated committees ensure the function and its effectiveness through grand success of teh event.

<b>Committees for Fiesta Event (2017-18)</b>	
<b>Chairman</b>	Prof.Amol Nikam
<b>Cultural Coordinator</b>	Prof.Reuben Umap
<b>Cultural Coordinator</b>	Dr. Archana Singh
<b>Sports Coordinator</b>	Prof.Vinay Bhalerao
<b>Student Member</b>	Mr.Stephan Kurne
<b>Student Member</b>	Mr.Abhijeet Godhge
<b>Student Member</b>	Ms.Minal Shinde
<b>Student Member</b>	Ms.Nikita Mulay
<b>Student Member</b>	Ms.Poonam Jagtap
<b>Student Member</b>	Mr.RohanDamji
<b>Student Member</b>	Mr.Vivek Sangashetty
<b>Student Member</b>	Mr.Narsinh Waghmare
<b>Student Member</b>	Ms.AsmaShaikh
<b>Student Member</b>	Ms.Devyani Sankpal

Deputed Coordinators for the event in poster

**JSPM's**  
**Jayawantrao Sawant Institute of Management & Research**  
**& Jayawantrao Sawant College of Engineering,**  
**Hadapsar Pune - 28**  
**"A National Level Event"**

**FIESTA 2018**

**NEHA RAMESH**  
 Miss South India, Sangam Supermodel  
 Eminent JUDGE for Events

**Participation Fee: Rs. 200 per student per event**

**31<sup>st</sup> Jan 2018**  
**"Utsav Nit"**  
 Business Plan Competition

**31<sup>st</sup> Jan 2018**  
**"Nakkad Natak"**  
 Street Play Competition

**31<sup>st</sup> Jan 2018**  
**"Bazaar Bhaav"**  
 Flea Marketing

**31<sup>st</sup> Jan 2018**  
**"Jhalak Dikhaje"**  
 Group Dance

**1<sup>st</sup> Feb 2018**  
**"Secret Super Star"**  
 Solo Dance

**1<sup>st</sup> Feb 2018**  
**"Nightingale of Fiesta"**  
 Singing Competition

**1<sup>st</sup> Feb 2018**  
**"Jokes"**  
 Funniest Show

**1<sup>st</sup> Feb 2018**  
**"Laughter Express"**  
 Five Minutes Standup Comedy

**2<sup>nd</sup> Feb 2018**  
**"Khush Rang Heena"**  
 Mehendi Competition

**2<sup>nd</sup> Feb 2018**  
**Miss & Mr JSPM**  
**FIESTA 2018 Competition**

**6<sup>th</sup> Feb 2018**  
**Box Cricket**

**Grand Finale on Saturday 2<sup>nd</sup> Feb 2018**  
 Time: 4.30pm to 6.30pm

**Chief Patron:** Prof. Dr. T. J. Sawant, JSPM, Founder Secretary

**Co-Chairmen:** Dr. Jyoti Chitambar, Director, JSPM; Prof. Chandrabhan Hake, HOD, JSPM, MBA

**Faculty Coordinator:** Dr. Anurag Singh, HOD, JSPM; Prof. Sandeep Chaudhary, HOD, JSPM; Prof. Anurag Sharma, HOD, JSPM

**Register with:**  
 Kavya Bhandari: 9761166999  
 Shreya Sankar: 98613447  
 Uday Mungoo: 961996661

**Venue:** JSPM's Jayawantrao Sawant Institute of Management & Research Building, Hadapsar, Pune - 28  
**Register your participation on:** [jaimfiesta@gmail.com](mailto:jaimfiesta@gmail.com), Phone - 9200079882, Website - [www.jspm.edu.in/jaimr](http://www.jspm.edu.in/jaimr)



<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

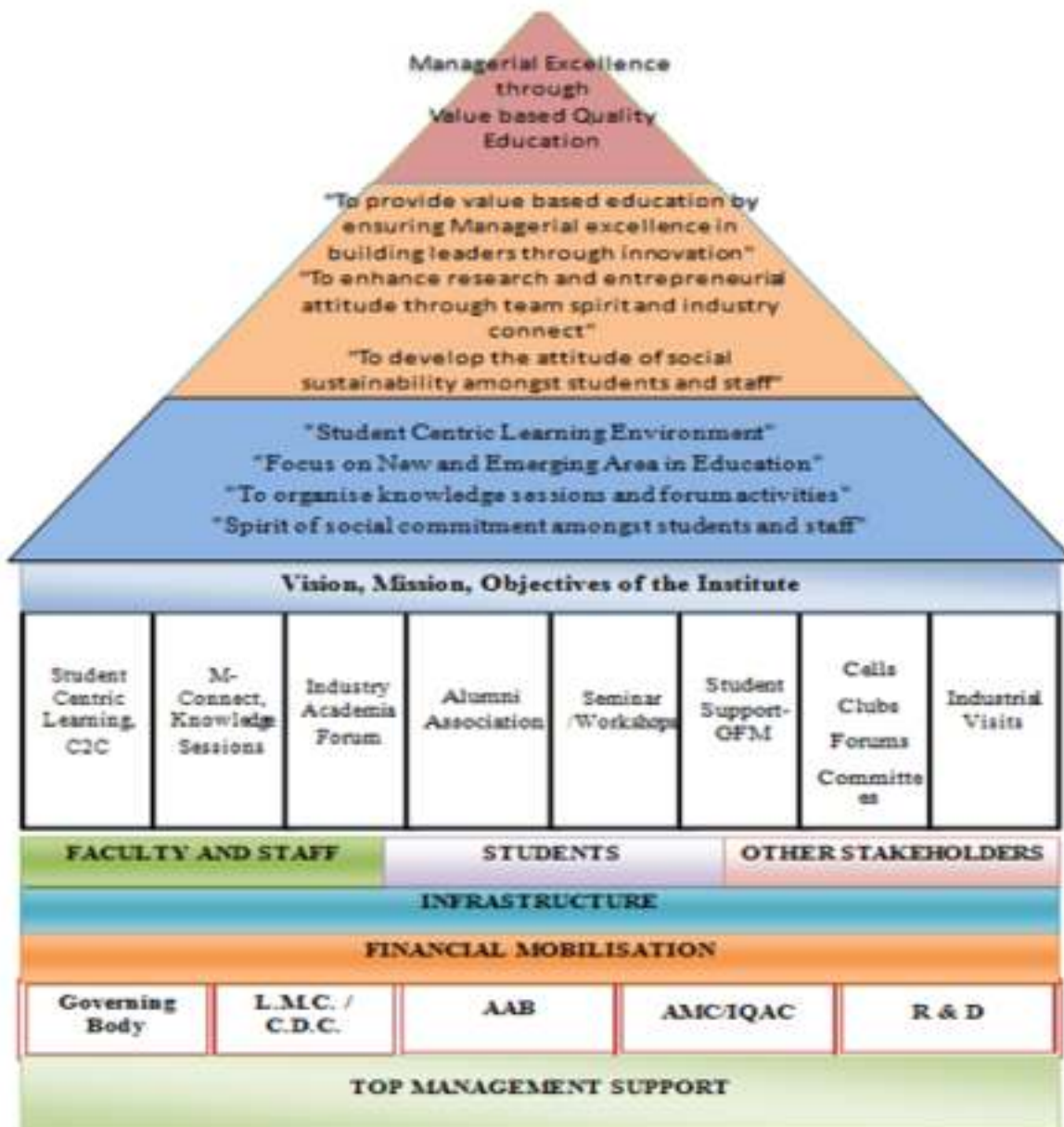
### 6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

**Response:**

In line with its vision statement the Institute has developed a perspective plan for its development. The perspective plan has been designed by the institute for the five years (2013-2018) taking into consideration the suggestions from the stakeholder and performing environmental scan.

The dynamic leadership of Prof. Dr. T. J. Sawant has given insight for building strategic model which is aligned with vision and mission to impart value based quality education.

**Strategic Model of JSIMR as below;**



### **Figure No.6.2.1.1: Strategic Model of JSIMR**

The major aspects of perspective plan are:

1. To implement ICT enabled teaching learning pedagogy through online e- learning application.
2. Accreditation by National and International bodies
3. Introducing recognized research centre
4. organize organise various quality initiative programs such as one week Induction program, FDPs etc.
5. Autonomy of the institute
6. Increase foreign collaborations and linkages
7. Better industry institute relationship through MOUs
8. To register Alumni Association for the institute
9. Introduction of new vocational courses, certifications
10. The institute has established incubation centre and ED Cell to guide and support the prospective entrepreneurs etc.

