



Yearly Status Report - 2018-2019

Part A

Data of the Institution

1. Name of the Institution	KAUTILYA INSTITUTE OF MANAGEMENT AND RESEARCH
Name of the head of the Institution	Hrishikesh Dilip Patil
Designation	Director
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	02067335100
Mobile no.	9970410263
Registered Email	director_kimr@jspm.edu.in
Alternate Email	director@jspmkimr.edu.in
Address	GAT NO.-720(1&2), PUNE-NAGAR ROAD WAGHOLI, PUNE-412207, Maharashtra, 412207
City/Town	Pune
State/UT	Maharashtra

Pincode	412207																		
2. Institutional Status																			
Affiliated / Constituent	Affiliated																		
Type of Institution	Co-education																		
Location	Urban																		
Financial Status	private																		
Name of the IQAC co-ordinator/Director	Dr. Pankaj A. Nandurkar																		
Phone no/Alternate Phone no.	02067335100																		
Mobile no.	9763669859																		
Registered Email	panandurkar@jspmkimr.edu.in																		
Alternate Email	pankajnandurkar11@gmail.com																		
3. Website Address																			
Web-link of the AQAR: (Previous Academic Year)	http://www.jspmkimr.edu.in																		
4. Whether Academic Calendar prepared during the year	Yes																		
if yes,whether it is uploaded in the institutional website: Weblink :	http://www.jspmkimr.edu.in/academic_calendar.php																		
5. Accrediation Details																			
<table border="1"> <thead> <tr> <th rowspan="2">Cycle</th> <th rowspan="2">Grade</th> <th rowspan="2">CGPA</th> <th rowspan="2">Year of Accrediation</th> <th colspan="2">Validity</th> </tr> <tr> <th>Period From</th> <th>Period To</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>A</td> <td>3.07</td> <td>2019</td> <td>01-May-2019</td> <td>30-Apr-2024</td> </tr> </tbody> </table>						Cycle	Grade	CGPA	Year of Accrediation	Validity		Period From	Period To	1	A	3.07	2019	01-May-2019	30-Apr-2024
Cycle	Grade	CGPA	Year of Accrediation	Validity															
				Period From	Period To														
1	A	3.07	2019	01-May-2019	30-Apr-2024														
6. Date of Establishment of IQAC	09-Jan-2018																		
7. Internal Quality Assurance System																			
Quality initiatives by IQAC during the year for promoting quality culture																			
Item /Title of the quality initiative by IQAC	Date & Duration			Number of participants/ beneficiaries															

National Seminar	22-Feb-2019 2	51
FDP	21-Feb-2019 1	12
State Seminar	29-Jan-2019 2	34
Business Opine	25-Jan-2019 1	15
Workshop	10-Jan-2019 1	47
Winter Internship	14-Dec-2018 20	11
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
No Data Entered/Not Applicable!!!				
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9. Whether composition of IQAC as per latest NAAC guidelines:

Yes

Upload latest notification of formation of IQAC

[View File](#)

10. Number of IQAC meetings held during the year :

3

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

11. Whether IQAC received funding from any of the funding agency to support its activities during the year?

No

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

No Data Entered/Not Applicable!!!

[View File](#)

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

Plan of Action	Achievements/Outcomes
No Data Entered/Not Applicable!!!	
View File	

14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body	Meeting Date
SPPU	21-Oct-2019

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?

Yes

Date of Visit

21-Apr-2019

16. Whether institutional data submitted to AISHE:

Yes

Year of Submission

2019

Date of Submission

29-Jan-2019

17. Does the Institution have Management Information System ?

Yes

If yes, give a brief description and a list of modules currently operational (maximum 500 words)

ERP

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

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

The Institute adheres to curriculum specified by Savitribai Phule Pune University (SPPU). In addition to SPPU Curriculum, institute implements academic plans with the effective use of Curriculum Planning, Curriculum delivery support and Student assessment with analysis as follows. a) Curriculum Planning: Before the commencement of the Academic Year, Internal Quality Assurance Cell (IQAC) Meeting is conducted for smooth conduct of sessions and to monitor academic sessions. Academic Co-ordinator prepares the academic calendar which reflects planned co-curricular and extra-curricular activities. The Academic Co-ordinator invites choices of the subjects from individual faculty members. Accordingly, Academic Co-ordinator makes course allotment by

considering the competencies, experience and choice of the faculty members. The Session plans are prepared by the concerned faculty after subject allotment. Session planning for various subjects is prepared taking into consideration the inputs received from feedback of Stakeholders like Students, Teachers, Alumni, Employers and Parents etc. Course files are made by every faculty member for each course he/she deals with. Remedial coaching classes are planned for Slow learners and Winter Internship projects are scheduled for Advanced learners to inculcate and enhance Innovation and creativity skills. b) Institute has Curriculum Delivery Support as follows: The concerned subject teacher prepares the scheme of Comprehensive Concurrent Evaluation-CCE (Formative Assessment) before commencement of the term. The Subject teacher shares the approved Rubrics with the students at the commencement of the course. The course material of the respective course is prepared and communicated to the students through E-Learning resources like "Modular Object-Oriented Dynamic Learning Environment." MOODLE System. Session plans and syllabus are shared with the students in the beginning of the semester. Students are encouraged to opt for Online Certificate Courses through SWAYAM. The Institution takes adequate efforts and interest to enlighten students about moral and ethical values. The institute focuses on student-centric teaching learning processes. Faculty members use participative learning methods like Group Discussion and experiential learning methods like Industrial Visits, Summer Internship. In addition, Written Home Assignment, Case Study, group discussions, etc. are put into practice to enhance learning experience of the students. The course teachers use interactive, innovative and ICT enabled infrastructure and pedagogy for effective delivery of the curriculum. Institute also offers soft skill training programmes and value added inputs to develop employability skills of the students as well as to inculcate entrepreneurial culture among students. At Institute level, we have Guardian Faculty Member (GFM) System to encourage students, to counsel them about Professional ethics, behavior & conduct. c) Student Assessment and Analysis: Continuous Internal Evaluation (CIE) of the students is carried out by conducting Open book tests, Midterm exams, Prelim Exams, Quiz, Fill in the Blank, Group Discussion and PPT to evaluate the student on knowledge gain. External examination is conducted to evaluate the student's academic performance through in-semester online exam, semester end written exam and oral/viva scheduled by SPPU. Stakeholder's feedback from Students, Teachers, Alumni, Employers and Parents is collected, analyzed and utilized for Institute's overall improvement.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
No Data Entered/Not Applicable !!!					

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
No Data Entered/Not Applicable !!!		
View File		

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

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
No Data Entered/Not Applicable !!!		

