YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1. Name of the Institution	International Institute of Management & Human Resource Development
• Name of the Head of the institution	Dr. Mayanka Sharma
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	020-66547550
• Mobile no	9225620092
• Registered e-mail	director@iimhrd.edu.in
• Alternate e-mail	b.jiby@iimhrd.edu.in
• Address	Survey No – 54 (1,2/1), Nere Marunje, Near Hinjewadi Infotech Park, Pune
• City/Town	Marunji, Pune
• State/UT	Maharashtra
• Pin Code	411033

2. Institutional status

• Affiliated /Constituent	Affiliated to Savitribai Phule Pune University
• Type of Institution	Women

- Location **Rural**

- Financial Status **Self-financing**

- Name of the Affiliating University **Savitribai Phule Pune University**

- Name of the IQAC Coordinator **Dr.Beena Jiby**

- Phone No. **020-6654 7500**

- Alternate phone No. **020-6654 7552**

- Mobile **9225620092**

- IQAC e-mail address **iqac@iimhrd.edu.in**

- Alternate Email address **director@iimhrd.edu.in**

3.Website address (Web link of the AQAR (Previous Academic Year)

https://iimhrd.edu.in/pdf/NAAC/IIMHRD-AQAR-2020-21.pdf

4.Whether Academic Calendar prepared during the year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Academic-Calendar.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**C**	**1.98**	**2019**	**09/08/2019**	**08/08/2024**

6.Date of Establishment of IQAC **25/12/2017**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	**Nil**	**Nil**	**2021**	**00**

8.Whether composition of IQAC as per latest NAAC guidelines

Yes

- Upload latest notification of formation of IQAC

  View File

9.No. of IQAC meetings held during the year   **4**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?   **No**

- If No, please upload the minutes of the meeting(s) and Action Taken Report   View File

10.Whether IQAC received funding from any of the funding agency to support its activities during the year?   **No**

- If yes, mention the amount

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

Fulfilling social responsibilities • Development Programmes for Faculty and Students • Minimizing environmental degradation • Extension activities Programs

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

Plan of Action	Achievements/Outcomes
Induction programme conducted for new Batch students	Conducted Induction Programme for new students from 15th Feb, 2022
MoUs with various organizations	Signed MoUs with various organisations
Assistance given for Government scholarships to students	Provided freeships and internet scholarships to students with the help of liason officer
development programmes	Provided development programme for Faculty and students
Fulfilling social responsibilities	1. The Cleanliness Drive 2. Blood donation camp, etc
Summer Internship & Placement Activities	successfully completed Summer Internship & Placement Activities
Mentorship Program	conducted Mentorship Program Successfully

13.Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
College development Commitee	19/03/2022

14.Whether institutional data submitted to AISHE

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• IQAC e-mail address	**iqac@iimhrd.edu.in**
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4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Academic-Calendar.pdf

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13. Whether the AQAR was placed before statutory body? | Yes

- Name of the statutory body

Name	Date of meeting(s)
College development Commitee	19/03/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-22	31/01/2023

15. Multidisciplinary / interdisciplinary

The Savitribai Phule Pune University (formerly known as the University of Pune) is affiliated with the MBA programme offered by IIMHRD(W).The multidisciplinary/interdisciplinary approach offered by the MBA programme entails combining ideas from numerous disciplines to provide students a comprehensive

understanding of business management. It places an emphasis on many disciplines and transcends the conventional divisions between functional areas like finance, marketing, and operations.

The following are some characteristics of the SPPU MBA program's interdisciplinary and multidisciplinary approach.
1. MBA Curriculum: Students are exposed to a wide range of topics in the curriculum in fundamental business topics including finance, marketing, human resources, and operations management. It also offers courses in relevant disciplines including economics, Sustainability, and technology.

2. Cross-functional view: Students are urged to choose dual specialisations in order to build a cross-functional view.

3. Integrated Case Studies: Case studies are frequently used to understand actual business circumstances that call for the usage of knowledge from a variety of disciplines. Students use their multidisciplinary knowledge to analyse cases, find issues, and provide solutions as they work in teams.
4. Collaborative Learning: MBA programmes that take an interdisciplinary or multidisciplinary approach encourage conditions that foster collaboration. In order to share ideas, question presumptions, and gain insight from one another's views, students from various educational and professional backgrounds join together.

5. Elective Options: Depending on their unique interests and professional objectives, students are often free to select optional courses. This enables them to investigate specialised subjects or areas of study that cover several disciplines.

IIMHRD(W) has taken initiatives toward the multidisciplinary/interdisciplinary courses in light of NEP 2020.

16.Academic bank of credits (ABC):

IIMHRD(W) uses a credit-based system as it is affiliated with Savitribai Phule Pune University (SPPU). At the university level, faculties are involved in the course syllabus for MBA. Faculty members are encouraged to design their own pedagogical approaches through various FDP conducted for subject assesment and different tools for assignments, examinations, etc for student evaluation as part of the course concurrent evaluation process. We have started enrolling students in ABC from coming

academic year.

17.Skill development:

Enhancing students' overall competency and employability is the goal of skill development activities included in the MBA degree offered by IIMHRD(W) .Workshops, seminars, and value-added training courses are held with an emphasis on building communication and presentation skills, problem-solving and analytical abilities, industry-specific skills development, entrepreneurial skills, data analytics,etc.

1. Effective communication and presentation skills: These abilities are crucial for corporate success. The offers training classes led by professionals to help students develop their oral and written communication skills, including public speaking, business writing, and interpersonal skills.Soft skill training is given to students year round for their overall development .

2. Problem-Solving and Analytical abilities: To improve problem-solving, critical thinking, and analytical abilities, the Institute provide training sessions and case study discussions.

3. Data Analytics: In order to provide students with the necessary knowledge and abilities, certificate programmes in data analytics, digital marketing, etc. are available.

4. Innovation and Entrepreneurship: The Institute organise Conclaves with the active involvement of several corporate professionals, start-ups, and alumni with an emphasis on promoting an innovative attitude. By offering high-end, industry-specific guest lectures and training along with committed mentoring to all students.

5. Cross-Cultural Competence: Due to globalisation, MBA graduates must possess strong cross-cultural communication skills. To help students get a deeper knowledge of other cultures and the dynamics of the global marketplace, institute provide cross-cultural opportunities, and courses on global business practises.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

To promote an integrative and all-encompassing approach to learning, the MBA curriculum places a strong focus on integrating the Indian knowledge system with management education. Here are a

few examples of how the Indian knowledge system has been appropriately and selectively incorporated into management education.

1. Contextualise Learning: Include Indian case studies, examples, and real-world situations in management courses. Students may better relate to the subject matter and gain a deeper knowledge of the application of management ideas in an Indian setting by utilising local business scenarios.

2. Integrating traditional Indian values, including as sustainability, social responsibility, and ethical practises, via several courses in the MBA degree.

3. Encourage relationships between corporates and Indian universities to share expertise and enhance overall education experience.

The IIMHRD(W) students are also actively involved in various activities . They organises a number of programmes to promote Indian culture. The goal is to use rhythms ,dance etc to establish an integrated connection with the divine .Students participate in a variety of events and festivals which are celebrated in the Institute over the course of the year for culture integration.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

A key component of outcome-based education (OBE) is identifying desired learning objectives and matching teaching and evaluation methods to those outcomes. The MBA programme is available to students at the Institute which is associated with the erstwhile University of Pune and currently known as Savitribai Phule Pune University.In the context of MBA programmes, outcome-based education is created to provide students the information, abilities, and skills they need to succeed in the business world.

Key features of outcome-based education in MBA programmes include the following:

1. Clearly Defined Learning Objectives: The desired learning objectives for MBA students are stated in detail with technical business abilities (in finance, marketing, etc) and wider competences (such as leadership, critical thinking, and communication) are all included in these goals.

2.Student-Centric Approach: In MBA programmes, OBE places a strong emphasis on active student participation and interaction. The goal is for students to take responsibility for their

education and master the material thoroughly. Case studies, simulations, group projects, and experiential learning opportunities ate all a part of the learning process.

3.Competency-Based Curriculum: The MBA curriculum is organised around the specified learning objectives. It focuses on acquiring the precise knowledge and abilities needed to attain those goals. The information is intended to be useful, current, and in line with what is required by the business environment.

4. Assessments: The MBA programme uses concurrent assessment techniques . They are made with the intention of gauging students mastery of the specified learning objectives. Assessments consist of group projects, presentations, business ideas, summer internship projects, and other assignments.