### **Example: A brief of activity successfully implemented on the basis of strategic plan-ICT enabled learning management system (LMS)- Moodle**

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 excellence in comparison to traditional ways.

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 e-books,

notes,PPTs, Assignments, objective type questions etc.

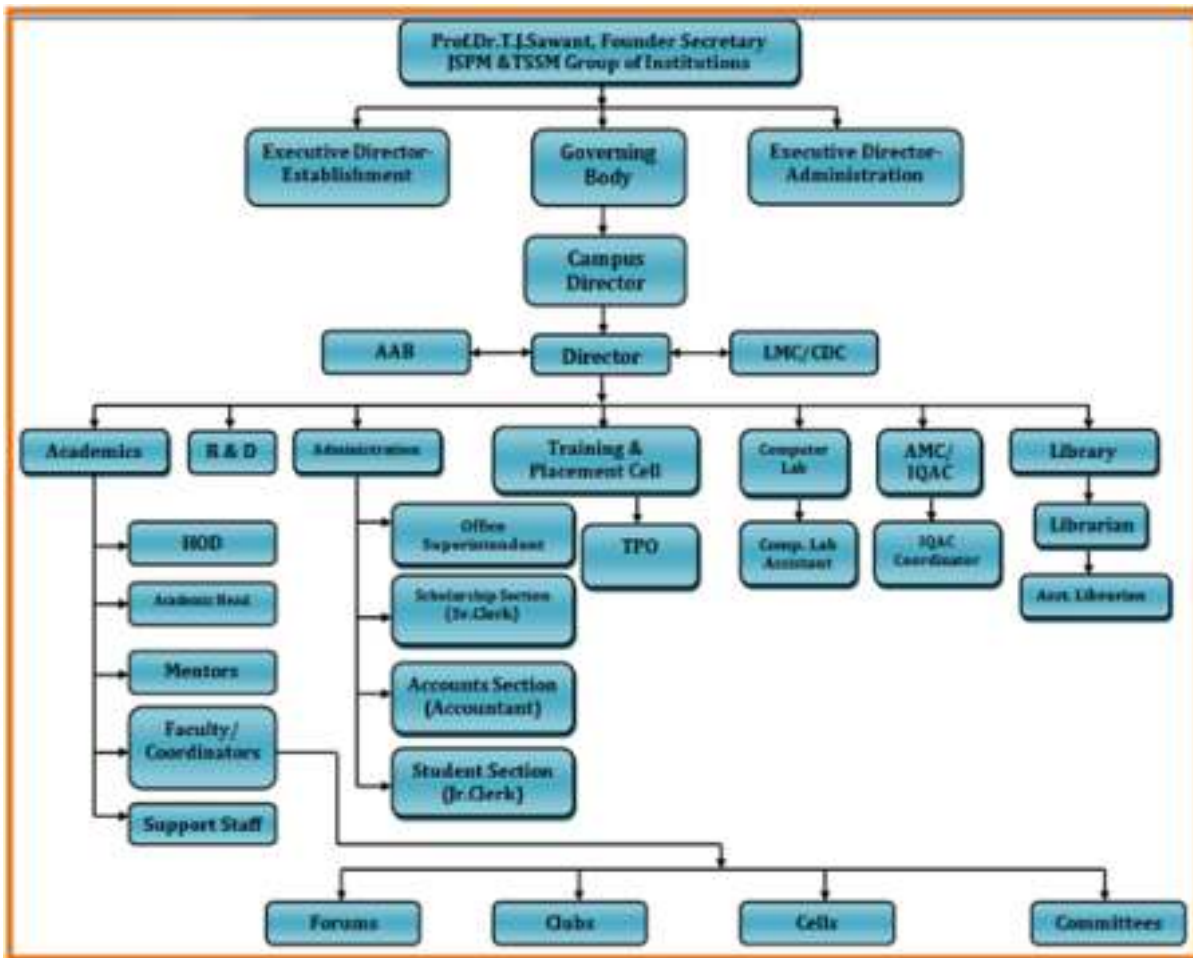
File Description	Document
Any additional information	<a href="#">View Document</a>
Strategic Plan and deployment documents on the website	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:**

The institute has a well framed internal organizational structure for decision making and their effectiveness.

Organization structure of the institute is allied with governing body, administrative setup and functions of various bodies is in place .The director carries out academic and administration management through well established IQAC, HOD, Academic wing, Administrative, TPO wing of organisation. Functioning of the institution is ensured through various rules and procedures. The Organogram of the institute is given below;



**Figure No.6.2.2.1: Organogram of the institute**

**Various Bodies and their functions:** Various policies with respect to academic excellence, research and entrepreneurship are been decided in the Governing body meeting.

**Governing Body**

- Performance Review
- Formulation of Policies & Guidelines
- Providing the Vision & Mission with Changing Environment
- Providing Resources like Infrastructure, Human Resource & Finance
- Ensuring the guidelines of the regulatory bodies are followed by the institute
- Monitoring & Reviewing the Performance of Institute in terms Academic Delivery
- To pass the resolutions made by the management council viz LMC/CDC
- Academic Results
- Placements Review

**LMC/CDC**

- Prepare an overall comprehensive development plan of the institute
- Plan Overall teaching programmes or annual calendar
- Academic collaborations
- Prepare the annual financial estimates (budget) and financial statements
- Facilitate Placement & Industry Interaction
- Students and staff welfare policies
- Review & Suggestion for Staffing
- Admission Process and Students
- Inputs for Academic & Activity Calendar
- Advising on Resources
- Academic Review
- Training and placements Review
- Suggestions for Improvement
- Plan major annual events

**Academic Advisory Board**

- Build a knowledge exchange relationship
- Inputs in selecting courses for students
- Inputs on certifications and electives
- Providing input on academic enhancement
- Mutually beneficial partnerships with the institute
- Arranging Knowledge sessions
- Consultancy Research Projects
- Give feedback on curriculum design & implementation
- To guide and help in placement and SIP activity

**Figure No. 6.2.2.2: Various bodies and its functions**

**Service Rules & Procedure :**

Services of the all teaching and non teaching staff is governed by the JSPM as per the rules and regulations of AICTE, DTE, Government of Maharashtra and Savitribai Phule Pune University. Given below is the list of service rules which are stated and communicated to all staff members at the time of appointment through appointment letter.

**Recruitment Policy :** The recruitment process adheres the norms of GOI/ State Govt. policies

**Recruitment Procedure :**



**Figure No.6.2.2.3.: Recruitment Procedure**

**Promotional Policy:**

The institute has set policy for recruitment and yearly appraisal system is in place. Promotions of the staff are decided on the basis of following considerations.

**Teaching Staff:**

1. Eligibility as per UGC, AICTE Norms
2. Academic Qualification and Experience
3. Student Feedback and Result analysis
4. Faculty Research Contribution
5. Publications, Awards, Recognition
6. Faculty involvement in organizational work

**Non Teaching Staff:**



1. Continuous Education
2. Behavioral Aspects
3. Regularity & Punctuality
4. Feedback from Dept. Head and Director
5. Completion of allocated works
6. Admin Duties and Responsibilities

**Procedure of Appraisal at Institute :**

1. Filling of Self Appraisal Form
2. Verifying the appraisal form and remark by the Director
3. Discussion with Management about differences, improvements and rewards.
4. Promotion and Increments declaration or identify training needs

**Grievance Redressal Mechanism:**

The institute has formed Grievance Redressal cell for the faculty and students to address their grievances and complaints and resolve it with appropriate mechanism.

The cell is headed by director. The mechanism to deal with grievance is as follows:

1. A record is maintained by the Grievance Committee Coordinator outlining the nature of the complaint, the complainant, date the complaint has been brought to the Coordinator attention and action taken to resolve the complaint.
2. The director receives grievance
3. Director takes cognizance and action as per intensity of the grievance.
4. Committee sort out the grievances based on the nature of grievance: Academic, Administrative, Facilities.
5. Grievances related to functional duties are discussed in the meetings and issues are resolved after obtaining appropriate information from concerned person/section.