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

	Certificate	Diploma Course
Number of Students	Nil	Nil

1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
Employability Skills and Professional Ethics by FUEL	06/10/2018	106
View File		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Marketing Management, Financial Management, Human Resource Management etc.	97
View File		

1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

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

Feedback Obtained
<p>Institute has collected feedback from 199 Students, 12 Teachers, 42 Alumni, 28 Parents and 12 Employers as stakeholders through a Structured Questionnaire Form. Academic Co-ordinator prepares feedback analysis and interpreted as per received data from stakeholders. Feedback is collected and analyzed with the help of Statistical tool MS-Excel. Pie Charts were drawn to get the percentage of each parameter. Institute has adopted the suggestions given by stakeholders. Feedback from Students, Teachers, Alumni, Parents and Employers is proactively utilized for enhancing the overall development of the Institution. As per student feedback received students were enthusiastic to learn and participate in business ideation competitions. So taking into consideration of this feedback, Institute has encouraged students to participate in Innovative business idea competitions conducted under Institutions Innovation Council (IIC), Ministry of Human Resource Development (MHRD), Govt. of India and Business Ideation competitions organized under SPPU Innovation Cell. As per teacher's feedback all teachers/faculty members were satisfied about revised Curriculum. Teachers Suggested about to get corporate knowledge in addition to academic studies. So teachers/Faulty Members were encouraged to participate in Workshops conducted by Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA). Every year, Institution organizes Alumni Meet. Alumni students</p>

appreciated revised Curriculum and additional specializations introduced by SPPU. Feedback collected from alumni is discussed in IQAC meetings and corrective measures are implemented. Feedback from parents is collected during every parents meeting. As per Parents' feedback, Parents suggested to guide the students about Choice of specialization. Institute has initiated process of Guidance for Choice of Subject Specialization Counseling to the students through GFM. Parents were satisfied about Students academic progress through various activities conducted at Institute level as per revised Curriculum. Employer's feedback is obtained online to enrich the curriculum and to cover content beyond syllabus for better employment opportunities. Majority of the Stakeholders are satisfied with current syllabus.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Nil	120	120	113
View File				

2.2 – Catering to Student Diversity

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

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	Nil	212	Nil	12	Nil

2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
12	12	9	5	3	9
View File of ICT Tools and resources					
View File of E-resources and techniques used					

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

Student Mentoring System This is one of the distinctive and very important practices carried in the institute to overcome the problems faced by the students in academics and other stress related issues. Each faculty member is assigned a group up to 20 students where the faculty member monitors the attendance and the performance of the students in academics. The GFM also counsels the students for their further progress in their academics and provides the best amicable solutions to the students. There is a timely interaction carried over between the mentor and the mentee in order to bring out a holistic development in the student. The Institute has a sound system for student mentoring called as GFM Scheme Guardian Faculty Member Scheme. Under this scheme the mentor takes care of overall development of the students since the day of admission till the student gets placed or passed out from the institution. Each Faculty Member is assigned as Guardian to a group of 15 to 20 students based on Student teacher Ratio, this association is maintained till the student passes from the institute. The guardian faculty is delegated following responsibilities. 1. Monitoring of academic performance of

the mentee. 2. Personal Counselling to mentee whenever needed. 3. Guidance at various levels to the mentee. 4. Providing solutions regarding payment of college fees. 5. Communication with mentee's parents regarding his/her growth. 6. Providing motivation to boost self-confidence. 7. Enriching overall growth of the mentee. GFM counselling is done for betterment improvement of students on regular basis through GFM meetings for academic and general purposes. They focus on student's professional ethics, behaviour conduct. They communicate with the ward's parents in case of any problems issues. GFM offer suggestions to solve the psychological and social problem encountered by the student, if any. GFM's conducts personal interviews of the students followed by the institute level aptitude test to guide students on their weak areas, they also use the results of psychometric tests to guide their mentees for their overall development. Adding to their role, the GFM's also provide information to mentees regarding various committees and their functions which plays a vital role in the participative management through decentralization. Students facing problems in specific subjects is a major concern for the academic quality improvement, these subject specific issues are addressed by GFM's in the GFM meetings. Later these concerns are presented by GFM's in the IQAC meetings and remedial action is taken to resolve those issues. In addition to that GFM's address the personal issues of mentees up to certain extent.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
212	12	1:17

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
12	8	4	4	8

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

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
No Data Entered/Not Applicable !!!			
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2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	NA	IV Semester	10/05/2019	06/07/2019
MBA	NA	II Semester	24/05/2019	06/07/2019
View File				

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

Continuous Internal Evaluation CIE System at the Institutional Level is an integral part of teaching and learning process. CIE has undergone many reforms, as it helps to improve the performance of the students academically. Changes and amendments in the internal evaluation process are communicated to the students by the course teacher from time to time in the classroom and also in the institute notice board well before the conduction of the evaluation. Inclusion of classroom Open book Test, MOODLE based quiz and MCQ's test are the

reforms undertaken by the institute in the CIE to improve the students' performance. The IQAC conducts Review Meetings with faculty members and shares necessary feedback for the improvement of students' performance in CIE.

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

The Institution duly follows and implements the curriculum and the schedule prescribed by the SPPU University. The Academic Co-ordinator prepares the Academic Calendar based on the University declared commencement and the closure dates of the semester. The calendar is prepared with dates properly planned for all the activities like internal exams and other events like seminars, guest lectures, workshops and extension activities. At the beginning of the year, the Academic Coordinator holds a meeting where the academic calendar and lesson plan preparation for the various courses are discussed and a plan of action is formulated with the meeting of all faculty members. The internal examinations are held on the scheduled date and time as per the Institute's Academic calendar without any changes and the results are announced within the stipulated time. The academic calendar is prepared and displayed on the notice board of the institute before the commencement of the session. If there are any changes in the Academic calendar, it is communicated to the students on the notice board and also through concerned GFMs before sufficient span of time.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://jspmkimr.edu.in/pdf/C2/2.6.1_CO_PO.pdf

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
Nill	MBA	Nill	92	53	57.60

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2.7 – Student Satisfaction Survey

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

<https://jspmkimr.edu.in/>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

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

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Any Other (Specify)	20	Institute	90000	90000
Industry sponsored Projects	60	Bhairvnath Sugar Factory	100000	100000

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3.2 – Innovation Ecosystem

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

Title of workshop/seminar	Name of the Dept.	Date
Workshop on NAAC Process	MBA	06/07/2018
Micro Analysis of Financial Statement	MBA	22/10/2018
Intellectual Property Rights	MBA	10/01/2019
Emerging trends in Business Management	MBA	29/01/2019
FDP on Application of IT in Education	MBA	21/02/2019
Competitive strategies its importance in diversified Sectors	MBA	22/02/2019

