



Yearly Status Report - 2018-2019

Part A

Data of the Institution

1. Name of the Institution		INTERNATIONAL INSTITUTE OF MANAGEMENT HUMAN RESOURCE DEVELOPMENT FOR WOMEN
Name of the head of the Institution		Dr. Anand A Deshmukh
Designation		Director
Does the Institution function from own campus		Yes
Phone no/Alternate Phone no.		02066547550
Mobile no.		9850980219
Registered Email		director@iimhrd.edu.in
Alternate Email		b.jiby@iimhrd.edu.in
Address		Survey No 54 (1,2/1), Nere Marunje, Near Hinjewadi Infotech Park, Pune
City/Town		Pune
State/UT		Maharashtra
Pincode		411033

2. Institutional Status					
Affiliated / Constituent		Affiliated			
Type of Institution		Women			
Location		Rural			
Financial Status		Self financed			
Name of the IQAC co-ordinator/Director		Dr. Beena Jiby			
Phone no/Alternate Phone no.		02066547550			
Mobile no.		9225620092			
Registered Email		ashokbdombale@gmail.com			
Alternate Email		b.jiby@iimhrd.edu.in			
3. Website Address					
Web-link of the AQAR: (Previous Academic Year)		https://www.iimhrd.edu.in/pdf/NAAC/IIMHRD-NAAC.pdf			
4. Whether Academic Calendar prepared during the year		Yes			
if yes,whether it is uploaded in the institutional website: Weblink :		https://iimhrd.edu.in/pdf/IIMHRD-academic-calendar.pdf			
5. Accrediation Details					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	C	1.98	2019	09-Aug-2019	08-Aug-2024
6. Date of Establishment of IQAC			25-Dec-2017		
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		
Induction (Orientation)	15-Aug-2018		40		

programme to I year Students.	1	
Orientation to Staff and Students regarding NAAC Accreditation Process.	22-May-2019 1	12
More activities for students to engage in Extension Activities	13-Feb-2019 1	40
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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
Nil	Nil	Nil	2019 0	0
No Files Uploaded !!!				

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 :	4
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)

Admission Research Infrastructure Placement Academic

[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
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Fulfilling social responsibilities	Remedial classes for weaker students • Blood donation camp
Participation from stakeholders	Alumni meetings and feedback to augment healthy education and progress. • Students feedback
Development programmes	Faculty Development Program Training Program for Faculty members student Participation in conclave Guest Lecture and Workshops for Students Industrial Visits Counselling sessions for students by mentorship program
Minimizing environmental degradation.	Less use of paper and plastic • Tree Plantation
View File	

14. Whether AQAR was placed before statutory body ?	No
15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	Yes
Date of Visit	17-Jul-2019
16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2019
Date of Submission	26-Aug-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)	IIMHRD College has an MIS to help its academic program and administrative tasks. IT resources are given to all bonafide students ,faculty staff and supporting staff. IIMHRD College IT users have a duty to ensure the secrecy of the data accessed .The College has a LAN through which students, faculty and supporting staff can get the current information, for academic execution and other inquiry. The College looks to the integrity of IT resources made accessible to the network to forestall interruption to academic and administrative tasks. students ,faculty staff can access information which they have approval and are required to ensure the protection of passwords to

forestall access by unapproved users. Information Technology assets refers to all PCs and other administration facilities including networking gadgets, email services, and other related software peripherals that are maintained by IIMHRD College.