5. Continual Improvement: Outcome-Based Education encourages a culture of constant development. To pinpoint areas for improvement and development, evaluations and other types of feedback are employed.
6. Industry Collaboration: MBA programmes including OBE frequently forge close relationships with the corporate world. A curriculum that is in line with the expectations of the business world can be achieved via collaboration with industry partners. It could incorporate guest lectures, internships and mentoring initiatives.

7. Career Readiness by Corporate Relations Cell: The goal of outcome-based education in MBA programmes is to get students ready for lucrative jobs . Students acquire the information and abilities that companies are looking for by concentrating on certain learning objectives and competencies. Developing useful talents that can be used has been prioritised.

 IIMHRD(W) has clearly stated Program Outcomes (PO), Program Specific Outcomes (PSO), and Program Education Objectives (PEO) for the program. The PEOs, PSOs, and POs are achieved through the Institute's instructional and learning processes as well as its extensional programs. The assessment tools takes PO requirements into account. For the purpose of achieving POs, the Institute has organized its activities and programs. An evaluation of PO and PSO achievement is done at the end of the semester.CBCS pattern is followed.

20.Distance education/online education:

The Institute is affiliated to Savitribai Phule Pune University in Pune. Every lecture and class must follow the university's rules and are conducted accordingly.We have Online platforms to deliver lectures.
The transition from traditional classroom instruction to blended learning has been incorporated into the system during the pandemic. Effective tools for course delivery and evaluation include microsoft teams.
Each course's materials, including the syllabus, PPTs, and notes, are accessible for students. Online homework and tests are used to evaluate the courses. The online platform is used to administer the MCQ exams. On microsoft teams sessions are held also Online student activities are conducted .

The following justifications for online MBA education for your consideration:

1. Flexibility: Students may study at their own speed and convenience when they take classes online.
2. Accessibility: Students from all over may access the programmes thanks to the fact that online education eliminates distance learning restrictions.

3. Networking Possibilities: Through online forums, networking events, and social media groups, online classes let students and professionals interact. By connecting them with a diversified network of peers, alumni, and business professionals, these platforms give students the chance to widen their professional network.

4.Technical Integration: The use of technology in online education enables the development of dynamic and engrossing learning experiences.

Extended Profile

1.Programme

1.1   1

Number of courses offered by the institution across all programs
during the year

File Description	Documents
Data Template	[View File](#)

2.Student

2.1   **140**

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2   **55**

Number of seats earmarked for reserved category as per GOI/
State Govt. rule during the year

File Description	Documents
Data Template	View File

2.3   **71**

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1   **12**

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2   **12**

Number of sanctioned posts during the year

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**1**

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	**140**

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**55**

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**71**

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	**12**

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**12**

File Description	Documents
Data Template	<u>View File</u>

4.Institution

4.1 Total number of Classrooms and Seminar halls	**8**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**24,32,906**
4.3 Total number of computers on campus for academic purposes	**60**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The College adheres to the curriculum created by SPPU University which is designed to meet the needs of the students, industry, society and environment. The student-centered approach is made possible by utilising an ideal fusion of technology with traditional teaching and learning methodologies .

As a new semester begins, IQAC prepares the academic calendar,in accordance with the SPPU university calendar. The faculty uses a variety of strategies for continuous internal evaluation, including experiential learning, participatory learning, and critical thinking. Both direct and indirect strategies are used to attain the POs and COs.IQAC monitors how these are being implemented.

The workload for each semester based on the course syllabus and the number of students calculated and subject distributed to the faculty to plan and organises the lectures. Each faculty member

creates a session plan for the effective delivery of the assigned subject's .

The COVID-19 pandemic necessitated the use of the microsoft teams platform for courses to be delivered online. To help students comprehend better, lectures notes,PPT,etcmade available . The offline sessions started as per government notification. The timetable of the classesis regularly monitored through daily attendance. Last semester SPPU results are analysed for each year; remedial measures are applied as recommended by IQAC.

The faculty members finish the curriculum by the allotted time and additional lectures schedule to complete along withacademic performance monitoring through concurrent evaluation, etc thus ensuring effective, up-to-date curriculum planning and delivery.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2022/MBA%202019%20Pattern%20Syllabus_Revised_10112022.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The academic calendar of IIMHRD is according to Savitribai Phule Pune University.The Continuous Internal Evaluation (CIE) includes Internal Assessment, Midterm Test, and Final Term Exam for all the subjects. Students in their second year have their summer internship project.The Savitribai Phule Pune University's academic calendar is used as the source of information for the semester's beginning and ending dates. The academic calendar includes dates for internal exams, assignment due dates, project examination dates, etc. at the start of each semester so that teachers can schedule their administration. The academic is handled by the Chief Exam Officer approved by SPPU. In order to carry out its implementation, the Chief Exam Officer consults the academic calendar and works with everyone. The Internal Test timetable is also arranged in accordance with the academic calendar.Head of the departmentthroughmeetings review the progress ofsyllabus completion The Director disseminates the academic schedule. Considering the number of teaching days available, important academic events and tentative examination

dates are worked out. Each and every faculty member prepares semester wise teaching plans for their respective courses at the beginning of every term.All faculty members are informed of any changes to the schedule that may occur during the semester due to unforeseeable events.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	http://collegecirculars.unipune.ac.in/sites/documents/Academic%20Calender/Circular%20No.92%20of%202022_02052022.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	[View File](#)
Any additional information	**No File Uploaded**

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

1

File Description	Documents
Any additional information	[View File](#)
Minutes of relevant Academic Council/ BOS meetings	[View File](#)
Institutional data in prescribed format (Data Template)	[View File](#)

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

17

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	**No File Uploaded**
List of Add on /Certificate programs (Data Template)	[View File](#)

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

70

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	[View File](#)

1.3 - Curriculum Enrichment

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

The IIMHRD Institute is affiliated toS P Pune University and actively adheres to the university's frameworks, and code of conduct, which emphasises discipline, a sense of belonging, reliability, responsibility, honesty, and concern for others. SPPU Board of Studiesprepares and approvescurriculum. While making the curriculum, special attention is given to

Professional Ethics, Gender, Human values, Environment and Sustainability.Hence thesyllabus integrates human cross-cutting issues and is intertwined in all activities. Institute social and college events reflect the responsibility that humans have to have for society and the public. Students are becoming more accountable for societal ideals and personal values due to their participation in variousfestivals activities. The Professional Ethics, Gender, Human Values, Human Rights, Environment, and Sustainability subjects offered in the SPPU MBA syllabus are specifically framed to address these challenges. In MBA programmes, topics like CSR, Corporate Ethics, and others are taught. The programme results are important in designing the framework.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

1

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

71

File Description	Documents
Any additional information	**No File Uploaded**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://iimhrd.edu.in/reports/naac-reports/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://iimhrd.edu.in/reports/naac-reports/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

70

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	[View File](#)

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

32

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	[View File](#)

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

IIMHRD(W) conducts two year full time MBA program affiliated to SPPU and duly approved by AICTE, New Delhi and admission procedure according toDTE Govt of Maharashtra.

Student-centered methodology is used in IIMHRD. Throughout her MBA degree journey, each student receives individualised care and grooming. Using academic and communication criteria, we identify women students into distinct categories.

1.Observations from the mentor: The institution assigns students to each mentor, who maintains close contact with the assigned students and tries to understand their academic and personal needs in order to assist and extend personalised support. 2. Continual assessment: Ongoing evaluation of student performance at various levels is done through these assessments, which are done on a regular basisto evaluate slow and advanced learners.

At the start of each academic year, IIMHRD hold an induction programme where faculty and guests engage with students and emphasise the value and their practical applicability.Students

without a background in commerce for them the fundamentals of financial management is given and for all studentsfundamentals of statistics and quantitative techniques, fundamentals of communication skills, business etiquettes and manners, as well as institutional policies, processes, culture, and valuesare informedto students during the orientation and Induction programme.

Regular, online guest lectures are held to advance technical, communication, and personality abilities, among other things of women students.Additionally, mentorship along with small groups activities to better understand students' learning levels and individual goals. Many activities are conducted online due to the COVID pandemic.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
140	12

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

IIMHRD emphasises and employs a student-centric methodology. The paradigm of management learning is experiential and focused on the student. In IIMHRD Students can develop the knowledge, attitudes, and values , which gives them an excellent foundation from which to mould their behaviour for personal and professional growth. The institute focus on student centric learning methods and are encouraged to compete in ivarious activities.

Experiential Learning : Students are encouraged to actively participate, host and organizeprograms. Students volunteered in community activities to teach language skills. Project Presentations and outreach programmes. Students are guided to do project internships where students learn different skills like analytical, problem solving, technical skills, etc.Student leadership in college.