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

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Poster Competition	Sangita Shankar	ICOER, Wagholi	28/01/2019	National
Business Plan	Prasanna Dethe	Sai Balaji Institute of Management	23/02/2019	State

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

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
KIMR - IEDC	Ashish Mishra	Institute	Infinite Real Estate	Small Enterprise	01/07/2018

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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
1	0	0

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

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

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

Type	Department	Number of Publication	Average Impact Factor (if any)
International	MBA	7	7.36

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference

Proceedings per Teacher during the year

Department	Number of Publication
MBA	2
View File	

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

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
0	0	0	2018	0	0	Null
View File						

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

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
0	0	0	2018	Null	Null	0
View File						

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

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	2	12	12	Null
Presented papers	2	10	Null	Null
View File				

3.4 – Extension Activities

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

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
International Women Day Celebration	Student Council	3	41
International Yoga Day Celebration	Student Council	3	69
Youth Day Celebration	Student Council	2	76
Tree Plantation	Gram Swayamsevi Sanstha- NGO	2	31
Visit to Orphanage	Student Council	3	21
Tree Plantation Drive	Student Council	2	25

Health Check Up Camp	Life line Hospital	2	36
Blood Donation Camp	Om Blood Bank	3	12
View File			

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

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Visit to Orphanage	Appreciation Letter	Maher Ghar	21
Blood Donation Camp	Certificate of Appreciation	Om Blood Bank	12
Swacchh Bharat Abhiyan	Appreciation Letter	Gram Swayam Sevi Sanstha- NGO	33
Swacchh Bharat Abhiyan	Appreciation Letter	Shuddhi - NGO	37
Go Green -Tree Plantation	Appreciation Letter	Gram Swayamsevi Sanstha- NGO	31
View File			

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

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Mahila Suraksha Samridhhi	Student Council	International Women Day Celebration	2	24
Swacchh Bharat Abhiyan	Student Council	Health Check Up Camp	2	56
Swacchh Bharat Abhiyan	Gram Swayamsevi Sanstha- NGO	Clean Wagholi	3	33
Swacchh Bharat Abhiyan	Shuddhi - NGO	World Water Day Celebration	4	37
Go Green	Gram Swayamsevi Sanstha- NGO	Tree Plantation Drive	4	31
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3.5 – Collaborations

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

Nature of activity	Participant	Source of financial support	Duration
FDP	12	Institute	1
Internship	8	M-Swipe, Pune	60
Internship	10	Bhairvnath Sugar Works	60

State Seminar	34	SPPU, Pune	2
National Seminar	51	SPPU, Pune	2
Internship	1	Institute	60
Internship	1	Institute	60
Workshop	12	Institute	1
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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Innovation and Entrepreneurship	Mentoring Session	MHRD Innovation Cell	26/07/2019	26/07/2019	2
Education	Industrial Visit	Yazaki Ltd.	20/03/2019	20/03/2019	42
Education	Field Visit	Reliance	11/03/2019	11/03/2019	15
Education	Internship	Bhairvnath Sugar Works Ltd BSWL	20/05/2018	20/07/2018	10
Entrepreneurship	Membership	Mahratta Chamber of Commerce Industries and Agriculture MCCIA	12/01/2019	12/01/2019	34
Workshop	Membership	Inidan Society for Technical Education ISTE New Delhi	10/01/2019	10/01/2019	31
Innovation and Startup cell	Membership Centre	Centre for Innovation and Incubation Linkages CIIL SPPU	23/02/2019	23/02/2019	4
Internship	Placement Internship	M-Swipe	20/05/2018	20/05/2018	8
Educational	Placement Internship	Internshala	15/05/2018	15/07/2018	1
Personality	Training Placement,	Friends Union for	06/10/2018	19/10/2018	106

Development	Professional Ethics soft Skill Development	Engergising Lives FUEL under NSDC		
View File				

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Internshala	23/05/2019	Internship and Placement	1
M-Swipe	06/05/2019	Placement and Internship	8
SPM Techno Automation	27/10/2018	Placement and Internship	3
VM3 Tech Solution	31/10/2018	Placement and Internship	1
ANS Solution	24/10/2018	Placement and Internship	2
Institute of Satellite Telecom Pvt. Ltd	23/10/2018	Placement and Internship	1
Blue Planet	01/10/2018	Placement and Internship	2
MHRD Innovation Cell	21/11/2018	Innovation and Entrepreneurship	2
View File			

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

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

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
275900	266814

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Class rooms	Existing
View File	

4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
AutoLib	Fully	1.0.0	2010

4.2.2 – Library Services

Library	Existing	Newly Added	Total

Service Type						
Text Books	145	29000	54	10800	199	39800
Reference Books	5100	1947840	920	94200	6020	2042040
e-Books	Nil	Nil	9000	78015	9000	78015
Journals	26	55860	26	57755	52	113615
e-Journals	2000	70800	8000	66198	10000	136998
Digital Database	1	6000	1	6000	2	12000
CD & Video	244	1220	31	155	275	1375
Library Automation	1	46000	Nil	Nil	1	46000
View File						

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

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Dr Pankaj Nandurkar	MIS	SWAYAM UGC CEC	15/01/2019
Dr Pankaj Nandurkar	MIS	SWAYAM UGC CEC	11/01/2019
View File			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	128	1	128	1	1	1	1	60	0
Added	0	0	0	0	0	0	0	0	0
Total	128	1	128	1	1	1	1	60	0

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

60 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
JSPM e Nirmitee	https://jspmkimr.edu.in/

4.4 – Maintenance of Campus Infrastructure

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

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
3308800	3199957.25	701400	678280.6

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

There are established systems and procedures for maintaining and utilizing physical, academic facilities such as sports complex, computer lab, classroom etc in the institute. The maintenance of facilities are carried out by the respective departments with the help of in house staff on daily basis or periodically. A supervisor is appointed to monitor and maintain the physical facilities and housekeeping. A brief description is presented below on maintenance and utilization of the facilities.