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

IIMHRD is currently having the following mechanisms for effective delivery of curriculum International Institute of Management & Human Resource Development for Women is affiliated to Savitribai Phule pune University and has a prescribed curriculum of the University to be effectively delivered through classical conditioning of learning in the class. The revised curriculum is developed by Savitribai Phule University keeping in mind the national priorities and international practices for MBA. The prescribed curriculum is effectively executed in a prescribed time frame by academically competent qualified and experienced faculty. The institution focuses its all plan academics efforts for effective delivery of curriculum in the class. The director of the institution in consultation with senior colleagues prepares the academic calendar and frames the time table to provide full coverage of curriculum effectively in academic timeframe. The director in a meeting through consultation allocates the subjects to respective faculty with free and fair discussion. The faculty members are allotted subjects for every semester as per their experience & proficiency. Each faculty is given sufficient time to prepare the subject for effective delivery to the students in the class. Every faculty prepares a session plan as a time bound mechanism for effective delivery of the topics of curriculum. The detailed course file with CO, PO- PSO mapping is prepared by each faculty member. Every faculty for effective delivery of curriculum practices interactive method, power point presentation of the topic, case study method and illustrative methods. continuous monitoring is done for the lecture schedules & tutorials through daily attendance. Faculty mentors are assigned to all the students. Faculty mentors take feedback from their respective mentees on a regular basis and counsel them if needed. Concurrent evaluation components are designed in such a way that the faculty can monitor the student learning & development and intervene wherever required. The faculty also shares the outcome of concurrent evaluation component with the students, soon after the evaluation, and guide the students for betterment. Components for Concurrent Evaluation are Case study, tutorials, surprise tests, quizzes, group discussions etc. Subject teacher monitors the performance of each student and conducts remedial classes for further improvement. The Faculty member devise objective question bank comprising questions of varying degree of difficulty, and of different types, in sufficiently large number for each subject. Through holistic academic approach of the institute Attempts are made to supplement the theoretical learning in the classroom by organizing Guest lecturers of corporate experienced professionals for sharing their corporate experiences with students, Assignments and tutorials also provided for understanding of subjects. Institute provide soft skill training, value added courses and counselling for holistic development of students.

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
Digital Marketing	Digital Marketing	28/02/2019	7	Digital Business	Digital Awareness
Ordinary to Extra ordinary	NA	30/06/2018	4	Personality Development	Soft skill Development

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	Marketing, Finance, HR, Operations	01/06/2016
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	PG	01/07/2013

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

	Certificate	Diploma Course
Number of Students	45	45

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
skill development	07/01/2019	60
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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	23
MBA	Financial Management	18
MBA	Human Resource Management	17
MBA	Operations Supply Chain Management	1
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	No
Employers	No

Alumni	Yes
Parents	No

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

Feedback Obtained

Students feedback on Faculty and subject on varied aspects of the content, infrastructure, methods, etc . Students feedback taken every semester. The Academic Coordinator are responsible for the collection, analysis and reporting of feedback relating to academic programs. This system aims for 1. Observing and improving the learning experience of students 2. Giving students a chance to effectively take part in the continuous Improvement of the college 3. Providing good practices for educational program given by affiliating SPP University Faculty Educators are assessed by the student on their relational abilities, capacity to clarify the subject, teaching methodology, classes timely conduction, presentation, interest created in the subject and capacity to keep class discipline. Teachers utilize the helpful recommendations to enhance their teaching abilities. If required educator is counselled by Director. Other aspects from the student satisfaction survey are used for the incremental development of the institution Feedback from alumni is taken during Alumni day meeting. Measures are taken at college level to implement the recommended changes.

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	Management	60	66	46
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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	0	105	0	8	0

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	Numberof smart classrooms	E-resources and techniques used
8	8	7	7	0	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)

Mentoring is an interactive activity to address personal and professional and other academic concerns. It is a procedure of making a supporting relationship with faculty, guardians and students for student development. Guiding the students is done at IIMHRD to confront the real time challenges constructively and also assists in addressing student concerns related to academic, co curricular , extra-curricular and professional thoughts in a positive way. Through the mentoring program student explore and build on their strengths and develop new abilities, in a supporting environment to think and plan in new productive ways. The Founder President and Director, supervises its proper implementation at college. The procedure involves allocation of faculty as mentors to students. The mentee meets the mentors once in a fortnight and their development about their mentee relating to questions, fears, complaints, accomplishments etc are recorded and rectified. Based on the inputs the student is counselled, directed in the areas wherever she needs mentoring. The timely and broad execution of mentoring program produces healthy relationship between students, guardians and instructors and results in fewer grievances and in overall holistic improvement of students.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
105	8	1:13