Participative Learning : The college provides assitance to fine-tune the language skills of the students so as to effectively improve their communication skills. Students are enrolled in add-on courses that is directly related to employability skills. .Students are actively involved in extension activities.

Problem Solving: Interaction with faculty for problem-solving with Case study: Faculties are adopting a case study methodology for teaching-learning. Specialization-wise case studies are discussed in the class for subjects.

IIMHRD aims to bring about holistic development of students through both inclassand out of class enhanced learning experiences.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://iimhrd.edu.in/student-zone/gallery/

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

In IIMHRD(W) teachers are combining technology with traditional mode of instruction to engage students in long term learning.The college provides an excellent learning environmentby constructing an atmosphere of effective teaching and learning experience in Outcome Based Education.Our faculty at IIMHRD use various ICT enabled tools to enhance the quality of teaching-learning.

ICT Tools used:

1. Projectors- projectors are available in different classrooms

2. Desktop and Laptops- Arranged at the Computer Lab,classroom and all Facultycabins in the campus.

3. Printers- They are installed at Cabins and all prominent places.

4. Auditorium- The seminar halls are well equipped .It is digitally equipped with mike, projector and computer system

5. Online Classes through Microsoft Team and Zoom.

6.The library is automated using Integrated Library Management System.

7.The whole institute is Wi-Fi enabled .

File Description	Documents
Upload any additional information	[View File](#)
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	[View File](#)

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

10

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	[View File](#)
Circulars pertaining to assigning mentors to mentees	[View File](#)
Mentor/mentee ratio	[View File](#)

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

12

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	*View File*
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	**No File Uploaded**

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

2

File Description	Documents
Any additional information	**No File Uploaded**
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	*View File*

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

7.0

File Description	Documents
Any additional information	**No File Uploaded**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	*View File*

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

A strong and transparent structure is in place at IIMHRD for internal assessment , which is affiliated with the Savitribai PhulePuneUniversity.

During the Induction,Orientation programmes, students receive instruction relating to exams, marks , correction etc. As part of the formative Continuous Internal Evaluation (CIE) evaluation of students are done on the basis oftests, assignments etc. Prior to each university exam, internal exams are conducted based on outcome-based education . In order to provide students enough time to prepare, portions of the internal tests as well as exam dates are announced in advance. The faculty swiftly returns the papers they have assessed to the students so they can check for errors and correct them. All Internal Mark lists are checkedand only sent to the University after being thoroughly reviewed by the faculty member in charge, the student, the Exam officerand the Director.The tests and assignments are impartially examined, and the results are uploaded in SPPU internal marks portal.

Institute conducts examination for students of MBA as per SPPU guidelines . Accordingly, Internal Assessment of 50 Marks core subject was done by the subject teachers and 50 Marks Semester end examination was conducted By SPPU for both the regular semester end and backlog examinations .

File Description	Documents
Any additional information	[View File](#)
Link for additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/MBA%20Revised%20Syllabus%202019%20Pattern%20_Sem%20I%20to%20IV_R2_25_7_2020_04.082020.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

Assessment of student is very important in teaching learning. The Institute observes the SPPU rules in regards to continuous Assessment.

The examination evaluation pattern for the institute comprises 50 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. For

continuous internal evaluation institute select the criteria from the list of concurrent evaluation parameters given by the university

The internal exams and assignments are fairly examined. After being evaluated by the faculty, the papers are promptly given back to the students so they can determine whether there is any discrepancy between the marks they were given and their responses. The student approaches the teacher with any complaints. Any complaints pertaining to the internal exams are handled right away and fixed. All Internal Markstrictly go through the faculty member in charge, the student, the COE, and the Director scrutiny before being sent to the University.The grievances pertaining to the internal exam are addressed by members of the Grievance Redressal Committee in accordance with university norms.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/MBA%20Revised%20Syllabus%202019%20Pattern%20_Sem%20I%20to%20IV_R2_25_7_2020_04.082020.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

IIMHRD (W) faculty members during the Orientation programme, of all new college students, inform them of the programme and course outcomes. Additionally, instruction is given to students, who receive the course objectives and the method of evaluation as listed in the syllabus. The objectives set are accomplished by the Institute by giving priority to communicating Programme Outcomes and Course Outcomes before a course's teaching and learning activities begin: Plan of instruction and evaluation with focus: As a result of being more focused, the teaching and learning process is more consistent, and students perform better on assignments and assessments and a better learning experience.We are mapping the PO CO unit wise while making the session plan.Concurrent evaluation is prepared with the activities unit wise in each semester after analysing the PO CO. Before start of each academic semester each faculty makes

Session plan unit wise PO CO mapping and internal evaluation strategies are evaluated.

Students are able to achieve the defined goals before the end of each course since there is transparency regarding the POs and Cos and also for meeting the requirements for university exams: The students can avoid major exam failure due to having POs and Cos. The SPPUdegree and postgraduate expectations are in line with each and every program's and course's outcomes as well as the Institute objectives. By implementing outcome-based education, teaching and learning take place seamlessly in the institution.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://iimhrd.edu.in/academics/our-methodology/
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The primary academic focus at IIMHRD(W) is on achieving programme and course outcomes. The institution's Director oversees this, and the department's Chief exam officer is responsible for monitoring it. The University created the course outcomes and programme outcomes that make up the college's syllabus, and the faculty is required to adhere to them . The faculty coordinator creates the course and programme outcomes and after implementation takes place in the classroom, the achievement of the outcomes is carefully tracked and evaluated based on the evaluative measures.

Presentations, Internal Exams, Assignments, and End Exams are the evaluating procedures used for the Post-Graduate MBA Program.

Other methods used other than prescribed by the university include short quizzes , homework assignments, small projects, oral exams, and periodic evaluations based on tests.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/MBA%20Revised%20Syllabus%202019%20Pattern%20_Sem%20I%20to%20IV_R2_25_7_2020_04.082020.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

69

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://iimhrd.edu.in/reports/naac-reports/

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://iimhrd.edu.in/reports/naac-reports/

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	**No File Uploaded**
e-copies of the grant award letters for sponsored research projects /endowments	**No File Uploaded**
List of endowments / projects with details of grants(Data Template)	<u>View File</u>

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

2

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	<u>View File</u>

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	<u>View File</u>
Any additional information	**No File Uploaded**
Supporting document from Funding Agency	**No File Uploaded**
Paste link to funding agency website	**Nil**

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

IIMHRD recognises the value of innovation, research, and

development across a range of topics which are important to create and transfer knowledge, for which we have an ecosystem, and it understands, supports, and encourages these activities. A platform for academic, innovative, and research excellence is provided by IIMHRD. With the goal of transferring knowledge to the students and broadening their horizons, IIMHRD takes the initiative to foster an environment where industry and academia are constantly in contact.The institute hosts conclaves,guest lectures for studentsand FDPs to encourage students and faculty members to be more creative and innovative. With the help of social projects, the curriculum has become more practically oriented. Semester summer internships projects are offered by the institute.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://iimhrd.edu.in/academics/our-methodology/

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

19

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	**No File Uploaded**

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

5

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

9

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

IIMHRD College has always placed a high priority on raising up a generation that values social advancement above all else. The

institution participates in the "Plant a Life " and planted many plants demonstrating institutional environmental responsibility.The Institutetakes the responsibility of community-based activities to help in awareness of health, hygiene, Plastic waste reduction , digital literacy, community cleaning, girl child education etc. Faculty and students are encouraged to participate in carrying out the social outreach programs. The institution takes up several co-curricular and extension programs to promote social responsibility among the students.Theblood donation programme has been organised every year under the auspices of Rotaract club to help the needy. By various extension activities our students also aimed to set an example for the entire neighbourhood.

A lathi kathi activity was organised for the women students for their safety awareness. All of the afore mentioned events had a great effect on the students and helped them build their leadership abilities, community connections, and self-assurance. Additionally, it promoted awareness among students and helped individuals develop their latent personalities. As a result, the institute has established a favourable environment for students to interact with social issues, strengthening links with the immediate neighbourhood and the entire society.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/student-zone/gallery/
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

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

1

File Description	Documents
Any additional information	**No File Uploaded**
Number of awards for extension activities in last 5 year (Data Template)	<u>View File</u>
e-copy of the award letters	**No File Uploaded**

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

18

File Description	Documents
Reports of the event organized	<u>View File</u>
Any additional information	**No File Uploaded**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<u>View File</u>

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

60

File Description	Documents
Report of the event	<u>View File</u>
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<u>View File</u>

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

71

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Collaborative activities with institutions/industries for research, Faculty	[View File](#)

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

6

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	[View File](#)
Any additional information	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	[View File](#)

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The Institute is dedicated to helping students develop physically, mentally, and holistically. The Institute offers sufficient facilities to assist in the teaching and learning

process. Included in the infrastructure is classrooms with internet access and ICT equipment. The institute classrooms have a seating capacity of 60 students each. The institute has an internet-enabled computer lab for women students whichis used for Project Work, Online Exam, Exam form filling, MS-Excel, Preparing Presentations, Doing Assignments and so forth.Institute has installed and maintained everything with the help of its maintenance department; transformer, generator and UPS and appropriate earthling association for safety measures.