The institute has also formed Anti-Ragging Committee which ensures that vigilant measures are taken to curb the menace of ragging within or outside of campus premises. Their main objective is to root out ragging in all its forms in the educational system.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

**6.2.3 Implementation of e-governance in areas of operation**

1. Planning and Development
2. Administration
3. Finance and Accounts

#### 4.Student Admission and Support

#### 5.Examination

A. All 5 of the above

B. Any 4 of the above

C. Any 3 of the above

D. Any 2 of the above

**Response:** A. All 5 of the above

File Description	Document
Screen shots of user interfaces	<a href="#">View Document</a>
ERP Document	<a href="#">View Document</a>
Details of implementation of e-governance in areas of operation Planning and Development,Administration etc	<a href="#">View Document</a>

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

##### Response:

The institute has formed governing body as per the norms of AICTE and College Development Committee (CDC) formerly known as Local Managing Committee as per norms of Savitribai Phule Pune University. As per the composition of Governing Body, Local Managing Committee, AMC/IQAC and Placement Cell etc. the regular meetings of these bodies are held.

The regular meetings and resolution passed in meeting have been ensured by the institute time to time as per the suggestions of board of governance.

Institute has formed total 3 Governing bodies, 21 committees, 6 Cells, 2 clubs, 8 forums. The list of committees, cells and forums is given below.

##### Example: Minutes of meeting of Governing Body

**Resolution:** The Governing body vide its meeting held on 06/06/2017 at 10.00 am in corporate office of JSPM group of institution has resolved to initiate the quality improvement program(QIP) as per financial assistance of Savitribai Phule Pune University(SPPU) in the academic year 2017-18. The above resolution was passed unanimously.

##### Steps of Implementation:

- 1.The director of the institute deputed a faculty for QIP process of application and approval from SPPU.
- 2.Circular of approval of QIP was received from university
- 3.The programme planning and budgeting and deputation of duties and responsibilities to the faculties and students were carried out
- 4.Eminent speakers were invited to provide exposure and share experiences with students and faculty
- 5.QIP was organised on 24th February 2018
- 6.Submission of QIP audit at university was taken place
- 7.The grant was received from the university to the institute

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 6.3 Faculty Empowerment Strategies

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

##### Response:

Institute has effective welfare mechanism for welfare of the institute staff. Director of the institute take due care to provide them all facilities and always try to solve concerns of the faculty. This helps in creating positive environment and boosts the morale of the employees. The details are as below;

**Table No.6.3.1:** Welfare measures for teaching and non teaching staff

Sr. No.	Name of welfare Scheme for teaching and non teaching staff	Nature of welfare	For Teaching Staff
1	<b>Motivation for Research</b>	1) On Duty Leave for faculty for participation in seminars, conferences, workshops etc. 2) Financial Assistance	For Teaching Staff
2	<b>Personal Loan Facility</b>	Financial assistance to the staff at JMCC Bank of JSPM Trust	For Teaching Staff
3	<b>ATM Facility</b>	ATM facility at campus	For Teaching Staff
4	<b>Health Check up</b>	Health check facility available on Campus	For Teaching Staff
5	<b>Ambulance Facility</b>	Ambulance facility available on campus	For Teaching Staff
6	<b>Canteen facility</b>	4 canteens at campus where faculty can avail eatables.	For Teaching Staff
7	<b>Pantry facility</b>	Tea club for all staff	For Teaching Staff

8	<b>Transportation facility</b>	Transport facility on request, JSPMs bus available at entrance gate	For Teaching
9	<b>Safety and security at campus</b>	Police station assistance at campus entrance gate	For Teaching
10	<b>Staff Welfare Program</b>	Various Outbound programs are organized	For Teaching
11	<b>Uniform</b>	2 Uniforms are provided to non teaching staff	For Non Teaching
12	<b>Counseling Sessions</b>	Various counseling sessions are organized for faculty members	For Teaching

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 43.53

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

2017-18	2016-17	2015-16	2014-15	2013-14
7	10	5	10	5

<b>File Description</b>	<b>Document</b>
Details of teachers provided with financial support to attend conferences,workshops etc during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 4.2

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

2017-18	2016-17	2015-16	2014-15	2013-14
7	6	2	3	3

<b>File Description</b>	<b>Document</b>
Reports of the Human Resource Development Centres (UGC ASC or other relevant centres).	<a href="#">View Document</a>
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	<a href="#">View Document</a>

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

**Response:** 44.71

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

2017-18	2016-17	2015-16	2014-15	2013-14
7	8	6	9	8

<b>File Description</b>	<b>Document</b>
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers).	<a href="#">View Document</a>
IQAC report summary	<a href="#">View Document</a>
Details of teachers attending professional development programs during the last five years	<a href="#">View Document</a>

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

**Response:**

The institute has system to evaluate the performance of teaching and non teaching staff. The appraisal of the faculty is made as per the norms of institute. The appraisal of teaching and non teaching staff is carried out by director as an appropriate authority and communicated to the corporate office of JSPM Group of Institutes for yearly increment.

The students feedback is one of the key indicator of performance appraisal of faculty. The outcome of the feedback analysis is informed to each teacher for encouragement if necessary improvement . The Performance appraisal is separately carried out for the non- teaching staff based on different parameters

and promotional decisions are taken on appraisal as per recommendations from HOD and Director by the institute every academic year.

Performance appraisal is done on the basis of academic, administration duties and research performance which are as below;

- 1.No. of Portfolios handled at institute and University Level
- 2.Activities conducted at institute
- 3.Result analysis
- 4.Research papers published
- 5.Seminar/Conference/FDP attended
- 6.Books/Chapters Published etc.

For Non-Teaching; the administrative duties and responsibilities are considered at the time of appraisal.

File Description	Document
Any additional information	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

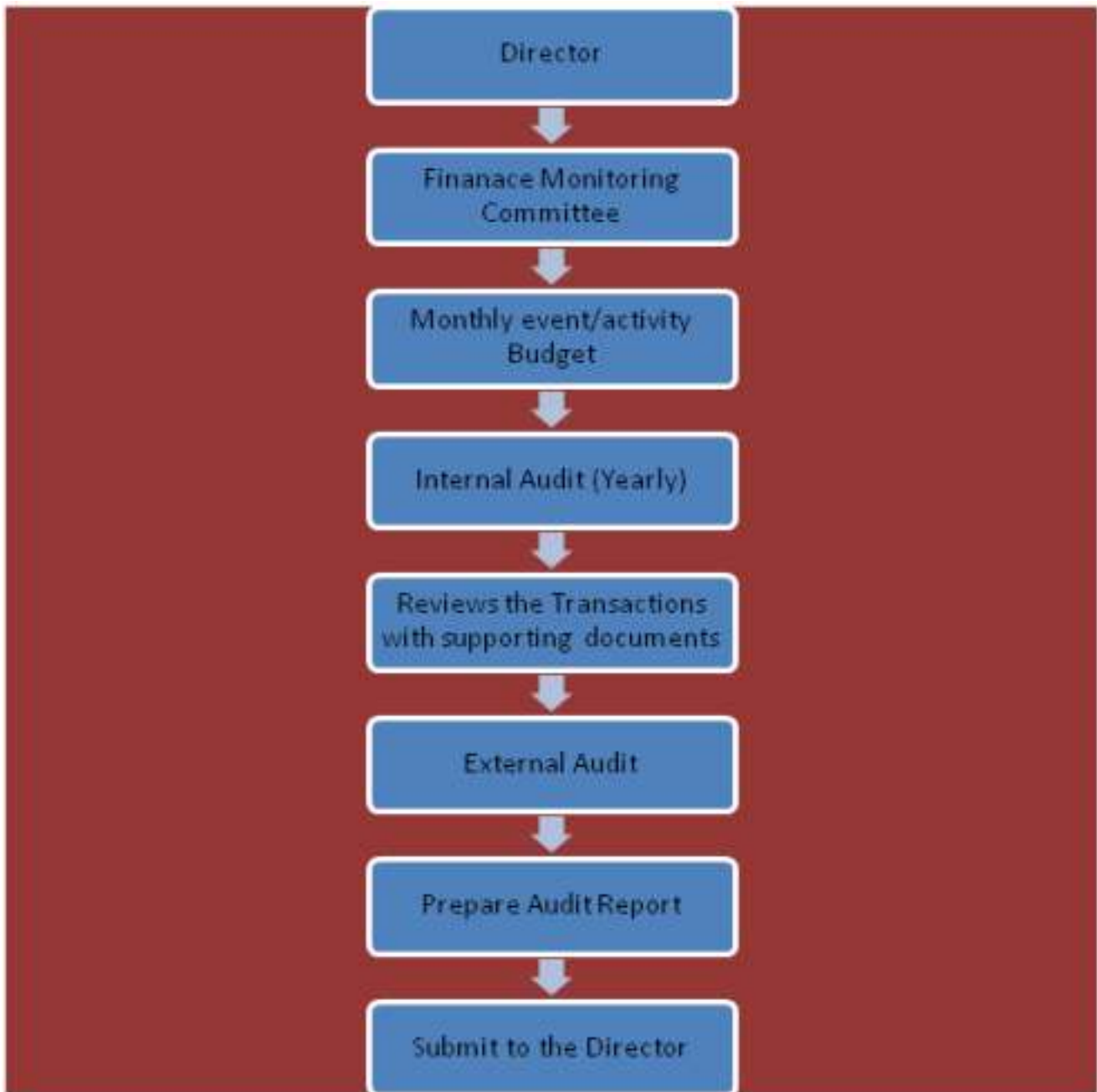
### 6.4.1 Institution conducts internal and external financial audits regularly

#### Response:

To maintain financial prudence and ensure good Accounting practices and to provide proper platform for Audit Compliance for better governance internal and external audits are carried out by the institute.