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
8	8	0	0	2

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
2018	Nil	Nil	Nil
2019	Nil	Nil	Nil
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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	MBA(2016 pattern)	2018-19	11/05/2019	06/07/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Institute's primary focus, as stated in its mission statement, is on Empowering Women with Management Education , so learning process has rigorous assessment and evaluation. The institute is affiliated to the Savitribai Phule Pune University and follows the semester pattern and has to practise the examination system which is mandatory as prescribed by the University. The institute strictly follows all major reforms initiated by SPPU. Institute conducts all the examinations and evaluations as per SPPU university guidelines. The

examination evaluation pattern for the institute comprises 20 marks for online examination, 30 marks for concurrent evaluation and 50 marks for university final written examinations. So the institute follows the choice based credit system as recommended by the university. As institute has adopted OBE, all internal assessment activities are mapped with course outcome ,program outcome and PSO evaluation of student For continuous internal evaluation institute select any three criteria from the list of concurrent evaluation parameters given by the university. Along with it institute has effective and transparent evaluation system for concurrent evaluation . Institute has consistent practice of conducting class tests, assignments, subject tutorial for concurrent evaluation. Internal marks evaluation framework is by midterm and concurrent assessment and maintained for each subject . Those students who fails in the internal assessment, the re-test for the same subject is conducted. The recorded marks displayed on the notice board are submitted through proper channel to the university. Remedial classes are taken for scholastically weaker students at the end of each term. The progress of SIP and Dissertation is observed in both the III and IV by department faculty specialization panels for project work.

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

The University provides the Academic Calendar to the institutes. On the basis of Academic Calendar, the institute prepares its academic plan for teaching and internal evaluation along with various academic, co curricular, extracurricular and social activities by Rotaract club in accordance with university calendar. The midterm evaluations of the subjects are planned in the institute academic plan. Every care is taken to provide sufficient time for the coverage of syllabus, . Academic Calendar of the University provides the actual working days in an academic semester and institutes make a time bound plan for all its academic activities including its continuous internal evaluation. the college prepares academic calendar at the beginning of the year and distributes it to the students at the time of their admission in the college. The academic calendar is also distributed among all teaching non-teaching staff of the college. The academic calendar contains the yearly schedule of the college including list of holidays (national level holidays, state level holidays), date schedule of the college examinations and other activities. The tentative dates of activities of rotaract for societal development are also given in the academic calendar. Schedule of other activities such as College social and other cultural programmes, College sports etc are also provided in the academic calendar.

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://iimhrd.edu.in/pdf/IIMHRD-POCO.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
MBA (2016 Pattern)	MBA	Management	59	59	100%

[View File](#)

2.7 – Student Satisfaction Survey

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

<https://iimhrd.edu.in/pdf/NAAC/IIMHRD-SSS-Result.pdf>

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
Nil	0	Nil	0	0
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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 IPR Usage for Industry	Management	15/12/2018
Start Up and Entrepreneurship Conclave	Management	13/10/2018
Sales Marketing Conclave	Management	15/09/2018
HR Conclave	Management	01/09/2018
Finance Conclave	Management	08/09/2018
CEO Conclave	Management	28/07/2018

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
Nil	Nil	Nil	15/12/2018	Nil
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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
Nil	Nil	Nil	Nil	Nil	Nil
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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
Nil	Nil	Nil

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

Name of the Department	Number of PhD's Awarded
Management	0

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	2	Nil
View File			

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
Management	4
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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Nil	Nil	Nil	Nil	0	Nil	0
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
Nil	Nil	Nil	Nil	0	0	Nil
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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	0	0	0	0
Presented papers	4	0	0	0
Resource persons	0	0	0	0
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
CSR	Rotaract club	2	56
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
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			Benefited
Nil	Nil	Nil	0
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
Rotaract	Rotaract IIMHRD	CSR	2	56
View File				

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	Faculty	SBES, IIMHRD	11
View File			

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
Internship	Summer Internship Project	Companies	01/07/2018	31/08/2018	59
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
0	Nil	Nil	0
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
196609	1285572

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Classrooms with Wi-Fi OR LAN	Existing