There is a conference room at the institute were presentations, individual interviews, Group discussions, etc. The library has journals, books, a reference section, previous project reports, question papers, and so forth. The institute has a seminar hall that is well-lit with a public addressing system and LCD projector that may be used to organise a variety of extracurricular, co-curricular, and cultural programmes for students.

In addition to the afore mentioned facilities, there are other clubs in the department, as well as a hostel for girls. Additionally, there is space available for activities like yoga etc. Through a variety of cultural events, the institution offers students the chance to demonstrate their talents. The institution has outdoor spaces for activities like badminton, basketball, football etc.

File Description	Documents
Upload any additional information	[View File]()
Paste link for additional information	https://iimhrd.edu.in/about/infrastructure/

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

The institution places a high value on extracurricular athletic and cultural activities.Opportunities for cultural activities and presentations are given to students throughout the year. Facilitiesfor performances indoors are available with a stage, lighting, a sound system, and seating for students which is used for various activities,competitions, prize distribution ceremony and various events .

Sports activities are carried out in the ground for badminton, cricket etc and indoors for carrom, chess etc. The college offers students T shirtand other necessary supplies.Every year, Sports ,cultural, co-curicular and extra curricular activities is observed at the campus during VISTA which is organised from 20 March 2022 to 26 March 2022,this is a much awaited event for the students.

The institute also lays emphasis on the mental and physical health of students. Yoga sessions are organised.

These activities boost confidence,team spirit,stress management and leadership qualities in women students and help a lot in their all round holistic development.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iimhrd.edu.in/infrastructure.html

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

8

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.iimhrd.edu.in/infrastructure.html
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

147360

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload audited utilization statements	[View File](#)
Upload Details of budget allocation, excluding salary during the year (Data Template	[View File](#)

4.2 - Library as a Learning Resource

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

Libraryis in accordance with the SPPU curriculum and AICTE regulations, the librarian receives the book list requirement from faculty members. For access to the library, students receive an Identity card. Everything including book borrowing and lending are monitored by the librarian. The library is open to students on all working days.

The library has AutoLib software for Faculty members and students. Its a comprehensive softwarefor managing the library. It is a software that supports multiple users, and multiple tasks, and these features helps in effective management. Access to these resources is a useful tool for all of its members. In addition to text and reference books, the institute also hasmotivational,self help and reference books.The library also has Wi-Fi facility and computers that allows easy asseciability to all.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://www.iimhrd.edu.in/infrastructure.html#library

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources   **D. Any 1 of the above**

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

10

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Students have access to the computer lab in accordance with SPPU requirement and college schedules. The lab in charge is in charge of the computer lab's maintenance.

Each classroom has white Board, LCD projector, PA system and

computerare available . The college's IT department is in charge of updating and maintaining all of these IT facilities. Every computer is connected In LAN. Wi-Fi access is available throughout the college's entire campus and all faculty, students, and administrative staff have access to free Wi-Fito have an upgraded Teaching-Learning experience.A strict discipline is maintained and the concerned faculty is available for student during LAB sessions.

Students and faculty receive Internet access, computer assistance and support from lab assistants and technical staff . All classes in the computer lab are included in the time table schedule to ensure that students can use it and practice. In order to make the most of the computer lab, practical sessions are scheduled in the Time Table

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://www.iimhrd.edu.in/infrastructure.html

4.3.2 - Number of Computers

60

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

10.92231

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts	<u>View File</u>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<u>View File</u>

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

The Institute has outlined a maintenance schedule for maintaining the physical infrastructure, academic, and support areas. With the aid of in-house maintainence staff, maintenance is carried out regularly and consistently, and great care is given to keep everything in working order. A standard operating procedure is maintained in the case of a breakdown to get everything running. A supervisor is tasked with monitoring and maintaining the classroom, office, and their housekeeping. 1. Computer Lab: There is a lab-incharge in the computer lab. Technical support to monitor and maintain computer systems and networks of labs, Library, Admin Office, Staffroom, etc. is provided by Technical support staff. They are responsible for installing and configuring computer systems and for their working. 2. Library: A librarian has been assigned to maintain all records. 3. Sport complex: It is managed by the institute's physical educator. 4. Class rooms: Classrooms with Computer System, Internet connection, LCD Projector for MBA first- and second-year divisions.

Academic support services: IIMHRDis having full time teaching staff as per cadre ratio of the university and AICTE along withacademic-coordinator who is in charge of academics activities of Time Table , scheduling classes, Class monitoring, Classroom maintenance, System and procedures required to smooth functions of academic classes.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.iimhrd.edu.in/gallery.html

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

39

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	[View File](#)

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://www.iimhrd.edu.in/
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

70

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

70

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student

A. All of the above

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	**No File Uploaded**
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

58

File Description	Documents
Self-attested list of students placed	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

1

File Description	Documents
Upload supporting data for student/alumni	*View File*
Any additional information	**No File Uploaded**
Details of student progression to higher education	*View File*

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	*View File*

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

0

File Description	Documents
e-copies of award letters and certificates	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

In IIMHRD(W) student council of the college is democratically elected, and it oversees student welfare through its many programmes. The Institute student council is made up of a general secretary,Joint general secretary,Sports secretary,JointSports secretary Cultural secretary,jointCultural secretary, magazine secretary,jointmagazine secretary Hostel representatives from the MBA departments. Activities of the student council are overseen by the Director. The council key initiatives include the planning of literary and cultural events that allow students a forum on which to express themselves. Gurupurnima,Ganesh Chaturthi, Christmas, Teacher's Day, Sports Day, and other events are organised and actively participated in by members of the student council,Rotaract etc. In various other committees, members of the student council represent inIQAC, Anti Ragging Cell, the Grievance Redressal Cell,etc. The Rotaract student volunteers participate in a variety of projects, including Navshitij, environmental awareness, rural cleaning,Fitness run -marathon,beti bachao,and blood donation. As a result, the institution ensures that all students participate to the fullest in a variety of administrative, co-curricular, and extracurricular activities in order to develop them into socially conscious young women who will usher a brighter tomorrow for all.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/gallery.html
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

39

File Description	Documents
Report of the event	**No File Uploaded**
Upload any additional information	[View File](#)
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	[View File](#)

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The Institute has a recognised alumni associationwhich helps tomaintaina network among former students who strives to advance the alma mater. All former students are welcome to join the Association. The following are the activities and contributions of the association: Alumni are valuable resources forvalue-education activitiesand also help in preparing students forjob placements, etc. All these activities throughout the year help the alumni to help the junior students to improve on their soft skills and help boosting their self-confidence and help them explore their latent talents.

The members of alumni association help the institution in facilitating the industry institute interface, and the Institute invites them to participate in alumni interactions so that they can discuss their professional experiences and the most recent corporate culture demands with the newstudents.

The alumni members regularly visit institutefor all significant Institute events and offer their full support and cooperation.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)   E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

SBES in keeping with the goal of reaching out to young women from all walks of life to foster intellectual development,women's enpowerment, social transformation, and strengthen the individual, society, and country, IIMHRD(W) was started. The goal is to produce women managers who are intellectually capable, ethically upright, socially engaged, and spiritually inspired. Its mission is to reach out to all women .The Institute governance helps to translateour vision and mission into practise and underlines our commitment to providing diversity, and social justice to our studentsand staff .

Vision: "Empowering Women with Corporate Careers and Developing Innovative Business Leaders"

Mission: "In An Emerging Trend of Consciousness of Gender Equality In a Global Human Society,Empowering Women With Management Education ,Professional Inputs and Skill Set Training to the Women for Campus to Corporate."

The management committee, is in charge ofthe organisation and plan out the Institute strategic plan. According to the Management commitee perspective plan and directives, the Director and Faculty membersoversee the efficient operation of student-related activities ,academics etc. The IQAC oversees college operations and puts quality measures into actionwhile

the Finance Committee looks after budget allocations.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

IIMHRD aims to foster the next generation of women managers with compassion, conviction, and clarity in their professional roles. The Institute governance and administration is lined up with its vision and mission. The institute delegate tasks to each stakeholder to increase accountability , Increase the degree of transparency with which policies and procedures ,Administration & governance in Instituteare carried out. The institute plan, Annual Budget etc are discussed in BOG, CDC meeting. For efficient management and for variousactivities of SPPU BCUD,AICTE, DTE Maharashtra, scholarship,etcvarious faculty are allocated, committees and cells have been formed to maintain the academic and other activities. The IQAC and Academic Committee is responsible forthe college's academic initiatives and related programmes.IIMHRD organogram helps to implement efficient working with improvements.