1. Computer center: Each laboratory has one teacher as lab in-charge. Lab in-charge is responsible to maintain and update the laboratory with necessary equipments from time to time to cope with change in the syllabus. Every end of the semester dead stock verification (Physical Verification) is carried out to verify working/nonworking/missing parts of computer. Preventive maintenance and performance monitoring is carried out.
2. Library: Librarian with supporting staff has been appointed to maintain the library. At every end of the Academic year stock verification is done. Librarian prepares the report on the number of books utilized by the students and staff. Procurement of books as per the requirement is initiated through library committee by inviting the requirement of books from various difficulty members which is then processed following the procurement procedure.
3. Sport complex/ground/equipments: Physical Director has been appointed to look after the all sports related activities. The sports equipments are issued to the students as per the schedule of the events. If any equipments gets damaged or need repairs sport director submits proposal for maintenance. Preventive maintenance measures are taken in time.
4. Class Rooms: The class rooms are cleaned on daily basis and monitored by faculty members.
5. IT facilities: A system administrator is appointed to maintain the IT facilities in the institute. In case of major issues of maintenance vendors are hired for maintenance of IT facilities.
6. Electrical, Drinking water coolers, Lift etc.: The Campus has power management department to ensure uninterrupted power supply and maintenance of electrical assets. The maintenance of equipment like Generator Sets, General Lighting, Power Distribution System, Solar Panels etc. are undertaken as per their preventive maintenance schedules, guidelines by the equipment supplier. The maintenance of equipments for water pumping plants, sewage, etc. are undertaken as per their preventive maintenance schedules, guidelines by the equipment supplier.
7. CCTV, Security etc: To maintain internet connectivity and CCTV security system, network and system administration team is appointed. LCD projectors, EPBX system are maintained with the help of external agencies. Security staff including ladies guards under a security supervisor is employed to safe guard the whole premises.
8. Fire Fighting equipments in various blocks, labs, hostels, offices, etc. are maintained regularly.
9. The following additional provisions are there in the Campus: Water Pump is available in the campus. Overhead Water Tank is cleaned as per cleaning schedule. RO drinking water supply coolers is provided at appropriate places in the building. Sewage Water Plant is placed for purifying and recycling the waste water.
10. ISO certification Polices have been maintained.

<http://www.jspkimr.edu.in/itinframaintenance.php>

CRITERION V – STUDENT SUPPORT AND PROGRESSION**5.1 – Student Support**

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Bhivarabai Sawant Scholarship Yojana	11	121000
Financial Support from Other Sources			
a) National	State Govt Scholarship	176	11674262
b) International	0	Nil	0
View File			

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

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Soft Skill Development	06/10/2018	106	Friends Union For Energising Lives FUEL, Mr. Prashant Mandlik, Mr. Rajesh Mehandale.
Career Counselling	26/09/2018	54	Mr. Bharat Oswal, Chief Happiness Officer, Botree Communications Pvt Ltd, 16/A, Swami vivekanand society, Santnagar, Pune 411009.
Guidance for competitive examinations	20/02/2019	36	Dr. Sayee Bhore Patil, Dy Superintendent of Police Haveli, SDPO Haveli, Office, Kadamwakwasti, near Grampanchayat, Tal Haveli, Dist Pune
Remedial Coaching	18/03/2019	16	Financial Management Conducted by Prof. Mohit Boralkar.
Remedial Coaching	05/03/2019	15	Decision Sciences conducted by Prof. Awez Pathan.
Remedial Coaching	20/10/2018	14	Accounting for Business Decisions Conducted by Prof. Amita Agarwal.
Language lab	01/08/2019	113	British Council Software for

			Language Lab
Yoga Meditation	21/06/2018	40	Mr. Vijay Date, Physical Director, JSPM Wagholi.
Personal Counselling	08/10/2018	106	Friends Union For Energising Lives FUEL, Mr. Prashant Mandlik, Mr. Rajesh Mehandale.
Personal Counselling	03/09/2018	212	All Institute GFM's
View File			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	Emerging trends in career selection	Nil	54	Nil	39
2019	How to start preparing for MPSC civil service exams	36	Nil	1	1
View File					

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

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

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Mphasis Ltd	10	2	Rotary International	2	1
View File					

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

Year	Number of	Programme	Department	Name of	Name of
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	students enrolling into higher education	graduated from	graduated from	institution joined	programme admitted to
2018	Nil	0	0	0	0
View File					

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

Items	Number of students selected/ qualifying
CAT	2
Any Other	7
View File	

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

Activity	Level	Number of Participants
Badminton	Institute Level	6
Carrom	Institute Level	12
Cricket	Institute Level	24
Volley Ball	Institute Level	12
Chess	Institute Level	10
Tug of war	Institute Level	14
Singing Competition	Institute Level	6
Dance Competition	Institute Level	14
Annual Gathering	Institute Level	178
Traditional Day Celebration	Institute Level	165
View File		

5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	FIESTA 2019	National	Nil	1	1009	Sucheta Rout
2019	FIESTA 2019	National	Nil	1	1082	Omkar Bhujbal
View File						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Kautilya Institute of Management Research has a student council comprising of student representatives who actively participate in various activities and also have various academic committees that aim to have student involvement and participation. The institute had formed various committees like Cultural and Sports Committee, SC/ST Committee, Training and Placement Committee, Anti-Ragging Committee, etc. They help in coordinating the events related to

academics and other co-curricular Extra-curricular activities, as per the directives of teaching faculty. The Council has the members from both MBA-Ist year IInd year. They motivate other students to take part in the activities conducted by the Institute. They work as a medium between faculty and students. The composition of Student council is as follows: STUDENT COUNCIL Sr. No. Name of the Student Designation 1 Dr. H.D Patil Chairman of the Council 2 Mr. Pratik Sanjay Yewale Head of the Council 3 Ms. Sucheta Rout Secretary of the Council 4 Ms. Sangeetha Shankar Member - Academics 5 Mr. Sunil Udamale Member- SC/ ST 6 Mr. Ravindra Shinde Member-Sports/Cultural activities 7 Ms. Shubhangi Mane Member-Placement/Industrial Visits Contribution of the Student Council in Academic Administration 1. Communicating the information between students and Teaching faculty 2. Coordination in conducting special events like Cynosure, Teachers day celebration, etc. 3. Coordination in organizing Cultural events like Spandan the Annual Gathering Day. 4. Coordination in organizing Sports Games for the students 5. Coordination in arranging Industrial Visits for the students 6. Coordination in organizing placement drives 7. Coordination in inviting the external guest speakers and organizing the Seminars Workshops. The Institute provides all necessary support to the council members in organizing coordinating the events and also encourages the students to develop their leadership skills through these activities so that the student members in this council can become competent managers in future by inculcating all these skills.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

