



Yearly Status Report - 2019-2020

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	d.salunke@sbiims.com	
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	Semi-urban
Financial Status	Self financed
Name of the IQAC co-ordinator/Director	Dr. Beena Jiby
Phone no/Alternate Phone no.	02066547552
Mobile no.	9225620092
Registered Email	b.jiby@iimhrd.edu.in
Alternate Email	ashokbdombale@gmail.com

3. Website Address	
Web-link of the AQAR: (Previous Academic Year)	http://iimhrd.edu.in/naac.html
4. Whether Academic Calendar prepared during the year	Yes
if yes, whether it is uploaded in the institutional website: Weblink :	http://collegecirculars.unipune.ac.in/sites/documents/Academic%20Calender/Dates%20of%20Commencement-Conclusion%202019-20_27.042019.pdf

5. Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	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
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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

Academic & Administrative Audit	26-Aug-2019 1	14
View File		

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

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
nil	nil	nil	2020 00	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	Achivements/Outcomes
Fulfilling social responsibilities	1. Remedial classes for weaker students 2. Blood donation camp
Participation from stakeholders	"1. Alumni meetings and feedback to augment healthy education and progress. 2. Students feedback"
Development programmes	"1. Faculty Development Program 2.

Training Program for non-teaching Staff
 3. Faculty members & students
 Participation in conclave
 4. Guest Lecture and Workshops for Students
 5. Industrial Visits
 6. Counselling sessions for students by mentorship program"

Minimizing environmental degradation.

"1. Less use of paper and plastic
 2. Tree Plantation"

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<p>14. Whether AQAR was placed before statutory body ?</p>	<p>No</p>
<p>15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?</p>	<p>Yes</p>
<p>Date of Visit</p>	<p>17-Jul-2019</p>
<p>16. Whether institutional data submitted to AISHE:</p>	<p>Yes</p>
<p>Year of Submission</p>	<p>2019</p>
<p>Date of Submission</p>	<p>26-Aug-2019</p>
<p>17. Does the Institution have Management Information System ?</p>	<p>Yes</p>
<p>If yes, give a brief description and a list of modules currently operational (maximum 500 words)</p>	<p>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</p>

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

The MBA program is under SPPU and under All India Council for Technical Education (AICTE). The program structure is as prescribed by SPPU syllabus and, the term of the program and program structure are as per SPPU rules. The MBA program is into two terms in a scholastic year. SPPU checks the curricular practices of the educational program and internal marks is submitted to sppu. The outcome is identified with the educational program are appropriately archived. MBA program by SPPU is of a half-yearly semester pattern with theory , practical teaching and assessment For specialisation starting from sem II a two-level course design is followed (I) core set of courses covering all General administration subjects; along with (ii) a subjects of specialization courses with core and elective subjects with a practical view for increasing explicit abilities of students. College development committee and academic board with Training and Placement Officer (TPO), suggest program and concurrent plan evaluation for internal subject course it is as follows: a. Title of the Course b. Number of Contact Hours c. Number of Credits d. Course depiction e. Learning Outcomes f. Instructional method/Teaching Approaches (by Bloom's Taxonomy) g. Assessment Scheme h. lesson plan separated in units I. List of Text/Reference Books and the lesson plan is accordingly made by faculty once the subject is allotted. Faculty guide is allotted to all students according to specialization. The students are supported for their SIP. And At last, the concurrent evaluation marks are submitted to sppu. The scholastic exercises of the whole year are arranged as per SPPU and college Academic schedule circulated by email and displayed on institute notice board. Day by day monitoring of students is checked by every faculty mentor for their mentees and Defaulter is recognized and monitoring done for both academics and personal growth. The delivery of MBA program is done through a rigorous and planned effort for smooth implementation along with the guidelines of SPPU for syllabus coverage additional inputs like corporate talks, conclaves, workshops etc also provided.

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
Ordinary to Extra ordinary	NA	23/02/2020	7	Personality Development	Soft skill Development
Digital Marketing	Digital Marketing	10/03/2021	7	Digital Business	Digital Awareness

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 !!!		
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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	Marketing, Financial, Human Resource, Operations Supply Chain Management, Business Analytics	15/07/2019

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

	Certificate	Diploma Course
Number of Students	45	0

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
-	Nil	0
No file uploaded.		