Decentralization is at every level. In cooperation with the faculty, the director assigns the responsibilities, fostering collaborative management of all activities.Subjects Allotted by the director during IQAC meetings, wherethe opinions of each faculty member are heard and their personal development is supportedtaking into account the interest and experience of the faculty . Various committees and cells: Depending on the faculty member's current responsibilities, different committees and cells are assigned . Extracurricular and co-curricular activities: The events are planned by Rotaract and IQAC and announced to all staff and students.

Presence of students/ Alumni /faculty/industry experts in different boards reflects participative administrative approach in the Institute.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/about.htm
Upload any additional information	**No File Uploaded**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The perspective strategic plan of IIMHRD(W) aims to fulfils the needs of industry and society by providing quality education to produce better women Managers to serve the nation and society.

The planning for the 360-degree holistic development of female students is effectively carried out at IIMHRD which has a student centric approach. In order to make better use of all resources, the Institute organises and creates activity action plans. Academic , holistic development, women empowerment, and support forstudents are of theutmost importance whileplanningthe many activities Institute takes these into account. The institute focuses more on developing students from all backgrounds, including emotional, academic, etc and is achieved with the help of dedicatedfaculty and staff.In order to prepare our female students for competition in a changing professional world, the institutionuses differentpedagogy and focusmore on fostering, developing, and instilling the required professional and social skills. Integrating ICT-enabled teaching pedagogy inthe sppu curriculum makes the teaching and learning process more effective.

File Description	Documents
Strategic Plan and deployment documents on the website	**No File Uploaded**
Paste link for additional information	https://www.iimhrd.edu.in/about.htm
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The organogram of the institute describes the decentralised structure of administration. The administration of the college is a cooperative effort of Director, teaching, non teaching-staff and students with the support of all the stakeholders.IIMHRD(W) follow the statutory norms and guidance of AICTE, and SPPU in academic as well as administrative functional areas. SPPU through its local Inquiry Committee (LIC) conducts the inspection of academic and administrative procedures of the institution and submits the report to the university authorities. On the basis of positive LIC report SPPU university grants the affiliation. So, it is mandatory for the institution to observe and follow the regulatory authority, AICTE and affiliation authority, University. Services Rules, Procedures, Recruitment& PromotionPolicy.

The student's academic and social development is effective with the governing body's policies and procedures.The institution's has established committees, to carry out the institution's daily operations. The SBES management supports and actively engages throughthe Board of Governance (BOG), Local Management Committee (LMC)and Campus Development Committee (CDC) and assists for the operation of all aspects of the institution including finance, human resources, educational and infrastructure requirements. For decision-making in routine operations at the institution, the Director and HODs oversee the academic and administrative departments. TheIQAC'smentors all members in efforts to improve quality . The departments of Administration, Academic, Student Affairs, etc , which are led by staff members and each have functional committees.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Link to Organogram of the institution webpage	https://iimhrd.edu.in/about/governing-council/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	**No File Uploaded**
Screen shots of user inter faces	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	[View File]()

6.3 - Faculty Empowerment Strategies

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

The management is dedicated to helping its stakeholders, and places a high priority on the welfare of the teaching staff as well as the non-teaching staff, whom it sees as members of its extended family.

SBES as a group provides number of welfare facilities to its teaching and non teaching staff.

Welfare schemes for teaching staff.

1. Medical Health insurance

2. Tea club

3. Pick up and drop transport facility.

4. Uniform as per dresscode

5. Duty leaves to the academic staff forattending conferences,workshop etc.

6.Provident Fund

7.Free wifi facility to all

8.Festivals,staff get-togethers as well as the staff tour are organised and celebrated by all.

Welfare schemes for non teaching staff.

1. Group insurance

2. Tea club

3. Pick up and drop transport facility.

4. Uniform as per dresscode

5.Staff Development Program

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

2

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

19

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<u>View File</u>

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

7

File Description	Documents
IQAC report summary	**No File Uploaded**
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of teachers attending professional development programmes during the year (Data Template)	<u>View File</u>

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

The institution maintains a Performance Based Appraisal System for assessing the performance of teaching and non-teaching staff. The teaching staff appraisal is evaluated on the basis of

dedication and contribution to teaching-learning, research and extension/co-curricular activities.

Teaching staff performance Apraisal system. An performance Apraisal form for the teaching staff is provided, and it is presented to the committee. The performance evaluation committeeevaluates the faculty's potential and examines performance in accordance with the established guidelines. By direct and formal communication, the expert committee evaluates the faculty's prospective strong points. The Founder President and Director of the Institute .evaluates the Apraisal and feedback taken from students and suggests improvement and corrective measures confidentially.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

In IIMHRD both internal and external financial audits are carried out by the Institute regularly.Every year, the College performs internal and external financial audits. The institution's administrative structure hasa Finance division that periodically monitors and audits the financial accounts. Both internal and external audits are performed on every expenditure the institute incurs. The institute has a dedicated audit and accounts team that performs internal audits on a regular basis.

Additionally, in accordance with government regulations, a chartered accountant routinely audits the Institute's accounts. The institution receives the audited financial statements and audit reports from the external Certified Charted Accountant on a regular basis for each fiscal year.

The institute makes optimal use of its resources and the college provide funds for various heads and the best option is chosen. The governing body takes specific steps if costs exceed the budget proposals.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/about/institute-at-a-glance/
Upload any additional information	**No File Uploaded**

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The Institute has a process for efficiently streamlining and using its resources. The Resources assists in budget allocation, Guest lectures, infrastructure improvement,etc.Since the Institute is an unaided private institution and the Fee Regulating Authority decides the fees,the majority of the institute's revenue comes from fees paid by students, the institute's resource mobility is crucial to its growth. The institute has developed a mechanism to ensure the financial resources are utilized in effective and efficient way.The institute allocates its funds to meet the Institute's daily operating and capital investment requirements. The development of organizational technical and infrastructural infrastructure as well as student growth are implemented from the allocated funds and monitors the operation and maintenance of all its resources.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	**No File Uploaded**

6.5 - Internal Quality Assurance System

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

The institution's efforts to improve its educational services have been greatly assisted by the IQAC of IIMHRD(W). Outcome Based Education is one of IQAC's main process.

outcome-based education (OBE) definesthe learning objectives and coordinatesteaching and evaluation techniques to attain those results and are key components of thiseducational strategy . The university, formerly known as the University of Pune, is affiliated with the institute and provides our students the MBA curriculum.Outcome-Based Education used in MBA programmes aims to provide students with the abilities, information, and skills they need to succeed in the corporate world. The institution, on behalf of IQAC, places a high priority on students' holistic education in order to raise their level of knowledge. The IQAC oversees the efficient and successful application of student improvement initiatives and follows the SPPU guided model of education that is outcome-based. The student learning objectives arethe standards by which curriculum educational resources can be chosen, instructional strategies can be used, and evaluation can be carried out. Mentors from the institution have helped students in bringing out their best.

Collaborations The Institute has entered into a number of Collaborations witheducational institutions and organisations under the auspices of IQAC for the benefit of college students, faculty, management, and the collaborating institutions.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC develops initiatives including the faculty ,alumni and the student programme. The college-level academic calendar and work allocation is supervised by the IQAC. The College's IQAC oversees ongoing changes to teaching and learning strategies andencourages the use of ICT in classroom instruction. In addition, capacity building initiatives are organised.The leadership, and other abilities are enhanced by the Placement Cell, various clubs, and rotaract through both online and offline platforms. Together with the afore mentioned techniques, a blended learning methodology was developed with the goal of raising student engagement and introducing flexibility to the teaching and learning process . When using blended learning, facilitators concentrate on the areas relating to creating and compiling course content, monitoring each student's learning process, and providing study materials whenever possible to improve the students learning experience.

The Institute has a mechanism for student input on instructional methods and course delivery, as well as evaluations to provide a comprehensive picture of the issues that students are facing.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.iimhrd.edu.in/
Upload e-copies of the accreditations and certifications	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	[View File](#)

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

IIMHRD is a women institute and considers safety and security of women students very important in the campus and hostel. The institute buildings with security guards at the entrances and exits,aremonitored in a gatedneighbourhood. Before entering the campus, all visitors entryare madepreventing unauthorised admission from outside and has made it a point to require all visitors to the campus to enter only after confirmingtheir reason for visiting . The instituteare under CCTV surveillance.Counseling and guidance are available at all times for all students .The mentorship Programas needed provides students with one-on-one counselling sessions. GENDER EQUITY: The institution aims to teach gender sensitivity to both teachers and students.