The Alumni association of Kautilya Institute of Management Research is registered in the name of Kautilya Association of Rejuvenation Education (KARE) having registration number: 1464/2013/Pune. The association is registered with Charity Commissioner Office of Maharashtra under registration act, 1950. Dated: 16/09/2013 at Pune, Maharashtra. The alumni association of the institute conducts alumni meet once in a year, where the alumni members give feedback on curriculum provided by the Institute, they share their work related experience, they also give guidance on how to start up a new venture, They also give regular suggestion regarding any infrastructure facilities to be upgraded in order to meet the requirements of students. Contribution of Alumni: Financial Student Alumni contribute registration fees to get the membership of the alumni association. Contribution of Alumni: Non Financial The Institute invites the alumni for "Placement talks" in which they share their work related experience about how they tackle hurdles in the company they also give guidance on entrepreneurship development. Alumni also visit the institute occasionally as per their company requirement for placement activities. A network between alumni and present students is formed by exchange of their contact details. They conduct guest lectures on current trends in Industries. They also assist students for summer internship projects/ dissertations. They also become the active members of IQAC their inputs are very significant in bringing development and quality enhancement. They also give regular suggestion/ feedbacks during alumni meet regarding any infrastructure facilities to be upgraded in order to meet the requirements of students. They also share a job posting on whats up group in the name of KARE. The alumni of the institute, who have qualified in competitive examination, interact with students and guide them for appearing the competitive examination. The Alumni of our institute are working in various Industries with different fields of management like Marketing and Sales, Financial services, Share Markets, Purchase, Digital Marketing, Event Management, Human Resource Management, Industrial Relations, hence our students are inspired by interacting with alumni during alumni meet.

5.4.2 – No. of enrolled Alumni:

99

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

105000

5.4.4 – Meetings/activities organized by Alumni Association :

The Alumni Association organises various activities like 1) Alumni Meet which is held every year in Institute in the name of KARE A Alumni Meet was held on 19/05/2019 in the academic year 2018-2019. 2 They conduct guest lectures for the students 3 They also guide the students for competitive examination preparation

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

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

The Institute authorizes and provides operational autonomy to the staff members to work towards a decentralized governance system. The Director is always open to discussion with the teaching and non-teaching staff which, in turn, encourages the involvement of the staff for the improvement of effectiveness and efficiency of the institutional processes. There are various committees constituted to manage different institutional activities. Regular committees designations of faculty members with roles responsibilities to bring in participative management is as follows: s.r Committee/Designation Responsibilities 1 IQAC Coordinator Monitoring quality aspects of activities undertaken by IQAC Coordinator 2 Academic Coordinator Monitoring all academic activities on daily basis 3 Guardian Faculty Member Monitoring motivating student activity individually 4 Time Table Coordinator Prepare time table of both years including all subjects 5 College Examination Officer Smoothly conduct internal exam university exam 6 Project Coordinator Guiding students on Summer Internship Projects The information about various committees is communicated to students through website, notice board and also in GFM meetings. TWO PRACTICES OF DECENTRALIZATION AND PARTICIPATIVE MANAGEMENT DURING THE LAST YEAR PRACTICE NO. 1 THROUGH ACADEMIC CO-ORDINATOR: Institute Director delegates authority for efficient implementation of the policies regarding academic calendar, subject allocation, finalization of time table and student evaluation to academic coordinator. Academic co-ordinator conducts meeting of all faculties where they discuss regarding subject allocation according to their specialization and expertise with mutual consent of all the faculties and allocate subjects to faculties. Academic Co-ordinator also plans for guest lecturers and remedial classes in consultation with concerned course teachers. Academic co-ordinator prepares academic calendar in consent with faculty members for effective implementation of all the activities throughout the academic year. Hence, the above shows that the institute practices decentralization and participative management. PRACTICE NO. 2 THROUGH COLLEGE EXAMINATION OFFICER University Examination is conducted in the institute with help of Examination Committee. The institute conducts university exam every semester. The method in which exams are conducted in the institute is a good example that shows decentralization of responsibilities. The Director is the Centre Head. The whole responsibility is delegated to College Examination Officer (CEO). The CEO is responsible for downloading question papers as only CEO has password to open question papers, preparing duty chart and smooth conducting of exam.CEO issues orders/instructions for teaching non-teaching staff to perform their respective duties. Non-teaching staff includes store

clerk, accounts clerk, exam duty clerk, peon and water man. Number of blocks is made according to number of students appearing for exam which is evident from summary received from SPPU. External senior supervisor is allotted to the institute by university who is responsible to keep a check on discipline during the conduction of exam. Internal senior supervisor helps external senior supervisor in his/her duties. Junior supervisor performs supervision duty in the examination blocks/halls. Data entry operator enters data, prepares sheets of block arrangement and is responsible to take out all necessary printouts related to exam. Hence, the above shows that the institute practices decentralization and participative management.

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

Yes

6.2 – Strategy Development and Deployment

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

Strategy Type	Details
Admission of Students	<p>The Institute has admission team of teaching faculties and non teaching staff who guide through all the process of admission form filling of the entrance exam to the admission at Institute. Institute does not have its own admission process but has to follow the process set by DTE (Directorate of Technical Education) and Admission Regulatory Authority (ARA) every year. Institute follows all steps in admission carefully given by government authority like DTE (Directorate of Technical Education) and Admission Regulatory Authority (ARA).</p>
Industry Interaction / Collaboration	<p>Institute organises Industrial visits for all students to get practical knowledge about the subject and specialisation. Institute organises Industrial visits in diversified business areas so that students can get exposure to various fields. Industrial expert lectures are conducted for better understanding of course and its applied knowledge in Industry. Institute is open for Industrial consultancy in different areas of management. Institute has formed MOUs with different Industries for students Internship, expert talks, Industrial visits and placements. Institute is also planning to collaborate with foreign Institutes/Universities.</p>
Human Resource Management	<p>Recruitment is carried out as per rules and regulations of SPPU. 1. To fulfill the urgent need of institute Local selection committee is formed with the subject experts of the college. The proposal of candidates</p>

recommended by committee are forwarded to university for approval on Adhoc basis. 2. The second way for recruitment is as per roster i.e. Approval by reservation cell of SPPU. After approval of roster, advertisement in leading newspaper is published interviews of candidates are conducted. Service Rules Service rules are transparent and are explained to faculty at the time of joining. Group accidental Insurance scheme is also implemented for Faculty members and Non-Teaching members.

Library, ICT and Physical Infrastructure / Instrumentation

The institution has well furnished library automated with Integrated AutoLib software. It has books related to the specialization subjects offered by our Institute. Institute has subscribed to e-journals and e-books. The budget is Allocated for purchase of books and subscription of journals. The institution has well equipped computer laboratory with updated softwares and high-speed internet so that students can register and get online courses like SWAYAM run by government. The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, smart boards, lecture capturing system etc. College has CCTV security system and has sports facilities with required equipments.