Video Centre	Existing
Seminar halls with ICT facilities	Existing
Classrooms with LCD facilities	Existing
Seminar Halls	Existing
Class rooms	Existing
Campus Area	Existing
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4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
AutoLib NG	Partially	Nil	2019

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	4214	1451341	0	0	4214	1451341
Reference Books	321	205000	0	0	321	205000
Journals	24	75000	0	0	24	75000
Library Automation	1	65000	0	0	1	65000
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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Nil	Nil	Nil	Nil
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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	60	1	0	0	1	1	1	50	0
Added	0	0	0	0	0	0	0	0	0
Total	60	1	0	0	1	1	1	50	0

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

50 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
Nil	Nil

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
1207583	1067665	1285572	1181563

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)

PROCEDURES POLICIES Maintenance of the campus: The housing keeping and cleanliness . All type of minor repairs and maintenance is carried out by the Institute. The Institute has a policy of maintaining and upgrading the existing equipment's to meet the requirements of the University and the regulatory body AICTE. The Institute has formed Establishment, Housekeeping and Maintenance committee to check the maintenance and upkeep of the infrastructure and up gradations required from time to time. As a matter of policy every Section is expected to set their own set of rules and implement them.

<https://www.iimhrd.edu.in/infrastructure.html>

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	Nil	0	0
Financial Support from Other Sources			
a) National	Scholarship	24	579608
b) International	Nil	0	0

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

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Mentor-Mentee Program (Personal Counselling)	30/07/2018	105	NIL
Soft Skills Development	13/08/2018	105	NIL
Career Counselling	06/08/2018	59	NIL

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

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	Placement Counselling, Career Counselling, Guidance	0	60	0	53
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

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
IIMHRD	59	53	Nil	Nil	Nil
View File					

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

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
Nil	0	0	Nil	Nil	Nil
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
Nil	0
No file uploaded.	

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

Activity	Level	Number of Participants
Cultural and sports	inter college	256
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/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	Nil	Nil	Nil	Nil	Nil	Nil
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

The institute has conducted the elections of the students for student council and after the declaration of the results .The student’s council is constituted as a representative body as well as a participative body of the students in the various activities of the institution. The members of the students council actively participate in the organizing the cultural activities, placement, sports competitions, and conference of the industry. General Secretary Joint Secretary Cultural Secretary Joint cultural secretary Magazine secretary Joint magazine secretary Sports secretary Joint sports secretary Hostel Representative Joint hostel Representative

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

YES,It is a pride for the Institute that our previous students are doing very well in various different companies. The institute has been in touch with the alumini and they have been assuming an extremely vital part for the advancement and improvement of the Institute. Since the formation of the Alumni Association gatherings were coordinated in which the graduated class excitedly participated to reminisce the college days, . The Association arranges consistently meets and collaborates with the administration. Throughout the alumini has been helping in various aspects related to placement assistance, guest lectures etc.

5.4.2 – No. of enrolled Alumni:

60

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

0

5.4.4 – Meetings/activities organized by Alumni Association :

1

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)

Vision “To mould students into physically fit, robust and professionally competent individual, who are capable of among ring their rightful place as leader in the industry and in the society of tomorrow” Mission To impart holistic and industry oriented management training to student thereby ensuring their evolution into industry professional at the end of their management program me. The role behaviour of director as an effective leader is focus on his Vision and Mission and he is consciously performing his role of translating Vision and Mission in practice. The director for effective transmission of

vision and mission has a perspective plan namely curriculum, faculty, Industry Institute interface, Skill set training, Infrastructure, Guest Lectures, Conferences seminars, and workshops of faculty development program. These are the core areas of strategic plans of the institute structured by the director.

The director for every issue calls the meeting of faculty members and deliberates democratically on issues of relevance finally with common consensus he takes the decision. The director as a perspective academic plan, perspective placement plan, perspective grooming plan and perspective sports and cultural plans. Along with academic growth director organizes sports and cultural competitions. In these competitions students learn the management principles and functions such as group dynamics, Discipline, Decision making, tolerance, commitment, sense of belongingness and team spirit. An effective leadership of a director is reflected in the academic and professional growth through placement. The placement is an index of effective leadership of director of the institute.