The facilities provided for are

Common Room The institute is having common rooms and restrooms for girls.

Girls Hostel with all security measures

Hinjewadi Police buddy cop Helpline group

Day care center for young children

Institute has anti sexual harassment cell & grievance redressal cells to resolve the issues of students and staff to sort out

grievances related toGender Bias, Ragging, Sexual Harassment related issues etc.

The complaint & suggestion boxes are installed where they can provide their problems/ suggestions .

The Anti-Ragging Cell in the Institution to handle ragging issues.

File Description	Documents
Annual gender sensitization action plan	https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Annual-Gender-Sensitization-Plan.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	**Nil**

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures   Solar energy Biogas plant Wheeling to the Grid   Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	**No File Uploaded**

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The Institute is very keen to keep the campus clean. The decision to handle all garbage is in accordance with the National Mission on Clean and Green Environment, Swachh Bharat Abhiyaan, Ban on Plastic, and Dry and Wet garbage Segregation.Every Mahatma Gandhi Jayanti, staff members and students voluntarily clean the campus and the surrounding to raise awareness . The cleaning section of the institution is

well-staffed and well-organizedto clean the campus, and gather the trash and place it in the panchayat-providedtrash can. Additionally, there are trash cans located on campus in all places ofthe institution's building .

Program to Raise Awareness of Tree Planting Date: December 24, 2021 The environmental protection organisations claim that if we want to save the environment, we must plant trees.To removedangerous substances from the soil, Plants also help lessen the greenhouse gases that cause global warming .

Management of solid waste: Institutional supports for one-sided print sheets anywhere possible forprintouts. By doing this, itsaves money and less paper use.

Management of liquid waste: To prevent stagnation, the institute features an effective water drainage system. Electric and electronic items make up the E-Waste, which is appropriately disposed of. The IIMHRD does not have any radioactive waste or biological or dangerous chemicals.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1. **Restricted entry of automobiles**
2. **Use of bicycles/ Battery-powered vehicles**
3. **Pedestrian-friendly pathways**
4. **Ban on use of plastic**
5. **Landscaping**

File Description	Documents
Geo tagged photos / videos of the facilities	<u>View File</u>
Various policy documents / decisions circulated for implementation	**No File Uploaded**
Any other relevant documents	**No File Uploaded**

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit   3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	**No File Uploaded**
Certification by the auditing agency	**No File Uploaded**
Certificates of the awards received	**No File Uploaded**
Any other relevant information	<u>View File</u>

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms

C. Any 2 of the above

Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment   5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen   reading

File Description	Documents
Geo tagged photographs / videos of the facilities	<u>View File</u>
Policy documents and information brochures on the support to be provided	**No File Uploaded**
Details of the Software procured for providing the assistance	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

IIMHRD(w) institute believes in equality of all cultures and traditions with harmony towards all regional, linguistic, communal socioeconomic and other diversities.The institution plans and executes a number of events to foster a sense of unity and harmony in an effort to develop a country of young women managers who have noble attitudes and uphold moral principles.To help women students grow holistically and prepare them to be responsible citizens who uphold theprinciples of societal cohesion, community peace, and national integration, motivational speeches by prominent professionals in the field are organised. To foster an atmosphere for cultural, ethical, and spiritual values, the Institute teachers, staff, and students collectively celebrate all cultural events, regional festivals, and national holidays. In addition to academic, cultural, and extracurricular activities, there are sportactivities also made available.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The Constitution of India was introduced by Savitribai Phule Pune University, the affiliated University, and curriculum was framed with mandatory courses like: Introduction to Constitution, Human Rights I & II, and the institute schedules these sessions to Sensitise students and faculty to the constitutional obligations. The Institute makes sure that the students take part in all of these events with great enthusiasm. The college observes Independence Day, Republic Day, "Samvidhan Divas," Constitution Day, and other holidays. Students have also competed in quiz and elocution competitions organised in the college.

The institution takes pride in its tree-planting programme, asIt is a positive development to raise women managers to be more environmentally conscious citizens of the nation.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://iimhrd.edu.in/student-zone/gallery/
Any other relevant information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/Introduction%20to%20Constitution_13.072020.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution   A. All of the above

organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	**No File Uploaded**

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The National and International Commemorative Days are celebrated annually by SBES, IIMHRD. This year's commemoration days were planned in hybrid because of COVID-19 and regular offline classes started from August 2021.

For the purpose of motivating students and educating them about the value of national integrity in general and their role, IIMHRD conducts a variety of national and international days, festivals, and birth anniversaries of Great National Heros. The importance of national holidays in sowing the seeds of nationalism and patriotism cannot be overstated. In honour of the nationalist concept and to honour our outstanding National Leaders, our institution commemorates these occasions with tremendous fervour. To commemorate these events, the faculty, staff, and students gather together.These specifics are provided:

1. Independence Day:

2. Birth Anniversary of Dr. Sarvepalli Radhakrishnan:Sep 5

3. Swami Vivekananda Youth Day Celebration:

4. International Women's Day:

5. Makar Sankranti

6. Holi Dahan

7. Colours Holi Playing

8. Republic Day:

9. Chhatrapati Shivaji Maharaj Jayanti:

10. Ganesh Festival: Our student's s also celebrate "Ganesh Festival" in our campus by Pratistapna of Ganesh Idol with great enthusiasm.

11. Dussehra Celebration: Every year we celebrate this festival, on this occasion worship with prayer and pujas are performed to mark the auspicious day.

12.International Yoga day (21stJune)

13.Mahatma Gandhi (2 Oct):

14. Christmas

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Title of the Practice:1. Enhancing Women empowernmnet during Pandemic

Context: The pedagogy was revisedas a result of the epidemic for technical and non-technical abilities that are with market expectation and to enhanceWomen empowernmnet.

Objectives: This aims to improve the students'prospects and guarantee overall growth and development.

The Practice:Students are well equipped along with current affairs notebook each semesterduring their academic journey for Economic Times & current affairs for their knowledge updation with faculty monitoring.

Evidence of success: The students were able to perform well in all areas of academics and placements.

Problems encountered: A few students faced connectivity issues.

Title of the Practice:2: Quality validation.

Context: The goal of IIMHRD is to give students the best. A quality validation strategy is important to assist students in comprehending the subjects thoroughly.

Objectives:To give students access to learn and improve based on industry expertise expectations.

Practice : It helped inan inclusive improvement in all areas due to advancement of management education with latest developments
.

Limitations: Time constraints in between odd semester and even semester exams due to the pandemic. Even semesters have lesser time for the preparation & practice. This has been overcome by conducting monitoring themaccordingly.

Evidence of Success: The success of this practice could be evidenced by the increased practice by the students and in their results and placement.

Problems Encountered and Resources Required: Newly introduced subject chapters in some subjects took extra time to complete for this practiceand afew students faced online issues.

File Description	Documents
Best practices in the Institutional website	https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Institutional-Distinctiveness.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

IIMHRD(W) is a ray of empowerment and hope for aspiring women managers from all social classes. Numerous young female students who have gone through its doors report say that it consistently transformed their lives. IIMHRD(W) keeps pushing itself to stay ahead and respond to the evolving demands of its students and society in the most creative, active, and compassionate way possible while offering competitive education In all of its endeavours, including instruction, study, and outreach. The institution is committed to quality and excellence. We aim to deliver a remarkable education while also significantly advancing society on a local, national, and international level. In addition to offering a platform for the development of students methodological skills, interdisciplinary development, ethical human value development, and other things, the institution never stops inspiring its students. In order to assure the community's performance standard through value-added education the institution has always placed a high priority on the vision, Mission, and goals and contribute to empowering the nation's future women Managers. IIMHRD provides solutions to problems associated with an all-encompassing and complete approach to all women student development.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The College adheres to the curriculum created by SPPU University which is designed to meet the needs of the students, industry, society and environment. The student-centered approach is made possible by utilising an ideal fusion of technology with traditional teaching and learning methodologies .

As a new semester begins, IQAC prepares the academic calendar,in accordance with the SPPU university calendar. The faculty uses a variety of strategies for continuous internal evaluation, including experiential learning, participatory learning, and critical thinking. Both direct and indirect strategies are used to attain the POs and COs.IQAC monitors how these are being implemented.