Institute conducts internal audit which is continuous process apart from external audit every financial year. The institute has internal audit team which carries out thorough check and verification of all vouchers of the transactions during financial year. The institute has a finance committee for monitoring the process.

The external audit is also carried out as per the statute on quarterly basis. The institutional accounts are audited regularly by both Internal and statutory auditors. So far there have been no major findings / objections. Minor errors / omissions and commissions whenever pointed out by the audit team are immediately corrected / rectified and precautionary steps are taken to avoid recurrence of such errors in future. The major sources of institutional receipt/ funding are Fees received duly from the students.



**Figure No.6.4.1: Internal and External Audit process**

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 27.04

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

2017-18	2016-17	2015-16	2014-15	2013-14
7.232	6.174	0	13.634	0

<b>File Description</b>	<b>Document</b>
Details of Funds / Grants received from non-government bodies during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Annual statements of accounts	<a href="#">View Document</a>



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

#### **Response:**

The major sources of institutional receipt/ funding are fees received duly from the students. Deficit is managed by funding from parent trust. Suitable Institutional mechanisms are available to monitor the effective and efficient use of financial resources. We have developed our own internal audit structure to process and monitor effective and efficient use of available financial resources.

The annual budget of Revenue and Capital Expenditure are recommended annually by the Finance Committee and approved by the Board of Trustees. Financial results are compared and analyzed. All major financial transactions are analyzed and verified by the governing body under different heads like

1. Infrastructure & Development
2. Purchase of Library Books / Journals
3. Academic Facilities
4. Physical facilities
5. Green Initiatives and management

Generally, the recurring expenses and the capital expenditures are projected to be within the budgeted resources of the institution.

We are working on real time basis under internal control mechanism. Expenses are monitored, checked and controlled under vertical hierarchy through internal control system of day to day transactions.

There exists a Financial Resource Mobilization Policy of the institute. Objective of the policy is to “To ensure the mechanism of resource mobilization and effective use of financial resources.”



**Figure No.6.4.3.1 Resource Mobilization Mechanism**

Though Resource Mobilization policy has been formed, it need to be implemented rigorously however the institute is taking keen interest in to raising funds for the institute and has successfully managed to raise the funds under research sponsorship & consultancy in the academic year 2016-17 and 2017-18.

All the major financial decisions are taken by the Institute's Local Managing Committee (LMC/CDC) and

Governing Body (GB) in communication with Director. Governing body has mandated the institute to ensure;

1. Optimum utilization of assets i.e. land, buildings, equipments, vehicles, furniture etc. which are ready in place and to be created in future
2. Feasibility studies are done before creating new infrastructure.
3. Effective administration that nurtures quality and promotes a competitive environment that results in additional revenue generation.
4. Attracting Govt. / Private Grants and CSR funds to the maximum extent possible
5. Identifying potential sources of funds by way of conducting new programmes/courses/training schemes and in coordination with the industry.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

## 6.5 Internal Quality Assurance System

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

#### Response:

The institute has formed the Internal Quality Assurance Cell (IQAC) on 21st December, 2017. Since its inception the internal quality assurance cell (IQAC) of institute has been working on developing quality and monitoring performance indicators for the institute. Prior to academic year 2017-18 Academic Monitoring Committee (AMC) was planning and monitoring various activities. Periodic meetings were held to monitor the progress made towards achievement of higher standards in education by the institute. AMC has recommended Registration of Alumni Cell and Institute has officially registered Alumni Association on 5th July 2017 which is one of the best initiatives of AMC.

The IQAC has conducted **FDP on Quality Excellence through Accreditation.**

Institute has been ensuring the continuous improvements in all the academic and operational aspects of the institution through Academic Monitoring Committee/ IQAC.

The Institute has also implemented best practices which have contributed to achieving the institutional objectives and to the improvement of quality. The details are as below;

1. Student centric Teaching learning Pedagogy.
2. GFM –Strengthening the relationship with students
3. M-Connect-Activity based Learning
4. Knowledge Sessions by industry experts
5. Formation of various clubs/forums/cells

6. Encouraging and conducting research related activities.
7. Strengthen relationship and interaction with industry and industrial organizations through Industry Academia Forum (IAF) and Social responsibility of the Institute.
8. Formation of Entrepreneurship Development Cell
9. Alumni registration with Pune Charity Commissioner
10. Organised seminar on Entrepreneurship theme “Opportunities and challenges of start-ups in Maharashtra” under Quality Improvement Program (QIP)
11. Initiated one week Induction program from academic year 2017-18
12. Conducted Academic and Administrative Audit for academic year 2017-18

IQAC is also contributing a significant role in quality improvement and has regularly conducted its meetings, organized seminars and submitted its IQA and filling the accreditation form for NAAC in upcoming cycle. There are many initiatives taken by IQAC among them **two benchmarked practices** by IQAC are given below.

1. Quality Improvement Program (QIP)
2. Induction Program – Pravesh (2017-19 Batch)

### 1. Quality Improvement Program (QIP)

The institute has organized one day state level seminar on “**Opportunities and Challenges of Startups in Maharashtra**” under QIP of Savitribai Phule Pune University on 24th February 2018 with grant of Rs.60,000/-



### **Figure No.6.5.1.1 Glimpse of Seminar organised under QIP**

#### **2) Induction Program – Pravesh (2017-19 Batches)**

As an initiative of AMC/IQAC, institute has started 1 week induction program called Pravesh 2017. The purpose of 1 week induction program is to get acquainted with new environment and create bonding in the batch as well as among faculty and students, develop awareness, sensitivity and understanding of the self and other society at large, and nature. **Pravesh 2017** is an amalgamation of various activities such as knowledge sharing by eminent speakers, team building exercises, management games, visit to local area and historic places and industrial visit etc.



### Figure No.6.5.1.2 Glimpses of Pravesh 2017

#### Outcomes:

- 1.The seminar helped faculty and students to get insights in establishing Entrepreneurial Ventures. and MoU was signed with Maharashtra Centre for Entrepreneurship Development,Pune.
- 2.The acquaintance with MBA programme structure and its concurrent evaluation, culture of institute and various activities to be conducted throughout the academic year.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

#### Response:

The IA has been instrumental in developing and implementing various academic reforms since its inception.

IQAC meetings are conducted at regular basis to review teaching learning process, methodologies and

learning outcomes from the activities organized by the institute.

Following are the two examples of review of teaching learning process.

### 1. Curriculum delivery as per the course outline and session plan every semester.

- Preparation, monitoring and controlling of academic calendar and activity planner
- Flexibility in conducting sessions as per session plan is with faculty and syllabus completion report to be submitted to IQAC
- IQAC ensures regular conduct of Academic Advisory Board meetings and decision of course basket for students
- Introduction of new format of session plan and course outline
- Inclusion of CO-PO mapping with results to be included in course file

### 2) Teaching Learning Reform: (Introduction of online e learning platform-Moodle)

Understanding the nature of University evaluation, e-learning platform (Moodle) was introduced to facilitate online learning through MCQs and online resource sharing in the academic year 2017-18.

Moodle is an online learning platform designed to provide educators, administrators and learners with a **single robust, secure and integrated system** to create personalised learning environments. Moodle provides the most flexible tool-set to support both blended learning and 100% online courses.