Teaching and Learning

Case study, Smart Board, PPTs, Lecture capturing system are used for teaching and learning. Faculty members make session plans for the semester and conduct student's interactive sessions by using best facilities like upgraded infrastructure, The online quizzes and MCQs are also conducted through MOODLE for the better performance of the students. Students are also encouraged to form peer study groups so that they gain and share the knowledge gained, which leads to innovations in the teaching learning process. The teachers also use case study approaches to develop the higher order thinking skills, excellence and global competency among the students.

Curriculum Development

Curriculum is developed by the University which is choice based. Institute develops curriculum by keeping university curriculum in mind and flexibility given by the university

based on choices which allow students to choose courses as per their requirement. The institute follows and implements the curriculum designed by SPPU. Institute follows a curriculum meticulously by designing an annual academic calendar which includes, Plan of internal examination, seminars, Industrial visits, guest lectures and workshops for effective Curriculum delivery. Feedback is also obtained from the various stakeholders, analysed and necessary improvements are made as per analysis.

Examination and Evaluation

University Rubrics is used for internal examination and evaluation purpose. The variety of assessment methods used for internal evaluation are Open book Test, online quiz and MCQs through MOODLE, group discussions, Role play, presentations, debate, Midterm Examination and Preliminary Examination etc. These assessment tools are conducted at proper frequency as per the Academic Calendar and Schedule. The internal assessment papers are evaluated within a week from the day of exam and the marks are communicated to the students on the notice board. The answers and the marking scheme for each question is discussed in the classroom to maintain transparency in the evaluation process. Grievances if any, regarding the evaluation are resolved through the Exam Committee comprising of CEO. The Exam Committee is empowered to resolve the grievances in internal evaluation if any. External examination including viva and evaluation is conducted by University.

Research and Development

The institute has established Research Committee with the objective to promote research culture and monitor the research and development activities within the institute. To strengthen research activities, the faculty is encouraged to take up research projects funded by government and non-government sources. Institute has developed an ecosystem for innovation and strengthen entrepreneurial qualities as well as motivate, guide and help the students who are interested in starting their own ventures. The institute has established Incubation and Entrepreneurship Development Cell and Intellectual

Property Rights Cell. Various workshops and seminars are regularly organized to enhance learning on IPR and Industry-Academia Innovative practices.

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

E-governance area	Details
Planning and Development	Microsoft campus agreement for windows, visual studio, MSDN Academic alliance, MS office professional, CAL, SCCM CAL N. Electronics, Contact No: 020-32525238 2013
Administration	Auto lib Vedant Software Solutions, Contact No: 9422317222 2010 MS office professional Tally ERP 9 Tally Solutions Pvt Ltd., Contact No: 9422788512 2014 Modular Object Oriented Dynamic Learning Environment (MOODLE) Content Development Cell, Jaywant Shikshan Prasarak Mandal, Contact: Hrishikesh Deshmukh, 9766667960 2015
Finance and Accounts	MS office professional Tally ERP 9 Tally Solutions Pvt Ltd., Contact No: 9422788512 2014
Student Admission and Support	Microsoft campus agreement for Dream spark professional edition, windows, MSDN Academic alliance, MS office professional, DTE website N. Electronics, Contact No: 020-32525238 2013
Examination	Savitribai Phule University, Pune Webportal, Savitribai Phule University, Pune. 2013 Online Exam Software Weshine Tech Pvt Ltd, Contact no: 9004609031 2012

6.3 – Faculty Empowerment Strategies

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

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Dr. Vijay Ganpat Dhamore	nil	MCCIA Mahratta Chamber of Commerce Industries and Agriculture 06 nov 2018	2360
2018	Dr. Lambodar Saha	Workshop on Entrepreneurship Awareness Camp 29 to 31st aug	nil	500

		2018 at Charak college of pharmacy		
2018	Awez Pathan	Faculty Development Programme on Case Methods 15th Dec 2018 organised by lexicon management Institute of leadership and Excellence, Pune	nil	500
2019	Awez Pathan	Workshop Training Programme on Empowering TPOs with digital Technology 2019 at Bharati Vidyapeeth Pune 08 May 2019	nil	500
2019	Awez Pathan	International Conference on ongoing research in management IT 11th to 12th January 2019	nil	1500
2019	Awez Pathan	International conference themed Industry 4.0 Innovations In Management 27th to 28th Feb 2019	nil	2000
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2019	IPR Intellectual Property Rights	nil	10/01/2019	10/01/2019	47	Nil
2019	FDP Faculty de	nil	21/02/2019	21/02/2019	12	Nil

	velopment Program on "Application of Information Technology in Education"					
2019	nil	Communication Skills	04/03/2019	04/03/2019	Nil	21
2018	nil	MS-Office Training	05/07/2018	05/07/2018	Nil	18
2019	nil	Fire and safety	02/08/2019	02/08/2019	Nil	21
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Workshop Training Programme on Empowering TPOs with digital Technology 2019 at Bharati Vidyapeeth Pune 08 May 2019	1	08/05/2019	08/05/2019	1
Case study methods conducted at Lexicon management institute of leadership and excellence Wagholi Pune	6	15/12/2018	15/12/2018	1
Workshop on Entrepreneurship Awareness Camp 29 to 31st 2018 at Charak college of pharmacy	1	29/08/2018	31/08/2018	3
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time

12	12	24	24
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6.3.5 – Welfare schemes for

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

6.4 – Financial Management and Resource Mobilization

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

The institute has provision for internal and external audits. The internal audit and external audit is used to monitor effective and efficient use of available resources. Institutional Budget is prepared every year for effective distribution of financial resources. All major financial decisions are taken by the Institute's Local Managing Committee now College Development Council and Governing Body. The internal audit is done in very quarter to check that proper records of all expenses are maintained by accounts department. The external audit is conducted once in a year and audited statements are prepared and signed by director and Chartered Accountant.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
5	249000	Minute to Win IT , Mind Masters,sports competitions,Business Opine etc
View File		

6.4.3 – Total corpus fund generated

249000

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority

Academic	Yes	1 Dr.Sagar Wankhede, Principal JSPM's Charak College of Pharmacy and research, Wagholi, pune 2 D.D.Shah Principal Imperial college of engineering and research, Wagholi, Pune	Yes	Faculty Members
Administrative	Yes	1 Dr.Sagar Wankhede, Principal JSPM's Charak College of Pharmacy and research, Wagholi, pune 2 D.D.Shah Principal Imperial college of engineering and research, Wagholi, Pune	Yes	Faculty Members

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

1) Parent Teacher Meet:07/09/2018 2) Parent Mentor Meet: 03/11/2018 3) Result Analysis Meet:15/02/2019

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

1)MS-Office training: MS-Office training was given to support staff on date 05/07/2018 2)Fire and safety training: Fire and safety training was given to support staff on date 02/08/2018 3)Training on Communication Skills: Training on communication skills was given on date 04/03/2019