The workload for each semester based on the course syllabus and the number of students calculated and subject distributed to the faculty to plan and organises the lectures. Each faculty member creates a session plan for the effective delivery of the assigned subject's .

The COVID-19 pandemic necessitated the use of the microsoft teams platform for courses to be delivered online. To help students comprehend better, lectures notes,PPT,etcmade available . The offline sessions started as per government notification. The timetable of the classesis regularly monitored through daily attendance. Last semester SPPU results are analysed for each year; remedial measures are applied as recommended by IQAC.

The faculty members finish the curriculum by the allotted time and additional lectures schedule to complete along withacademic performance monitoring through concurrent evaluation, etc thus ensuring effective, up-to-date curriculum planning and delivery.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2022/MBA%202019%20Pattern%20Syllabus_Revised_10112022.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The academic calendar of IIMHRD is according to Savitribai Phule Pune University.The Continuous Internal Evaluation (CIE) includes Internal Assessment, Midterm Test, and Final Term Exam for all the subjects. Students in their second year have their summer internship project.The Savitribai Phule Pune University's academic calendar is used as the source of information for the semester's beginning and ending dates. The academic calendar includes dates for internal exams, assignment due dates, project examination dates, etc. at the start of each semester so that teachers can schedule their administration. The academic is handled by the Chief Exam Officer approved by SPPU. In order to carry out its implementation, the Chief Exam Officer consults the academic calendar and works with everyone. The Internal Test timetable is also arranged in accordance with the academic calendar.Head of the departmentthroughmeetings review the progress ofsyllabus completion The Director disseminates the academic schedule. Considering the number of teaching days available, important academic events and tentative examination dates are worked out. Each and every faculty member prepares semester wise teaching plans for their respective courses at the beginning of every term.All faculty members are informed of any changes to the schedule that may occur during the semester due to unforeseeable events.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://collegecirculars.unipune.ac.in/sites/documents/Academic%20Calender/Circular%20No.92%20of%202022_02052022.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

17

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

70

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The IIMHRD Institute is affiliated toS P Pune University and actively adheres to the university's frameworks, and code of conduct, which emphasises discipline, a sense of belonging, reliability, responsibility, honesty, and concern for others. SPPU Board of Studiesprepares and approvescurriculum. While

making the curriculum, special attention is given to Professional Ethics, Gender, Human values, Environment and Sustainability.Hence thesyllabus integrates human cross-cutting issues and is intertwined in all activities. Institute social and college events reflect the responsibility that humans have to have for society and the public. Students are becoming more accountable for societal ideals and personal values due to their participation in variousfestivals activities. The Professional Ethics, Gender, Human Values, Human Rights, Environment, and Sustainability subjects offered in the SPPU MBA syllabus are specifically framed to address these challenges. In MBA programmes, topics like CSR, Corporate Ethics, and others are taught. The programme results are important in designing the framework.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

1

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

71

File Description	Documents
Any additional information	**No File Uploaded**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	https://iimhrd.edu.in/reports/naac-reports/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows	**B. Feedback collected, analyzed and action has been taken**

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://iimhrd.edu.in/reports/naac-reports/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

70

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

32

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

IIMHRD(W) conducts two year full time MBA program affiliated to SPPU and duly approved by AICTE, New Delhi and admission procedure according toDTE Govt of Maharashtra.

Student-centered methodology is used in IIMHRD. Throughout her MBA degree journey, each student receives individualised care and grooming. Using academic and communication criteria, we identify women students into distinct categories.

1.Observations from the mentor: The institution assigns students to each mentor, who maintains close contact with the assigned students and tries to understand their academic and

personal needs in order to assist and extend personalised support. 2. Continual assessment: Ongoing evaluation of student performance at various levels is done through these assessments, which are done on a regular basisto evaluate slow and advanced learners.

At the start of each academic year, IIMHRD hold an induction programme where faculty and guests engage with students and emphasise the value and their practical applicability.Students without a background in commerce for them the fundamentals of financial management is given and for all studentsfundamentals of statistics and quantitative techniques, fundamentals of communication skills, business etiquettes and manners, as well as institutional policies, processes, culture, and valuesare informedto students during the orientation and Induction programme.

Regular, online guest lectures are held to advance technical, communication, and personality abilities, among other things of women students.Additionally, mentorship along with small groups activities to better understand students' learning levels and individual goals. Many activities are conducted online due to the COVID pandemic.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
140	12

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

IIMHRD emphasises and employs a student-centric methodology. The paradigm of management learning is experiential and focused on the student. In IIMHRD Students can develop the knowledge, attitudes, and values , which gives them an excellent foundation from which to mould their behaviour for personal and professional growth. The institute focus on student centric learning methods and are encouraged to compete in ivarious activities.

Experiential Learning : Students are encouraged to actively participate, host and organizeprograms. Students volunteered in community activities to teach language skills. Project Presentations and outreach programmes. Students are guided to do project internships where students learn different skills like analytical, problem solving, technical skills, etc.Student leadership in college.

Participative Learning : The college provides assitance to fine-tune the language skills of the students so as to effectively improve their communication skills. Students are enrolled in add-on courses that is directly related to employability skills. .Students are actively involved in extension activities.

Problem Solving: Interaction with faculty for problem-solving with Case study: Faculties are adopting a case study methodology for teaching-learning. Specialization-wise case studies are discussed in the class for subjects.

IIMHRD aims to bring about holistic development of students through both inclassand out of class enhanced learning experiences.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://iimhrd.edu.in/student-zone/gallery/

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

In IIMHRD(W) teachers are combining technology with traditional mode of instruction to engage students in long

term learning.The college provides an excellent learning environmentby constructing an atmosphere of effective teaching and learning experience in Outcome Based Education.Our faculty at IIMHRD use various ICT enabled tools to enhance the quality of teaching-learning.

ICT Tools used:

1. Projectors- projectors are available in different classrooms

2. Desktop and Laptops- Arranged at the Computer Lab,classroom and all Facultycabins in the campus.

3. Printers- They are installed at Cabins and all prominent places.

4. Auditorium- The seminar halls are well equipped .It is digitally equipped with mike, projector and computer system

5. Online Classes through Microsoft Team and Zoom.

6.The library is automated using Integrated Library Management System.

7.The whole institute is Wi-Fi enabled .

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

10

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

12

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	**No File Uploaded**

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

2

File Description	Documents
Any additional information	**No File Uploaded**
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

7.0

File Description	Documents
Any additional information	**No File Uploaded**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	[View File](#)

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

A strong and transparent structure is in place at IIMHRD for internal assessment , which is affiliated with the Savitribai PhulePuneUniversity.

During the Induction,Orientation programmes, students receive instruction relating to exams, marks , correction etc. As part of the formative Continuous Internal Evaluation (CIE) evaluation of students are done on the basis oftests, assignments etc. Prior to each university exam, internal exams are conducted based on outcome-based education . In order to provide students enough time to prepare, portions of the internal tests as well as exam dates are announced in advance. The faculty swiftly returns the papers they have assessed to the students so they can check for errors and correct them. All Internal Mark lists are checkedand only sent to the University after being thoroughly reviewed by the faculty member in charge, the student, the Exam officerand the Director.The tests and assignments are impartially examined, and the results are uploaded in SPPU internal marks portal.

Institute conducts examination for students of MBA as per SPPU guidelines . Accordingly, Internal Assessment of 50 Marks core subject was done by the subject teachers and 50 Marks Semester end examination was conducted By SPPU for both the regular semester end and backlog examinations .

File Description	Documents
Any additional information	[View File](#)
Link for additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/MBA%20Revised%20Syllabus%202019%20Pattern%20_Sem%20I%20to%20IV_R2_25_7_2020_04.082020.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

Assessment of student is very important in teaching learning. The Institute observes the SPPU rules in regards to continuous Assessment.

The examination evaluation pattern for the institute comprises 50 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. For continuous internal evaluation institute select the criteria from the list of concurrent evaluation parameters given by the university

The internal exams and assignments are fairly examined. After being evaluated by the faculty, the papers are promptly given back to the students so they can determine whether there is any discrepancy between the marks they were given and their responses. The student approaches the teacher with any complaints. Any complaints pertaining to the internal exams are handled right away and fixed. All Internal Markstrictly go through the faculty member in charge, the student, the COE, and the Director scrutiny before being sent to the University.The grievances pertaining to the internal exam are addressed by members of the Grievance Redressal Committee in accordance with university norms.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/MBA%20Revised%20Syllabus%202019%20Pattern%20_Sem%20I%20to%20IV_R2_25_7_2020_04.082020.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

IIMHRD (W) faculty members during the Orientation programme, of all new college students, inform them of the programme and course outcomes. Additionally, instruction is given to students, who receive the course objectives and the method of evaluation as listed in the syllabus. The objectives set are accomplished by the Institute by giving priority to communicating Programme Outcomes and Course Outcomes before a course's teaching and learning activities begin: Plan of instruction and evaluation with focus: As a result of being more focused, the teaching and learning process is more consistent, and students perform better on assignments and assessments and a better learning experience. We are mapping the PO CO unit wise while making the session plan. Concurrent evaluation is prepared with the activities unit wise in each semester after analysing the PO CO. Before start of each academic semester each faculty makes Session plan unit wise PO CO mapping and internal evaluation strategies are evaluated.