JSIMR has configured Moodle by enable or disable and easily integrate everything needed for a course using its complete range of built-in features, including external collaborative tools such as forums, wikis and blogs.

This is a single platform for staff, students to log in and view and participate in the entire academic program .Faculty use this innovative teaching pedagogy to suggest suitable changes for curriculum enrichment. The platform also provides digital content uploaded by the faculty in the form of MCQs, presentations, videos, images or important URL related to the course taught by them.

Moodle Coordinator along with course coordinator ensures that all students read the academic content uploaded by them and solve the MCQs. The IQAC Monitors the overall usage of the platform and collects feedback and corrective action on the same. Given below is the link to Moodle which is provided on website.

<b>JSIMR Moodle Link:</b>	<a href="http://117.206.159.20/jsimr/">http://117.206.159.20/jsimr/</a>
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### Advantages of Moodle for Students:



- JSIMR has configured Moodle to give good learning experience for MBA-I and MBA-II year students.
- All subject heads/teaching staff member have uploaded teaching resource material Viz.Book,instructional material,PPTsetc.

At JSIMR all teaching staff members have designed subject wise quizzes,students appear for quizzes at regular interval which give learning experience to all students and help them for online examination.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response: 2**

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

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

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
IQAC link	<a href="#">View Document</a>

### 6.5.4 Quality assurance initiatives of the institution include:

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

**A. Any 4 of the above**

**B. Any 3 of the above**

**C. Any 2 of the above**

**D. Any 1 of the above**

**Response:** B. Any 3 of the above

File Description	Document
e-copies of the accreditations and certifications	<a href="#">View Document</a>
Details of Quality assurance initiatives of the institution	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Annual reports of institution	<a href="#">View Document</a>

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

**Response:**

Since inception of MBA Course at the institute, the institute has progressed tremendously. The milestones achieved by the institute since inception is given below.

#### **Academics measures**

##### **1) Curricular Aspects:**

- 1.Revision in syllabus as prescribed by university
- 2.Revision in Course outline and session plan in 2016-17
- 3.Addition in members to Industry Academia Forum

##### **2) Teaching-Learning and Evaluation :**

- 1.ICT enabled Teaching-Learning through Moodle
- 2.Established Digital library and subscribe to databases
- 3.More focus on activity based learning through M- Connect
- 4.Seminar organized under Quality Improvement Program (QIP)
- 5.Initiation of 7 Days extensive Induction program- Pravesh
- 6.Curriculum enrichment: Value added certificate courses started.
- 7.Knowledge sessions, seminars and conferences are organised every year on regular basis
- 8.Regular conduct of industrial visits and field visits are organised to provide practical exposure to the students
- 9.GFM practice is followed from inception is a strong pillar of JSIMR.

**3) Research and Innovations:** Promotion of research was done through –

1. International Journal of Management Research -“Corporate Mantra”
2. Increase in the number of IPR driven research activities
3. Enrollment of faculty for Ph.D course
4. Attract distinguished faculty and research scholars
5. Funded Research Projects carried out by the faculties

**4) Cocurricular and Extra Curricular Activities:**

1. Contribution towards by organising CSR and extension activities such as visiting orphanage and donating food, clothes etc.
2. Organised Tree plantation drive, Blood donation camps etc.
3. Organised events at national level such as Fiesta, Techmanthan

**Administrative Measures**

**1) IQAC Initiatives**

1. Establishment of Internal Quality Assurance Cell in 2017-18
2. Conducted academic administrative audit (AAA)
3. FDPs organised for technical, supporting and office staff

**2) Infrastructure**

- Increase in investment of upgradation/construction of building infrastructure such as classrooms, labs, library, hostel, and administrative spaces etc.

File Description	Document
Any additional information	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

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

**Response:** 15

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

2017-18	2016-17	2015-16	2014-15	2013-14
4	3	3	3	2

File Description	Document
Report of the event	<a href="#">View Document</a>
List of gender equity promotion programs organized by the institution	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 7.1.2

##### 1. Institution shows gender sensitivity in providing facilities such as:

1. Safety and Security
2. Counselling
3. Common Room

**Response:**

Institute ensures **Safety and Security, Counseling and Common Room** by the provision of various amenities and activities. The extent of student support and progression are reflected by the following initiatives of the institute;

1. Improving student profile through inclusive practices towards gender and social sensitization by organizing meetings, seminars, workshops and social events providing a platform of equal opportunity and co-existence.
2. Induction programme for MBA first year to cope up with new higher education environment.
3. Personalized Mentorship through GFM and counseling programs that give support and thrust towards progression to higher education and placement
4. Infrastructure that is reflective of gender-specific needs
5. Ensuring good students support – academic, infrastructure, finance and co-curricular activities.
6. Encourage overall development of the students by organizing of cultural programs, sports activities

- and outreach programs that helps them to build human values
7. Grievance redressal cell & Anti-ragging, internal complaint committee (Women grievance committee) for prevention of sexual harassment are in place.
  8. Safety and Security - Ensured through 24 x 7 security services & Police station at entrance gate of campus are available on campus

**Table No.7.1.2.1** List of Provision of various facilities and activities towards gender sensitivity

Sr. No.	List of Safety and Social Security, Counseling and Common Room facilities	Nature of Facilities / Nature of activities	Beneficiaries
1	CCTV surveillance	24x7 CCTV cameras in and around Institute	Students, Teaching and teaching staff, other sta
2	A Guest lecture on the safety and social security of the girl students	A guest lecture	All MBA-I & II year g
3	Karate Sessions for Girls.	Demonstrations	All MBA -I & II year g students.
4	Anti ragging Cell	Platform for grievance Redress.	All MBA -I & II year s
5	Celebration of International Women's Day	A guest lecture	Students, Teaching and teaching staff.
6	Women Grievance Cell	Platform for grievance Redress	All MBA -I & II year s
7	Guardian Faculty Member(GFM)/Mentorship	Counseling by faculties to the students as per their problems.	All MBA -I & II year s
8	Boys and Girls common room	Provision of separate Infrastructure of Boys common room and Girls common room.	All MBA -I & II year s
9	CCTV surveillance	24x7 CCTV cameras in and around hostels.	All MBA -I & II year s
10	Ambulance for Medical Emergency in campus.	24x7 assistance of ambulance available at campus.	All MBA -I & II year s
11	Police Station at Entrance gate of campus.	24x7 assistance of police in case of conflict arises are available at campus.	Students, Teaching and teaching staff, other sta

File Description	Document
Any additional information	<a href="#">View Document</a>

### 7.1.3 Alternate Energy initiatives such as:

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

**Response:** 10.37

7.1.3.1 Annual power requirement met by the renewable energy sources (in KWH)

Response: 3600

7.1.3.2 Total annual power requirement (in KWH)

Response: 34706

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 7.1.4 Percentage of annual lighting power requirements met through LED bulbs

**Response:** 69.82

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH)

Response: 6394

7.1.4.2 Annual lighting power requirement (in KWH)

Response: 9158.4

File Description	Document
Details of lighting power requirements met through LED bulbs	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 7.1.5 Waste Management steps including:

- Solid waste management
- Liquid waste management

- **E-waste management**

**Response:**

Institute makes deliberate efforts to make and maintain the campus eco-friendly. Institute ensures maintenance of clean, green and smart campus.

The basic philosophy of the institute is oriented towards environmental sustenance and reduces wastages or vanishes wastages wherever possible.

The waste management in terms of solid, liquid, E-waste has been ensured by the institute is as follows;

**Table No.7.1.5.1:** A table depicts the steps of Solid waste management, Liquid waste management and E-waste management

Sr. No	Steps of Solid Waste Management	Steps of Liquid Waste Management	Steps of E-Waste Management
1	Discard of items - old news papers, magazines and other papers	Water of wash basin, bathrooms are used for gardening	As per buy back policy devices are collected at the vendors
2	Use of old furniture while renovation as per requirement. Handover of scraps to the vendors	All toilets and bathrooms water lines are directly connected to municipal drainage system	Damaged or outdated computers and other e – equipment are sold by means of tender process at campus level with corporate office
3	Awareness & Campaign for solid waste management to the teaching and non-teaching staff as well as students	Awareness & Campaign for Liquid waste management	Awareness & Campaign for E-waste management

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 7.1.6 Rain water harvesting structures and utilization in the campus

**Response:**

The institute has implemented the rain water harvesting to meet the needs and sustainable management of fresh water, the rainwater harvesting and utilization systems have been established in the campus to aid towards the greater objectives of water management and conservation and increasing level of groundwater by collecting and storing rainwater.