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

1) National Seminar:13 to14 Feb-2020 2) Participation of faculty members in Syllabus orientation FDPs/Workshops. 3) Workshop on Micro-Analysis of Financial Statement for students and staff :30/01/2020

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b)Participation in NIRF	No
c)ISO certification	Yes
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	State Level seminar-	03/07/2018	29/01/2019	30/01/2019	34

	conducted two days State Level Seminar titled: "Emerging Trends in Business Management				
2018	WIP Winter Internship Project	03/07/2018	14/12/2018	03/01/2019	11
2018	Establishment of a firm named as "Infinite Real Estate" (Under the guidance of IEDC Mr. Ashish Mishra)	03/07/2018	01/07/2018	01/07/2018	1
2019	Intellectual Property Rights	03/07/2018	10/01/2019	10/01/2019	47
2019	Business Opine	03/07/2018	25/01/2019	25/01/2019	15
2019	Faculty Development Program on "Application of Information Technology in Education"	03/07/2018	21/02/2019	21/02/2019	12
2019	National Level Seminar titled: "Competitive Strategies its Excellence in Diversified Sectors"	03/07/2018	22/02/2019	23/02/2019	51

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

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

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Gender and emerging aspirations for a career.	08/03/2019	08/03/2019	55	31
Women are as good leaders as men	19/10/2018	19/10/2018	53	35
Gender Equality and its Role in Economic Development	16/01/2019	16/01/2019	62	48

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

Percentage of power requirement of the University met by the renewable energy sources
9.54

7.1.3 – Differently abled (Divyangjan) friendliness

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

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	1	1	01/01/2018	365	Bank Facility	Banking Facility for everyone	276
2018	1	1	01/01/2018	365	ATM Facility	Ease of transacti	680

						ons for everyone	
2018	1	Null	01/01/2018	365	Ambulance facility	Medical Emergencies	6
2018	1	Null	01/01/2018	365	Girls's Hostel	Residence facility for girls in the college premises	4
View File							

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

Title	Date of publication	Follow up(max 100 words)
HAND BOOK OF CODE OF CONDUCT FOR STUDENTS, TEACHERS, GOVERING BODY, DIRECTOR	01/01/2018	Handbook of code of conduct with reference to Human values and Professional Ethics has been published in July 2007 and is presented to all the students during Induction Program and in addition it is also circulated among other stakeholders like Director, teaching faculty, non teaching staff etc. This manual has been prepared to ensure an effective and efficient functioning of the governance at all levels to the satisfaction of all the stakeholders associated with this institute. This document provides the core values and principles of good governance. The effective implementation of this will lead to effective utilization of manpower, infrastructure and facilities available in the institute. These guidelines which are written in the manual will lead to transparency, accountability and clarity in the routine administration. The expected benefits due to

implementation of good governance.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Independence Day Celebration	15/08/2018	15/08/2018	46
A Visit to Orphanage, Snehalaya	16/09/2018	16/09/2018	132
Republic Day Celebration	26/01/2019	26/01/2019	42
Swachh Bharat Abhiyan at Maher	26/01/2019	26/01/2019	113
Employability Skills and Professional Ethics FUEL	06/10/2018	19/10/2018	106

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

1.Tree Plantation, 2.Rain Water Harvesting System, 3.Bio-Composting Unit, 4.Solar Energy Generation and Utilization 5.Use of LED Lights in Institute as well as in Campus, 6.Sewage Treatment Plant - treating sewage water in Sewage Treatment Plant (STP) and utilizing treated water for plants and trees in the campus.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice- I Title of the Practice - "Sat-sang" Objectives of the Practice

- To boost morale confidence
- To achieve mental peace and improve concentration
- To improve the ability to cope up with stress and emotional quotient.
- To achieve self improvement

The Context It was observed that the students were unable to clear the job interviews at HR stage because of fear / nervousness. Students were getting rejected because of low confidence during their personal interviews. Because of general reports in newspapers and articles that MBA graduates lack soft skills and at the same time, percentage of the students passing was not satisfactory. In view of the same, there was a need to counter these challenges on the part of institute. Hence, it was decided to start this practice. Realizing the skill gap that exists and ensuring that Nation's huge demographic dividend should not become burden, institute brought an initial roadmap to inculcate more meaningful and sustainable intervention in the lives of students. The Practice Everyday students and faculty members gather together in the class at 8.30 a.m for National Anthem and then Satsang gets started with the meditation and concentration on breathing for 5 minutes. Meditation enhances the flow of constructive/innovative thoughts and positive emotions among the students faculty members. Even a few minutes spent meditating regularly can make a big difference in academic professional performance of students as well as faculty members. Meditation reduces stress, anxiety and helps building discipline among students faculty members when practiced consistently on regular basis. It helps in developing calmness, practicing awareness and de-cluttering the mind of students faculty members. It also helps students to grasp learn more easily. Meditation helps improve the focus ability in turn the productivity of students

faculty members. After meditation, faculty members/students come up with some value-addition and/or inspirational inputs like articles, news, videos, and/or thoughts on current affairs, fashion, physical health, arts science. The inspirational videos of JRD Tata which motivate students to build their aspirations, to dare to aspire to achieve career goals and videos of Nelson Mandela which inspire students to focus on determination to get succeed in desired careers through self motivation even after failure. Students share certain newspaper's articles, news, updates etc. Sometimes, faculty members give relevant topics to students to debate in groups to increase their

knowledge sharing as well as knowledge gaining. After this, all the participants say the following "3 Mantras" for 3 times each which is developed by our own institute: 1. Lose not your Heart 2. I can 3. It's possible The session is concluded with the reciting of "Vande Mataram". Evidence of Success This practice has enriched the lives of students through increased confidence level and high morale. The increased percentage of placement of the students have shown the improved concentration level of the students, improved time management, and stress free / relaxed mindset etc. This helped students in not only facing interviews but also clearing the interviews. The concentration on breath during Sat-sang helped students to stay focused during studies, exams interviews as well. These inspirational thoughts/videos help students to maintain their minds at higher levels of motivation. Problems Encountered and Resources Required Due to fugitive/transitory/unstable mind, initially it is a challenge for students to stay focused during the meditation exercise.