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	SUMMER INTERNSHIP PROJECT	45
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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
<p>Students feedback on Faculty and subject on varied aspects of the content and methods. 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 Educators are assessed by the Students 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. Feedback from alumni is taken during Alumni</p>

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	120	82	72
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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
2019	0	118	0	8	8

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
8	8	7	7	0	12
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 Chairman and Director, supervises the 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
117	8	1:15

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
Nil	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)	2019-20	14/05/2019	09/05/2020
View File				

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

The MBA program admission is mainly through centralized Admission process by DTE, Government of Maharashtra. The applicants are from all over Maharashtra and India. According to the norms prescribed, the Institute has students from various economic background, etc . The Institute consistently urges student driven interaction to get better outcome. The Mentor Faculty takes care of personal and academic complaints. In this manner, attempts are made to understand individual student level Faculty embraces differed techniques like experiential learning, participative learning and critical thinking for Continuous Internal Evaluation. The POs and COs achievement is by direct and indirect techniques. Experiential learning incorporates Internship and dissertation projects along with conclaves and learning through different curricular and extracurricular activities. Participative learning is by management games, group building activities, co-curricular exercises, and so on Further, critical thinking are by conclaves, etc. Institutes embraces different techniques of learning methods for slow and advanced learner and give appropriate consideration to their differed learning needs. We have a Continuous Internal Evaluation for estimating students learning progression. The Institute adheres to the Academic Calendar for the CIE. The evaluation is transparent and continuous.

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, local holidays and the institutional holidays), date schedule of the college examinations and other activities. The tentative dates of activities of rotaract for societal development and Placement Cell are also given in the academic calendar. Schedule of other activities such as Alumini meeting, 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)

<http://www.iimhrd.edu.in/>

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	45	45	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)

<http://iimhrd.edu.in/naac.html>

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

No file uploaded.

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
conclave	MBA	

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	Nil	Nil

No file uploaded.

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
No file uploaded.					

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
Nil	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)
National	Management	3	2
International	Management	2	2
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
Nil	0
No file uploaded.	

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
No file uploaded.						

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
No file uploaded.						

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

Number of Faculty	International	National	State	Local
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Attended/Seminars/Workshops	1	1	0	1
Presented papers	2	2	0	2
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
Blood Donation	Ruby Hall	2	54
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
Nil	Nil	Nil	0
No file uploaded.			

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

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Swachh Bharat Abhayan	SBES Retract Club	Swachh Bharat Abhayan	2	33
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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
Nil	0	Nil	0
No file uploaded.			

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
Nil	Nil	Nil	Nil	Nil	0
No file uploaded.					

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
Nil	Nil	Nil	0
No file uploaded.			

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

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

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
0	0

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Nil	Existing
No file uploaded.	

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
Digital Database	1	0	0	0	1	0
Library Automation	1	65000	0	0	1	65000
No file uploaded.						

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
No file uploaded.			

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	1	1	1	1	1	50	0
Added	0	0	0	0	0	0	0	0	0
Total	60	1	1	1	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
0	0	0	0

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)

Upkeep of different physical, scholastic and backing offices including library, Infrastructure, sports, PCs and homerooms. The PC frameworks and other touchy gear are upheld with back up. Organization has introduced transformer, generator and UPS and appropriate earthing association for safe force source.

a) Utilization of Physical Infrastructure: The Institute has brilliant homerooms alongside CCTVs for instructing. Class Hall and Reading Room is used for getting sorted out master meetings, courses, studios, gatherings, social exercises, other understudy exercises and so forth The institute has sufficient number of the PCs with web associations and the necessary utility programming at all functioning spots like office, library, situation cell, staff rooms and so forth Each workforce and staff have PC with web and LAN at their work area. PC Center is used for Project Work, Online Exam, Exam structure filling, directing meetings identified with MS-Excel, Preparing Presentations, Doing Assignments and so forth The Institute centers around preparing for upgrading employability of understudies and furnishing them with arrangement office.. Normal rooms are used on customary premise. Board Room is used for directing gatherings, FDPs and Staff Development Programs. The Institute puts together different social and sports. exercises to energize the general improvement of understudies. During these exercises the understudies use physical infrastructural offices. Sports offices are utilized by understudies on ordinary premise. b) Maintenance of the Physical Infrastructure: The upkeep of Insitite cleaning liability is taken consideration by the regulatory staff. The organization has Annual Maintenance Contracts for Cctvs, Drinking water cooler support, , fire quenchers and nuisance control for Building. or on the other hand common, furnishings, electrical and so on support works of the grounds there is a different Site Supervisor is designated .. For Water Coolers, upkeep

is moved to outside organization. For Aqua watch, upkeep is moved to outer office. For Cctvs, upkeep is moved to outside organization. For Fire Fighting Equipments, upkeep is moved to outside organization.

<http://iimhrd.edu.in/naac.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	Nil	65	2374547
b) International	Nil	0	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 implemetation	Number of students enrolled	Agencies involved
Career Counselling	19/08/2019	45	NIL
Soft Skills Development	10/08/2019	117	NIL
Mentor-Mentee Program (Personal Counselling)	29/08/2019	117	NIL
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
Nil	nil	0	0	0	0
No file uploaded.					

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
25	45	35	5	10	5
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	00	Nil	Nil
No file uploaded.					