The institute has adopted the roof water collection systems which include the collection of rain water at the campus and it is connected through pipeline and dumped at ground tank in the campus. The use of the water generated from the rain is carried out for gardening.

The ground water level has increased significantly due to rain water harvesting carried out in the campus. This system has helped in achieving green campus goal.

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 7.1.7 Green Practices

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

#### Response:

Institute has initiated different practices which can ensure green practices at campus. The institute supports green practices in all its initiatives. It has well-defined policies for its sustainable green practices which include its energy conservation, water conservation, transport support and Green campus. The practices that inculcate the importance of conserving the present for the future generations are deployed. The Green campus committee and campus director ensures that the above principles are strictly complied with and provides feedback to the JSPM Trust on its efforts and the future directions. The details are as below;

**Table No.7.1.7.1:** List of Green initiatives

Sr. No	Students, staff using Bicycles	Public Transport	Pedestrian friendly roads	Plastic free campus	Paperless office	Gla
	Institute motivates to celebrate Bicycle day with students and staff.	1. Use of municipal buses for commuting to and fro to campus.  2. Use of JSPMs bus transport	As part of the already existing infrastructure pedestrian friendly roads are marked for safe walking for the students and staff of the institute. Securities personnel are stationed at	Efforts are made to keep the campus free of plastic bags and plastic materials. Paper cups are used in the canteen and in the premises.	All important correspondence are communicated via email, what's app, important documents are kept in share data thereby minimizing paper work and saving cost. Office. E governance is used for m	A in in m p w m ti h m



	system.	various points in the campus to ensure that pedestrian is using the proper walkway	Plastic material is banned in the campus. Dust bins are kept at various locations in the campus to keep the environment clean	minimizing paper work.
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<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

**Response:** 2.61

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

2017-18	2016-17	2015-16	2014-15	2013-14
1.63	1.76	1.73	1.64	1.58

<b>File Description</b>	<b>Document</b>
Green audit report	<a href="#">View Document</a>
Details of expenditure on green initiatives and waste management during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

1. Physical facilities
2. Provision for lift
3. Ramp / Rails
4. Braille Software/facilities
5. Rest Rooms
6. Scribes for examination
7. Special skill development for differently abled students

**8. Any other similar facility (Specify)**

**A. 7 and more of the above**

**B. At least 6 of the above**

**C. At least 4 of the above**

**D. At least 2 of the above**

**Response:** A. 7 and more of the above

<b>File Description</b>	<b>Document</b>
Resources available in the institution for Divyangjan	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
link to photos and videos of facilities for Divyangjan	<a href="#">View Document</a>

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

**Response:** 11

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

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

<b>File Description</b>	<b>Document</b>
Number of Specific initiatives to address locational advantages and disadvantages	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

**Response:** 9

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

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

File Description	Document
Report of the event	<a href="#">View Document</a>

### 7.1.12

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

**Response:** Yes

File Description	Document
Any additional information	<a href="#">View Document</a>
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	<a href="#">View Document</a>

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

**Response:** Yes

File Description	Document
Any additional information	<a href="#">View Document</a>
Provide URL of website that displays core values	<a href="#">View Document</a>

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

**Response:** Yes

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**7.1.15 The institution offers a course on Human Values and professional ethics****Response:** Yes

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Provide link to Courses on Human Values and professional ethics on Institutional website	<a href="#">View Document</a>

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

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Provide URL of supporting documents to prove institution functions as per professional code	<a href="#">View Document</a>

**7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years****Response:** 7

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

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

<b>File Description</b>	<b>Document</b>
List of activities conducted for promotion of universal values	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

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

## personalities

### Response:

The institute regularly celebrates national festivals, birth and death anniversaries of the great Indian personalities. The institute strongly believes that unless the present generation of youth are not sensitized about the significance of the festivals of our secular country and the sacrifices which great men and women of this country have made for uplifting their countrymen the students will not be able to understand their responsibility towards the nation.

The objectives behind celebrating national festivals and birth / death anniversaries of the great Indian personalities are ;

- 1.To build a nation of youth who are noble in their attitude and morally responsible the University organizes the national festivals and birth/death anniversaries of Great Indian personalities so as
- 2.To inculcate in the students and staff, besides the society and also to remind us about the unity which India has in its diversity that serves as the melting pot of cultures, religion, and ethnicity and
- 3.To develop qualities of tolerance and understanding amongst students.
4. The sacrifices which great leaders and personalities like Mahatma Gandhi, Jawaharlal Nehru, Dr. B.R Ambedkar, Swami Vivekananda, Dr. APJ Abdul Kalam and others have made to make India for what it stands for – a Democracy that is developing and setting example to the rest of the world that a country in a short span of 70 years can achieve self-reliance and economic stability.

The festivals & various days are celebrated by conducting various activities at the institute.

- 1.Diwali Celebration
- 2.Dussera & Dandiya Celebration
- 3.Ganpati Festival Celebration
- 4.Traditional Day Celebration during Annual Social Gathering etc.

Every year our institute celebrates various national days for aspiring nationalism. Our students actively participate in all these celebrations.

Institute celebrates the following days in remembrance patriotic feelings towards nation & remembrance of the great souls:

- Independence Day
- Republic Day
- Teacher's Day
- Gandhi Jayanti
- Vivekanand Jayanti
- Chhatrapati Shivaji Maharaj Jayanti etc.

File Description	Document
Any additional information	<a href="#">View Document</a>

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

#### Response:

The institute maintains complete transparency in its financial, academic, administrative and auxiliary functions. Institute takes responsibility to abide by the laws and regulations of the statutory and regulatory bodies. The details of all aspects are uploaded on website time to time to provide information to the stake holders.

The decisions are taken at the group's corporate office via Director of the institute and implemented at the institute level.

All audited statements are available for inspection as and when required.

The details of integrity are taken care interms of Financial, Academic, Personnel & Auxiliary functions of institute which interpretes as below;

1. **Integrity in Financial Functions** – The institute timely submits audited accounts to the authority every year since its establishment.
2. **Integrity in Academic Functions** –As per the institute norms, the Academic Integrity and the Code of Conduct for Student, Responsibilities and Disciplinary Procedures is ensured.
3. **Integrity in Personnel Functions** – The institute has HR policies and procedures that guide with regard to the service conditions of the faculty, staff, and student employees.
4. **Integrity in Auxiliary Functions** – Institute adheres auxiliary functions as per the policy of Trust.

File Description	Document
Any additional information	<a href="#">View Document</a>

## 7.2 Best Practices

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

#### Response:

#### 1. Best Practice No. 1

##### 1. Title of the practice: M-Connect

##### 2. Objectives: The following are the goals of M- Connect.

- 1.To enhance teaching learning activity and implement innovative teaching pedagogy
- 2.To improve students learning experiences and outcomes through the practical applications of the concepts learnt in the classroom by participating in different indoor and outdoor activities.

3. To strengthen the linkages and bonding amongst the students, faculty, industry, academic experts etc. for imparting value based education to attain managerial excellence by creating future leaders/managers and entrepreneurs of the nation.
4. To help through activity based learning for creating, disseminating and applying the knowledge.

### **3. The Context**

Institutions need to ensure the quality of education by catering the needs and meets the expectations of students. Thus, the institutions need to adopt an innovative and students centric method in teaching learning activity which can be ensured by using of ICT enabled tools, teaching aids to retain concept permanently and create the environment of interest for the students. To address this challenge, institute has initiated M-connect as activity based learning to ensure the opportunities for students to connect with the industry.

### **4. The Practice**

Institute has been striving to impart quality education by conducting M-Connect through active involvement of stakeholders such as students, faculty, alumni and industry experts. The various forums, clubs and cells student representatives and faculty coordinators ensure mentioned activities under M connect.

The faculty members prepare the M-Connect activities well in advance at the time of commencement of the course through course files where in all the M-Connect are stated in it. The faculties along with students are highly participating in each activity to achieve set learning outcomes. The various activities such as knowledge sessions, group discussions, field visits, B-Plans, Role play, Scarp Book etc are organized by students and teachers.