Resources 1. Classroom with Smart board, LCD projector, screen, speakers for showing video. 2. Daily newspapers. Best Practice- II Title of the Practice - Udaan Objectives of the Practice • To reduce the percentage of cancellation of admissions. • To create an atmosphere that minimizes anxiety, promotes positive attitudes and stimulates an excitement for learning. • To facilitate ice breaking among the students before the commencement of regular academics. • To provide a welcoming atmosphere for students through one to one interaction. • To provide employment, leadership learning opportunities for students. • To ensure more number of youth will be retained in the MBA program and may help in National prosperity after the completion of MBA Program. The Context In view of number of students approaching to cancel admissions due to their diverse academic background at graduation level combined with anxiety/nervousness generated on account of exposure to seemingly tough/difficult subjects of MBA curriculum and a creation of perception in students' mindset that they will not be able to cope up with dynamic soft skills required to be inculcated during MBA curriculum. Also the exposure to culture shock due to change in their environment from rural to urban as well as sudden exposure to change of language of instructions from Marathi to English. Realizing the requirements, an organized program was started to eliminate the confusion to reduce the anxiety of not knowing what to expect. The Practice At the start of every academic year, newly admitted students are introduced to institute program through icebreaking activities like grapevine, shoe pile, block building, blind walk etc. to make them aware about the different traits of Management like grapevine activity to find out the drawbacks/flaws of informal communication among the students, shoe pile to know and improve the interpersonal skills among the students, block building to learn the importance of team work, blind walk to learn leadership qualities through confidence boosting and high morale. These activities are conducted to welcome newly admitted students for getting the positive perception of program and most importantly understanding the purpose of program. This platform is provided to the students to explore their skills talents to grab different opportunities through activities programs to ensure their holistic development. Students gradually cope up with the cultural changes while dealing with other peers from different regions through these activities which help in overall jelling of the students. Teams like HR team, Marketing team, Finance team etc. are formed for developing skills, knowledge,

professional enhancement and efficiency of students in different specializations. Every faculty member is assigned a group of up-to 20 students and has the responsibility of being their guardian faculty. Regular counseling helps students to cope with the cultural changes. Guardian faculty and students meet once in 15 days. The guardian faculties encourage students to explore their talents to grab different opportunities through extracurricular activities, programs, seminars, guest lecturers to ensure their holistic development. The guardian faculty members interact with the students through general meeting with the whole group of students together in case of personal problems in an individual confidential manner. Guardian faculty members support the students in developing the learning attitude along with the discipline passion towards achieving their aspirations. The faculty members strive to understand students' academic and personal problems and also identify those in need of extra academic coaching or personal counseling. Student's individual academic performance and attendance are monitored. The under performing students are guided by the concerned guardian faculty member and information is passed onto IQAC for further remedial action. They enlighten the students on values conduct. They provide emotional support to the students on individual basis. They also help students to overcome homesickness through the rapport building between teacher-student-parents. They focus on working out the remedies for identified weak areas like low confidence, lack of self-esteem, cultural differences and probability of depression. Evidence of Success Students got familiar with the institute's environment along with the moral boosting, confidence boosting etc. It acclimatizes newly admitted students into the organization, with the institute's core values the way in which student should conduct themselves in professional and or personal life. In previous years, students used to cancel admissions due to fear/inhibitions/lack of confidence whether they would be able to complete the course successfully. This number has drastically come down and now they may cancel the admission due to some personal inevitable situations only. Problems Encountered and Resources Required Students were little shy inhibitions to come forward to participate in the activities voluntarily. Resources required All faculty members, basic stationery material like cardboards, drawing sheets, news papers, glue, smiley balls, colour pencils, furniture table, chairs, and sufficient place like seminar hall for the conducting group activity.

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

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7.3 – Institutional Distinctiveness

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

Distinctiveness Mission - "To provide, nurture and maintain an environment of academic excellence, research and entrepreneurship for all aspiring students which will prepare them to face global challenges maintaining high ethical and moral standards." Institute always focuses on creating leaders sensitive to human social values through reciprocal sensitive behavior towards students. Institute cares for students' aspirations by fostering competencies among them. Students take admission to the course with certain aspirations like placement in a good company, to become a businessman/entrepreneur, consultant, etc. Institute always conducts programs to inculcate the values professional ethics along with that they help students in achieving their dreams satisfying their aspirations so that they have employment of their choice through different placement opportunities and to become entrepreneur to serve the society at large. Institute has engaged students in add on courses along with the University's curriculum through Employability Skills and Professional Ethics

(ESPE) program for the value addition of the students. Institute conducts ESPE program every year in collaboration with outside organizations like FUEL. Program consists of delivering employability skill development, personality development soft skills. Mapping of the students is done using psychometric test/skill test and counseling. This helps students to understand the deficiencies in specific skills that they need to address. Institute conducts individual development programs wherein focus is given on self development, personality development, body language, communication skills development, building of self confidence of students. Institute focuses on entrepreneurship development, public speaking, stress management, workplace conflict resolution through Leadership program. Institute also conducts professional maturity programs wherein students are trained on effective group discussions, professional business etiquettes, mastering time management etc. Institute also conducts program on professional ethics wherein students are familiarized about rights of human beings, respecting the dignity, ethical dilemmas, ethical decision making etc. These programs are conducted to stimulate the corporate environment in the institute. Institute organizes beyond syllabus activities like "Business Opine" a business plan competition with the help of IEDC to develop creative analytical ability in students to become an entrepreneur. Institute takes efforts to place the students in appropriate industries or companies through placement drives and/or pool campus (as per the surplus availability of jobs in the market). Institute is committed for effective implementation of teaching learning process and overall development of the students to achieve their aspirations. It consists of focus on guiding students about getting excellent academic performance through effective teaching learning methodologies like participative learning, problem solving, ICT enabled learning and experiential learning. The increase in the passing percentage of the students indicates effectiveness of implementing teaching learning methodologies through different activities, centralized efforts (robust prelim examinations) and proper mechanism. These activities decrease the time taken by them to become confident productive. Hence, they gained employment through training and placement cell and institute has received a very positive feedback from the Employers about the students in overall performance in different parameters like Leadership, Domain Knowledge, Teamwork, Initiative, and Adaptability.

Provide the weblink of the institution

<https://jspmkimr.edu.in/>

8.Future Plans of Actions for Next Academic Year

Future Plans of Action for next Academic Year (2018-19) 1. In view of revision in syllabus done by Savitribai Phule Pune University (SPPU) faculty members should attend syllabus orientation program/ FDP/ Workshops. 2. Faculty members without doctorate degree should register for PhD programs. 3. Institute should organize National Seminars/ Workshops on contemporary business trends. 4. Faculty members are advised to acquire knowledge related to new specialization "Business Analytics" introduced by SPPU. 5. Students should be motivated to attend Inter-Institute competitions held by other institutes. 6. In view of technological advancement with respect to Business Management in the field of AI and/or IOT faculty members need to enhance their knowledge in the respective field. 7. IEDC should focus on conducting activities leading to increase in the number of student entrepreneurs.