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	480
No file uploaded.		

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
No Data Entered/Not Applicable !!!						
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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

IIMHRD has a registered Alumni Association company registration under company law 1860 in Pune and has a vibrant network of alumni working in various

renowned organizations. Students can access activities through the institutions Facebook page, the WhatsApp group, emails, etc. Each year, the annual Alumni Meet offers students a platform to Renew old ties with the institution, nurture new ties, and relive nostalgic college moments .Comments from graduated Alumni helps in development of all stakeholders. Goals of the Alumni Association: Establish a link between the Institutes students, staff and existing students. Encourage Alumni to take a long-term interest in the progress of the Institute. activities. In accordance with its stated goals, the Alumni Association is thankful and to the contribution of former students. For the development of the institute and

- Help in TP Department
- Help as an resource person
- Arrange projects that help to amalgamate specialized technical skills with SPPU MBA program schedule
- Assists with building firm corporate connect
- Assists with improving educational program and instructional method through feedback input
- Provide a forum for alumni to exchange ideas on academic and non-academic topics.
- Stay associated with Institute through (College facebook page, registered alumni, WhatsApp etc)

As per the figured objectives, IIMHRD Alumni Association has been working to its fulfillment. The improvement of the Institute has been ceaselessly going on by the commitment of graduated students through monetary and non-monetary commitments.

5.4.2 – No. of enrolled Alumni:

75

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

0

5.4.4 – Meetings/activities organized by Alumni Association :

No Data Entered/Not Applicable !!!

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)?

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
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.INTERNATIONAL 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 3core areas of grooming. In the first stage the senior faculties induct the student with general grooming. This attempt helps the student tobe 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 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</p>

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 100 placement of students.

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

E-governance area	Details
No Data Entered/Not Applicable !!!	

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
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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	Online Training	Online Training	11/11/2019	11/11/2019	8	4
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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
orientation	5	Nill	Nill	10
View File				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

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

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Nil	Nil	Nil

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
00	0	00
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6.4.3 – Total corpus fund generated

00

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 IQAC Cell
Administrative	No	Expert selected for this purpose	Yes	Director IQAC Cell

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

1) Parent Teachers meeting held annually 2) Parents were inform about the open culture and so could share their views openly with the institute 3) Suggestions are welcomed by the parents for the improvement of the ward on academic and self-improvement issues. 4) An antecedent check on the student is an important objective of the association 5) The medical history of the student is obtained in order to avert any unwarranted situation.

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

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 counseling - cell arranged during the admission period
4. Orientation through

meetings to make them aware of institutional policies and standard operating procedures. 5. On time promotion 6. Involvement of staff members through appointment in the various statutory and non-statutory committees of the college

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

6.5.4 Post Accreditation initiative(s) (mention at least three) 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. The 1st year now comprises of 120 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
No Data Entered/Not Applicable !!!					
No file uploaded.					

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
No Data Entered/Not Applicable !!!				

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
No Data Entered/Not Applicable !!!

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
No Data Entered/Not Applicable !!!		

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
No Data Entered/Not Applicable !!!							
No file uploaded.							

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

Title	Date of publication	Follow up(max 100 words)
No Data Entered/Not Applicable !!!		

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
No Data Entered/Not Applicable !!!			
No file uploaded.			

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

No Data Entered/Not Applicable !!!

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

No Data Entered/Not Applicable !!!

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

No data entered !!!

8.Future Plans of Actions for Next Academic Year

1. To inculcate research culture by joint distribution of educators understudies alongside directing more classes on Research and Publication. To rouse workforce to write in quality diaries including UGC recorded Journals. 2. To underscore more on OBE with point by point significance to PO PEO accomplishment by sharpening resources, as Colleges and accreditation organizations are quicker around here. To rouse resources to zero in additional on ideas in OBE and utilization of it in scholastic measures. 3. To direct Academic-Administrative Audit with the assistance outside office. 5. To elevate instructors to make virtual talks and distribute them on site and more extensive utilization of ICT. 6. Graduated class Meet - To look for the help of the graduated class to improve the information and abilities of our understudies. They construct more prominent mindfulness in understudies about the corporate world. 8. Worldwide Conference in affiliation with Savitribai Phule Pune University 7. More spotlight ought to be given on expansion movement particularly blood Donation Camp, Tree Plantation Drive to be held on the grounds and wellbeing mindfulness among oppressed individuals. 8. Mindfulness about protected rights and significance of cooperation of understudies in casting a ballot measure 9. Protected Day to be commended and Ambedkar Jayanti and Mahatma Jyotiba Phule to be praised 10. Prepare the school for conveyance by selecting qualified and capable resources. 11. Establish a workplace to cultivate development, particularly in educating. 12. Public Conference All the occasions, programs and drives will be planned and directed through joint collaboration, all things considered,