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

Partial

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
Teaching and Learning	<p>We illustrate an example of strategic plan of implementation of grooming the student as follows. SAI BALAJI EDUCATION SOCIETY, under its umbrella has 3 Management Institutions located in one campus at Hinjawadi Pune, Maharashtra. These three management institution namely 1.INETERNATIONAL INSTITUTE OF MANAGEMENT STUDIES 2.SAI BALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES 3.INTERNATIONAL INSTITUTE OF MANAGEMENT HUMAN RESOURCE DEVELOPMENT Have a common guidance counseling and placement cell. the common guidance and counseling is well organized by senior faculties who have functional specialization in the Subject with corporate experience. This cell has a focus endeavor with well organized planning for counseling, groomingthe students with academic and corporate inputs. The end objective of this cell is to groom the student with holistic efforts to become competitive and acceptable to the corporate in the interview. This counseling cell has strategically functioning in 3 core areas of grooming. In the first stage the senior faculties induct the student with general grooming. This attempt helps the student to be comfortable and effective in interaction in the beginning of the interview to give a positive impression to the committee of the interviewers. In the second stage</p>

the same student is put before the subject experts to the create a grass of root conceptual understanding and the probable potential areas of this subject to equip for answer. The care is also taken to enlighten him the areas of application of his subject in the corporate. A counseling cell is equally focused in its holistic approach. To acquaint him and create the awareness of the company. This phase of grooming helps the student to impress the recruiters by his advance awareness and attitude and interest of the candidate for the job. As a part of holistic approach of grooming we are highly care and concern of the student of for his performance of the student in interview. Therefore the efforts are made during the process to conduct the group discussion (G.D) and personal interview (P. I). It is a sort of mock training to equip a student to perform better in the interview. In nutshell our counseling and grooming come practices the same modes of corporate pre-selection process. We feel happy and proved that this structured process of organization and planning of the counseling cell, we have achieved good placement of students.

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

E-governance area	Details
Finance and Accounts	With the aim to collect information in finance and Accounts The college uses the ,Tally ERP 9.0 for the transparent functioning of Accounts department.
Examination	SPPU conducts the end semester examination and to achieve Paperless communication between Exam and other departments ,Examination section it is all in electronic mode from 2013 onwards

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
Nill	nil	Nill	Nill	0

[View File](#)

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)
2018	FDP	Nil	01/06/2018	30/06/2019	3	Nil
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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
PhD course work	2	01/07/2019	08/07/2019	7
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
8	8	12	12

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
1. Group insurance 2. Pre medical check up 3. Pick up and drop transport facility. 4. Maternity leaves for women 5. Uniform as per dress code 6. Duty leaves to the academic staff for attending conferences, workshop etc	1. Group insurance 2. Pre medical check up 3. Pick up and drop transport facility. 4. Uniform as per dress code	1. Group insurance 2. Pre medical check up 3. Pick up and drop transport facility. 4. Uniform as per dress code

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 independent accounts section headed by experience accountant. The internal audit is conducted by internal auditor cum accountant and the external audit is conducted by external certified firm of chartered accountant (CA) . The external firm of chartered accountant conducts regularly the financial audit of the institute and along with audited balance sheet of the institute the firm submits its audit report. The firm submits the audit report with respect to audited balance sheet of the year.

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
Nil	0	Nil
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6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	Expert selected for this purpose	Yes	Director and IQAC Cell
Administrative	No	Expert selected for this purpose	Yes	Director , IQAC Cell and Administrative In Charge

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

<p>The institution is highly focused on maintaining consistency in quality, performance , in teaching learning and outcomes in fixed time frame . Parents meet every year in the institute where a healthy discussion takes place in terms of academic and other activities. The teaching and learning are quantitatively reviewed by the tutorial and results of semester examinations.</p> <p>The institute constantly reviews the academic performance through the continuous evaluation. The faculties are highly sensitized for academic quality performance of students with support from parents. A good parent teacher relation helps to foster learning, build trust to assist the student in new beginning and change. The institute conducts the students' presentation to review his academic presentations skill and subject knowledge. Institute take presentation of each students and his strong and weak point are shown to herfor quality improvement. The institute take the feedback of every students to evaluate and monitor the quality of teaching and learning. The feedback is holistic method to monitor the quality of teaching and learning. The institute practices case study method as a benchmark method, practice by benchmark management Institution in India . The case study method in management teaching and learning develop the grass root understanding of business problems and analytical skills and decision making. This method of teaching and learning is implied in theoretical understanding with functionally as well as operationally competent in business and corporate.This method is one of the key method globally accepted in teaching and learning of management</p>