**M-Connect include the following practices:**

Sr. No	Teaching Pedagogy as M-Connect
1.	Case Study/ Case let/ Situation Analysis
2.	Management Games
3.	Group Discussions, mock interviews, Personal interviews
4.	Seminars, Workshops etc.
5.	Knowledge Sessions
6.	Study Tours/Field work
7.	Business Quiz
8.	Practical Project Work
9.	Brainstorming
10.	Presentations
11.	Audio-Videos (You tube/ Recorded Lectures/ Presentations etc.)
12.	Book Review
13.	Research Paper Discussion
14.	Story Telling
15.	Scrap Book
16.	Demonstration
17.	Group Activity, Role Play
18.	News Paper Review/ News Paper Reading etc.

#### Few Examples of M-Connect used while teaching courses:

1. **Organising “Flea Market”**, wherein they brought various wares, food items, etc and sold it to all faculty members and students present in the campus. The learning outcome of this activity is to provide the actual business exposure and experience.
2. **Marketing Management-** Students teams are assigned with tasks like buying and selling. They are sent to malls and retail outlets to observe and study product line depths and width.
3. **Financial Management** – The faculty member gives a demonstration of filing income tax, applying for PAN etc. Students are asked to download the PAN applications and ITR from income tax website and asked to file the same.
4. **Operations and Supply chain Management:** Students are sent to Market Yard to study the Supply Chain & Logistics Management.
5. **Human Resource management:-** The students are given the activities like role plays wherein they play employees in conflicts & mock interviews etc. Students are assigned with team work based games in order to make them understand and sharpen their team management and leadership skills.

#### 5. Evidence of Success

1. The various innovative teaching pedagogies like Case Study, Case let, Situation Analysis, Management Games, Knowledge Sessions, Presentations, Scrap Book have helped students in achieving the better results in academics. This also helped in better placements and starting their



own ventures and support in family business.

2. Conceptual clarity of various courses has increased through practical exposure through field visits, Industrial Visits, Summer Internship Projects (60 days), Dissertation and Peer learning in classes.
3. The bonding amongst the students, faculty and alumni has achieved the learning outcomes in terms of counseling, Knowledge sessions, Mock Interviews, Conduct of pre viva-viva voce support, in getting Summer internship projects and final placements, organising CSR activities etc.
4. The students have learned the various processes such as issuance of PAN card, filing ITR, Business exposure through B-Plan activity etc.

## 6. Problems Encountered and Resources Required

1. Providing training for students can sometimes disturb regular lectures.
2. More support is required from various stakeholders such as Employers and industry experts for enriching experiences of the students







## 2. Best Practice No. 2

### 1. Name of Practice: Campus to Corporate (C2C)

### 2. Objectives:

1. To prepare and train the students to be competent, cope up and sustain in the corporate world.
2. To bridge the gap between campus to corporate through involvement of various activities and signing the MOUs for better coordination
3. Overall development of physical, mental and spiritual healthiness through yoga and meditation
4. To invite participation of experts from industry for learning enrichment
5. To develop level of excellence through soft skills

### 3. The Context:

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, the following challenges are faced while implementing this practice:

1. 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.
2. Communication skill is a major challenge faced while implementing this practice. Since majority of the students is Marathi speaking.
3. It is difficult to comprehend employability aspects in a structured manner in the classroom because of average understanding of the student in the initial period.
4. Imparting broad based knowledge with multidisciplinary skills is again a challenge
5. To meet the unending challenges & expectations from the industry the stress level increases.

### 4. The Practice:

- **Communication skills:** Communication is the heart of every 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 and 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.



## **5. Evidence of Success**

The following is the gist of evidence of success due to implementation of campus to corporate practice:

1. This practice helped the students to get good job placements, start enterprise and work in family business.
2. Almost more than 25 MoUs have been signed for reducing the gap between Industry and Academics. It has been useful for better interaction, enhancing the applications learned during academic sessions.
3. The Yoga and Meditation has helped the students to become intellectually sharp, mentally alert and spiritually alleviated. This increased in better results, achieves employability, positive mindset and health.
4. Experts from industry are involved for choosing specialization and electives courses, conducting knowledge sessions, forum meets, workshops, seminars and conferences.
5. The soft skills course has improved the personality of the students resulting into readiness of the students of especially rural background to match with urban corporate and industry expectations.

## **6. Problems Encountered and Resources Required:**

The following are the problems encountered while implementing this practice:

1. Sometimes it becomes difficult to explain the students the actual competitive business environment in which the student is expected to deliver
2. Increasing complexity in the business world cannot be related everyday in the classroom
3. Constantly changing corporate needs can only be addressed if there is industry expert in the classroom
4. Growing pressure to be more productive is intangible and is difficult to explain

### **Resources required:**

1. Continuous interaction within industry academic forum
2. Better coordination for in and off campus placements
3. Regular visits by experts
4. Continuous activity based learning

7. Notes:

Glimpses of C2C:





<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 7.3 Institutional Distinctiveness

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

**Response:**

**FIESTA -National Level Management Event**

***Learning of management functions & principles through Fiesta Event***

**Introduction:**

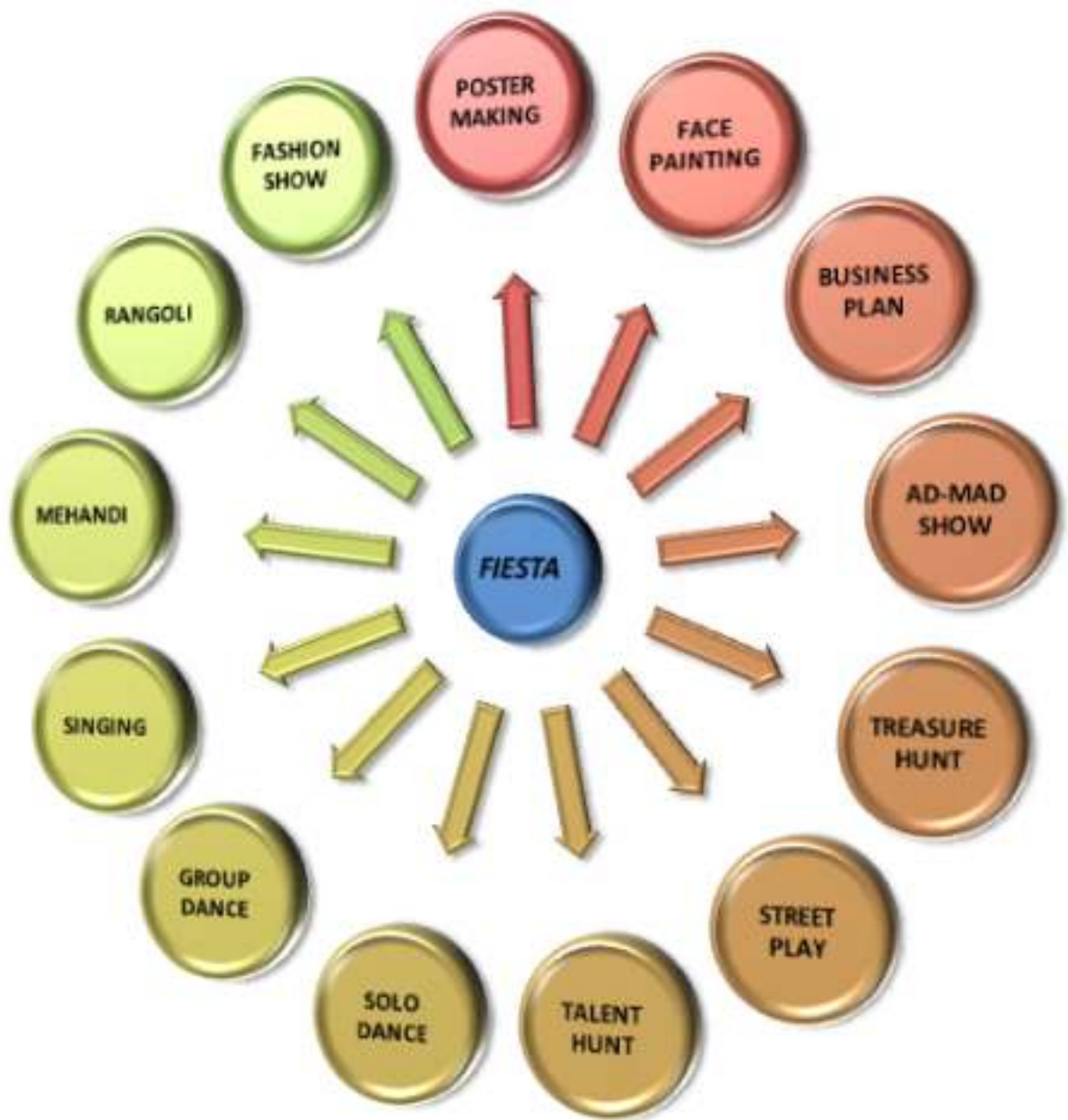


The institute every year organizes a national level management event called FIESTA. The main aim of organizing this event is to bring together all students and make them learn, understand and get exposed to the management principles and functions. The event is to bring in managerial excellence which 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 weeklong 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 participative, 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