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

<ol style="list-style-type: none"> 1. On-job training on Excell/ Tally Aspire and Scholarship policies procedures 2. Orientation on new-student handling arranged by the Director 3. New student counselling - cell arranged during the admission period 4. Orientation through meetings to make them aware of institutional policies and standard operating procedures. 5. Involvement of staff members through appointment in the various committees of the Institute.

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

<ol style="list-style-type: none"> 1. Seeking greater cooperation from SBES for sanctions / permissions on

infrastructure improvement and intake expansion 2. Added an intake of 60 students in the 1st year. 3. More activities for students.

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Yes
c) ISO certification	No
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
2018	Educational Quality Improvement	04/08/2018	Nil	Nil	16
2018	Women Security Issues	18/08/2018	Nil	Nil	18
2018	Happiness Quotient of Management Faculty	01/09/2018	Nil	Nil	17
2018	Use of Technology as a pedagogical tool in management Education	08/09/2018	Nil	Nil	19
2018	Critical and Creative reading of research paper	15/09/2018	Nil	Nil	18
2019	Creation and Customization of Homepage	18/04/2019	Nil	Nil	16
2019	Value Creation	18/05/2019	Nil	Nil	19
2019	Cronbach Alpha	20/07/2019	Nil	Nil	16
2019	Basics of Statistics for Research	27/07/2019	Nil	Nil	19
2019	"How to Write research Paper"	11/02/2019	Nil	Nil	18

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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
Women Day Celebration	18/03/2018	08/03/2019	105	0
Swach Bharat Abhiyan	02/10/2018	02/10/2018	50	0
Blood Donation Camp	05/02/2019	05/02/2019	60	0
Kasarsai Dam Cleaning Campaign	15/10/2018	15/10/2018	43	0
Duathlon	15/08/2018	15/08/2018	50	0
Kerela Relief- Donation Of Clothes	10/07/2018	10/07/2018	40	0

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

The institution has a green campus through ecofriendly interventions. The college is committed to the protection of the environment and hence all the activity conducted in the campus strictly abides with it. The student rotaract club play an active role in maintaining a plastic free campus. The waste in the campus is collected separately as solid waste , e-waste,etc. The, spaces for academic, administrative and recreational areas are demarcated in to ensure an eco-friendly campus.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Ramp/Rails	Yes	0

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	17	4	05/02/2018	1	CSR	societal	50
2019	10	3	01/06/2019	1	CSR	societal	50

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

Title	Date of publication	Follow up(max 100 words)
http://unipune.ac.in/university_files/HRE.htm	18/06/2016	SPPU syllabus offers various courses that integrate Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum. They mostly form the Generic Elective courses under Choice Based Credit System, in addition to the independent programmes that are specially designed to address these issues. Courses like CSR, Ethics, Corporate governance etc are taught in MBA degree program

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Induction Day	01/08/2018	01/08/2018	45
Independence day	15/08/2018	15/08/2018	80
Teachers Day	05/09/2018	08/09/2018	90
Ganpati Celebration-Unity and diversity	13/09/2018	15/09/2018	84
Old Age Center Visit	02/10/2018	02/10/2018	45
Swachh Bharat	02/10/2018	02/10/2018	45
Youth day-speech competition	12/01/2019	12/01/2019	90
Republic Day	26/01/2019	26/01/2019	83
International Women's Day	08/03/2019	08/03/2019	92
Japanese Day-(Exhibition on their culture, values etc)	23/03/2019	23/03/2019	60
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Litter Free environment Tree Plantation plastic Ban Eliminate Waste in Printing Go Digital

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practices -1 1. Title: To empower students by upgrading their competencies
2. Objectives of the practice: To provide sound academic and professional

inputs to the students. 3. The Context: The institution has number of academic and professional practices to upgrade students competencies. 4. The Practice: Along with sound academic with professional input institution also Conducts mock test, and interviews for the students to clear the fear of women students and create more employability of student's . 5. Evidence of Success: Are seen in final placements of the students 6. Problems Encountered and Resources Required: regular attendance by weak students and more motivations needed for them. Best Practices -2 1. Title: Holistic Grooming and training of students: 2. Objectives of the practices: To groom and train the students 3. The Context: Institution organizes grooming and training sessions in the first stage a resource person Mr. Minocher Patel conducts the grooming of students holistically of transforming students from ordinary to extra ordinary. In second stage institution through professors trains to understand the conceptual clarity of the subject. In the third stage training for personal interview and group discussion and then mock interviews are conducted and lastly gaps are identified and appropriate training is given to remove their gaps. 4. The Practice: The institution organizes role play technique in which student give presentation and her videography is done and analysed for improvement. The faculty analyzes the strong and weak areas of students and show to the students for improvement and the institute has good placement consistently in every academic year . 5. Evidence of Success: Good Placement of students 6. Problems Encountered and Resources Required: Attendance of students with linguistic barriers and faculty has to inspire them during mentorship programs for their fear removal and to help them come forward in all activities.

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

<https://iimhrd.edu.in/pdf/NAAC/IIMHRD-Institutional-Distinctiveness.pdf>

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

IIMHRD(w) is committed to its vision of women development, IIMHRD(w) has been instrumental in providing quality education to the women students of Maharashtra and other states since Inception and has placed them in various positions in organisations of repute. A good holistic development is necessary, as all women students need a sense of safety / security and a sense of satisfaction/ confidence about who they are and how they fit in to their future professional career. It is also a matter of pride how students coming from weak financial background and vernacular base excel in the learning process and reach heights. We believe that college life is not all about academics, it is also about learning to interact with other people, being aware of social, environmental and gender issues, and inequities in the society. We provide an opportunity to every student to contribute to make the society in which they live a better place and to grow as better individuals and Institute has committed itself to the task of inculcating social values and responsibilities in its students and provide holistic development in line with the vision to ensure quality education for all sections of society, Along with other sports cultural and other activities, our community outreach programmes under Rotaract club, which includes Blood donation, health camps, Rural cleaning, etc specifically address the issues of the area in general. Several activities are undertaken for the women students to expose them to the various environmental issues that ail us and are encouraged to participate in competitions dealing with environmental issues. The poster competition events help students to present their ideas to address the various issues. SBES IIMHRD has aimed to provide quality higher education to women and to equip them with employable skills. IIMHRD team has worked relentlessly and enthusiastically in line with

our mission and vision for the wellbeing and betterment of the women students and their empowerment in society. The Institute focuses on skill development, career-oriented Courses, industry visit, SIP etc and tries to implement SPPU syllabus which has brought all these aspects under its curriculum for its implementation for student enrichment. The institute Rotaract club focuses on outreach programs and inculcates in all its students a societal awareness and the importance for a holistic development. IIMHRD women graduate students work relentlessly at being intellectually competent, morally upright, spiritually inspired and socially committed individuals and faculty members has been significantly contributing to their development

Provide the weblink of the institution

<https://iimhrd.edu.in/pdf/NAAC/IIMHRD-Institutional-Distinctiveness.pdf>

8.Future Plans of Actions for Next Academic Year

1. Institute is intending to Organize more activities for the society to add to the wellbeing with the Rotaract unit, and are engaged with various social activities. 2. Meeting with partners for getting ideas concerning and coordinating FDP on Outcome Based Education 3. Increase Industry institute joint collaborations to overcome any gap in academics and industry, As it is a significant partner and Consistent communication is a fundamental necessity to improve employability of MBA students. 4. Putting together National Workshop and Conducting Seminars . 5. Start Activities to cultivate Entrepreneurship Skills in students 6. Institute is planning more activities like specialization Conclave, family Business conclave, Inter Institute Project Competition etc