### **Depiction of Competition in Fiesta**



NAAC

**Fig: 1 Various Competitions under Fiesta**

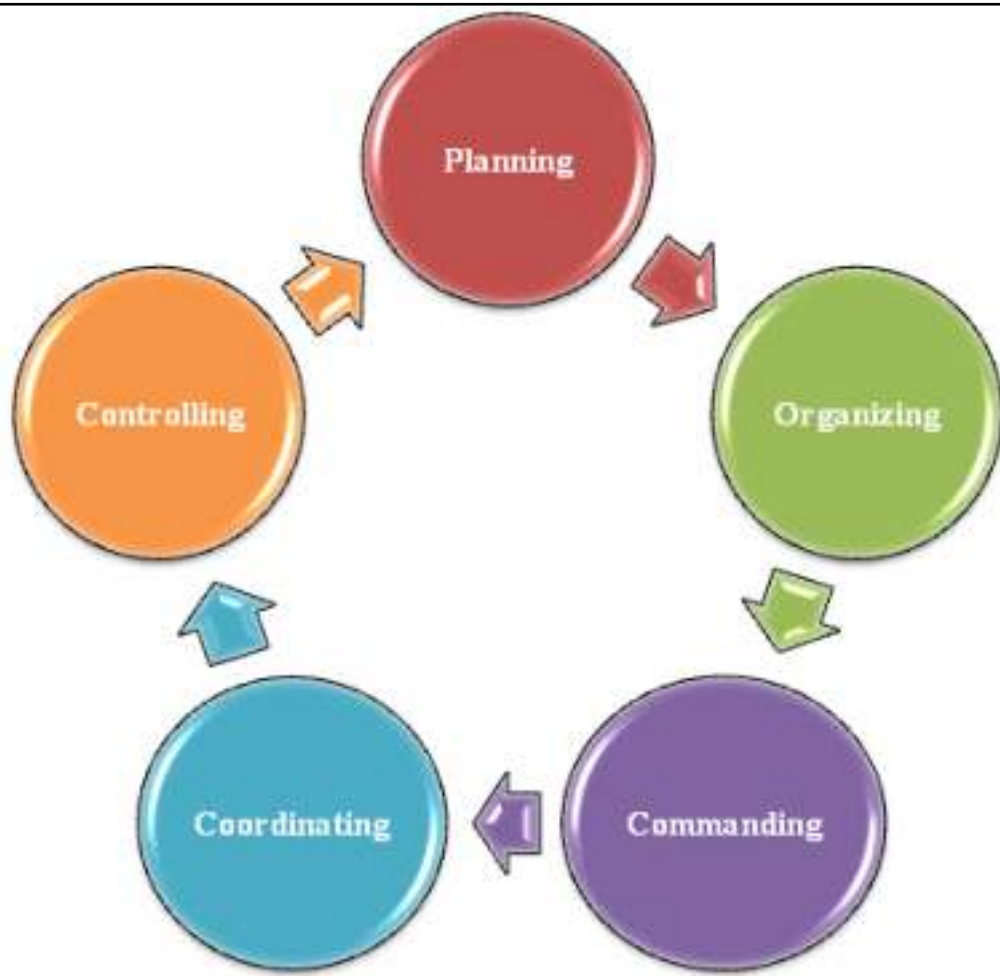
**Depiction of Duties and Responsibilities for Fiesta**



NAAC

**Fig-2: Fiesta –Roles & Responsibilities**

**Fiesta event depicts the functions of management which is described in the below figure:**



### Fig 3: Functions of Management

#### To learn the principles of management through practical exposure

The following management principles are implemented during the event:

- **Division of Work:** Activities are well defined and the distribution of work among the students is carried out. Every activity has Event Coordinator and the first principle of management is learnt by the student.

*Example:* The students are divided into various committees. Each committee is assigned specific work. This work includes purchasing, inventory, stores, logistics, hospitality etc. Thus the work is clearly defined and carried out in the initial stages.

- **Authority and Responsibility:** Roles are communicated to the students and the Dos and Don'ts are finalized among the students. In order to get things done during Fiesta, Group leader is made and the respective event coordinators have the authority to give orders to the students.

*Example:* The Group leader in consultation with the Faculty coordinator is assigned specific responsibility and authority to carry out the event work in detail.

- **Discipline:** Each event coordinator is responsible to maintain order and discipline during the event. They are accordingly instructed by the faculty coordinators and they are alert for any untoward situation.
- **Unity of Command:** The faculty coordinator ensures that the student member of the assigned group receives orders/commands from the team leader and it is effectively implemented. The orders while executing the event are monitored by the Faculty coordinator and the Director.
- **Unity of Direction:** This management principle is all about focus and unity. All students deliver the same activities that can be linked to the same objectives that are success of Fiesta event each year.

*Example:* All the groups work in together with each other having one goal to make the Fiesta event successful. In this time management plays an important role which is under the guidance and supervision of faculty member.

- The sequence of the event is finalized by the student member, respective event coordinator and the Director. Time schedule plays an important role while finalizing the event schedule. Through this, students learn time management and completion of the work in given time schedule.
- **Initiative:** Lots of initiatives are undertaken while executing this event. Through this event the students learn creativity. They learn new ideas; they come up with best suggestions. Initiatives are taken in planning, controlling, coordinating etc till the time the program is made a success.

*Example:* New ideas, suggestions and initiatives from the students are welcomed by the faculty members and the Director.

- **Esprit de Corps:** The management principle 'esprit de corps' stands for striving for the

involvement and unity. Students are responsible for the development of morale throughout Fiesta. Esprit de corps contributes to the development of the culture and creates an atmosphere of mutual trust and understanding. Team spirit is learnt by the students during the entire event.

**Example:** During the entire pre planning till the final implementation of the Fiesta event the student group works in various teams for better output and better bonding. Work is accomplished at a faster speed by the motivated team and the output is the event Fiesta has been successful for all these years.

The following chart highlights the mapping of Fiesta roles and responsibilities with the management functions and principles.





Fiesta: Role & Responsibilities	Management Principles & Functions												
	Planning	Organizing	Controlling	Commanding	Coordinating	Division of Work	Authority and Responsibility	Discipline	Unity of Command	Unity of Direction	Order	Initiative	Esprit de Corps
Planning	✓					✓		✓	✓	✓	✓	✓	✓
Budget	✓	✓	✓				✓		✓	✓	✓	✓	✓
Registration	✓	✓	✓		✓	✓						✓	✓
Anchoring	✓	✓	✓		✓	✓	✓			✓	✓	✓	✓
Stage set up	✓	✓	✓		✓	✓			✓			✓	✓
Photography	✓	✓			✓	✓				✓		✓	✓
Purchase & Inventory	✓	✓	✓		✓	✓	✓					✓	✓
Escorting	✓	✓			✓	✓			✓	✓		✓	✓
Hospitality of Guests	✓	✓			✓	✓						✓	✓
Performance sequence coordination	✓		✓		✓	✓		✓	✓		✓	✓	✓
Sound coordination	✓		✓		✓	✓					✓	✓	✓
Discipline Committee	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Event marketing	✓	✓	✓		✓	✓	✓			✓		✓	✓
Seating Arrangement	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓
Logistics	✓	✓			✓	✓	✓		✓	✓		✓	✓
Banner, Poster & Certificates	✓				✓	✓	✓					✓	✓
Prize Distribution	✓	✓			✓	✓	✓					✓	✓

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## **5. CONCLUSION**

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### **Additional Information :**

#### **VALUES OF JSIMR**

JSIMR offers excellent opportunities for students, staff to interact, network with fellow students. The stated values for the holistic development of the students are as below;

1. Pursuit of Excellence
2. Mutual Respect and Concern for other Individual
3. Ethical Standards
4. Responsiveness towards Social Responsibility

### **Concluding Remarks :**

Thus, Institute is catering the needs of the students and striving for excellence in educating leaders since last decade.