Students are able to achieve the defined goals before the end of each course since there is transparency regarding the POs and Cos and also for meeting the requirements for university exams: The students can avoid major exam failure due to having POs and Cos. The SPPUdegree and postgraduate expectations are in line with each and every program's and course's outcomes as well as the Institute objectives. By implementing outcome-based education, teaching and learning take place seamlessly in the institution.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://iimhrd.edu.in/academics/our-methodology/
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the

institution.

The primary academic focus at IIMHRD(W) is on achieving programme and course outcomes. The institution's Director oversees this, and the department's Chief exam officer is responsible for monitoring it. The University created the course outcomes and programme outcomes that make up the college's syllabus, and the faculty is required to adhere to them . The faculty coordinator creates the course and programme outcomes and after implementation takes place in the classroom, the achievement of the outcomes is carefully tracked and evaluated based on the evaluative measures.

Presentations, Internal Exams, Assignments, and End Exams are the evaluating procedures used for the Post-Graduate MBA Program.

Other methods used other than prescribed by the university include short quizzes , homework assignments, small projects, oral exams, and periodic evaluations based on tests.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/MBA%20Revised%20Syllabus%202019%20Pattern%20_Sem%20I%20to%20IV_R2_25_7_2020_04.082020.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

69

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://iimhrd.edu.in/reports/naac-reports/

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://iimhrd.edu.in/reports/naac-reports/

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

2

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	[View File](#)

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	[View File](#)
Any additional information	**No File Uploaded**
Supporting document from Funding Agency	**No File Uploaded**
Paste link to funding agency website	**Nil**

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

IIMHRD recognises the value of innovation, research, and development across a range of topics which are important to create and transfer knowledge, for which we have an ecosystem, and it understands, supports, and encourages these activities. A platform for academic, innovative, and research excellence is provided by IIMHRD. With the goal of transferring knowledge to the students and broadening their horizons, IIMHRD takes the initiative to foster an environment where industry and academia are constantly in contact.The institute hosts conclaves,guest lectures for studentsand FDPs to encourage students and faculty members to be more creative and innovative. With the help of social projects, the curriculum has become more practically oriented. Semester summer internships projects are offered by

the institute.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://iimhrd.edu.in/academics/our-methodology/

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

19

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	[View File](#)

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	[View File](#)
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

5

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	<u>View File</u>

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

9

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	<u>View File</u>

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

IIMHRD College has always placed a high priority on raising up a generation that values social advancement above all else. The institution participates in the "Plant a Life " and planted many plants demonstrating institutional environmental responsibility.The Institutetakes the responsibility of community-based activities to help in awareness of health, hygiene, Plastic waste reduction , digital literacy, community cleaning, girl child education etc. Faculty and students are encouraged to participate in carrying out the social outreach programs. The institution takes up several co-curricular and extension programs to promote social responsibility among the students.Theblood donation programme has been organised every year under the auspices of Rotaract club to help the needy. By various extension activities our

students also aimed to set an example for the entire neighbourhood.

A lathi kathi activity was organised for the women students for their safety awareness. All of the afore mentioned events had a great effect on the students and helped them build their leadership abilities, community connections, and self-assurance. Additionally, it promoted awareness among students and helped individuals develop their latent personalities. As a result, the institute has established a favourable environment for students to interact with social issues, strengthening links with the immediate neighbourhood and the entire society.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/student-zone/gallery/
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

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

1

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

18

File Description	Documents
Reports of the event organized	View File
Any additional information	**No File Uploaded**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

60

File Description	Documents
Report of the event	View File
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

71

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Collaborative activities with institutions/industries for research, Faculty	[View File](#)

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

6

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	[View File](#)
Any additional information	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	[View File](#)

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.

The Institute is dedicated to helping students develop physically, mentally, and holistically. The Institute offers sufficient facilities to assist in the teaching and learning process. Included in the infrastructure is classrooms with internet access and ICT equipment. The institute classrooms have a seating capacity of 60 students each. The institute has an internet-enabled computer lab for women students whichis used for Project Work, Online Exam, Exam form filling, MS-Excel, Preparing Presentations, Doing Assignments and so forth.Institute has installed and maintained

everything with the help of its maintenance department; transformer, generator and UPS and appropriate earthling association for safety measures.

There is a conference room at the institute were presentations, individual interviews, Group discussions, etc. The library has journals, books, a reference section, previous project reports, question papers, and so forth. The institute has a seminar hall that is well-lit with a public addressing system and LCD projector that may be used to organise a variety of extracurricular, co-curricular, and cultural programmes for students.

In addition to the afore mentioned facilities, there are other clubs in the department, as well as a hostel for girls. Additionally, there is space available for activities like yoga etc. Through a variety of cultural events, the institution offers students the chance to demonstrate their talents. The institution has outdoor spaces for activities like badminton, basketball, football etc.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://iimhrd.edu.in/about/infrastructure/

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

The institution places a high value on extracurricular athletic and cultural activities.Opportunities for cultural activities and presentations are given to students throughout the year. Facilitiesfor performances indoors are available with a stage, lighting, a sound system, and seating for students which is used for various activities,competitions, prize distribution ceremony and various events .

Sports activities are carried out in the ground for badminton, cricket etc and indoors for carrom, chess etc. The college offers students T shirtand other necessary supplies.Every year, Sports ,cultural, co-curicular and extra curricular activities is observed at the campus during VISTA which is organised from 20 March 2022 to 26 March 2022,this

is a much awaited event for the students.

The institute also lays emphasis on the mental and physical
health of students. Yoga sessions are organised.

These activities boost confidence,team spirit,stress
management and leadership qualities in women students and
help a lot in their all round holistic development.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.iimhrd.edu.in/infrastructure.html

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

8

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://www.iimhrd.edu.in/infrastructure.html
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

147360

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload audited utilization statements	[View File](#)
Upload Details of budget allocation, excluding salary during the year (Data Template	[View File](#)

4.2 - Library as a Learning Resource

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

Libraryis in accordance with the SPPU curriculum and AICTE regulations, the librarian receives the book list requirement from faculty members. For access to the library, students receive an Identity card. Everything including book borrowing and lending are monitored by the librarian. The library is open to students on all working days.

The library has AutoLib software for Faculty members and students. Its a comprehensive softwarefor managing the library. It is a software that supports multiple users, and multiple tasks, and these features helps in effective management. Access to these resources is a useful tool for all of its members. In addition to text and reference books, the institute also hasmotivational,self help and reference books.The library also has Wi-Fi facility and computers that allows easy asseciability to all.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://www.iimhrd.edu.in/infrastructure.html#library

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**D. Any 1 of the above**

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

10

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Students have access to the computer lab in accordance with SPPU requirement and college schedules. The lab in charge is in charge of the computer lab's maintenance.

Each classroom has white Board, LCD projector, PA system and computerare available . The college's IT department is in charge of updating and maintaining all of these IT facilities. Every computer is connected In LAN. Wi-Fi access is available throughout the college's entire campus and all faculty, students, and administrative staff have access to free Wi-Fito have an upgraded Teaching-Learning experience.A strict discipline is maintained and the concerned faculty is available for student during LAB sessions.

Students and faculty receive Internet access, computer assistance and support from lab assistants and technical staff . All classes in the computer lab are included in the time table schedule to ensure that students can use it and practice. In order to make the most of the computer lab, practical sessions are scheduled in the Time Table

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.iimhrd.edu.in/infrastructure.html

4.3.2 - Number of Computers

60

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution	A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

10.92231

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts	[View File](#)
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	[View File](#)

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

The Institute has outlined a maintenance schedule for maintaining the physical infrastructure, academic, and support areas. With the aid of in-house maintainence staff, maintenance is carried out regularly and consistently, and great care is given to keep everything in working order. A standard operating procedure is maintained in the case of a breakdown to get everything running. A supervisor is tasked with monitoring and maintaining the classroom, office, and their housekeeping. 1. Computer Lab: There is a lab-incharge in the computer lab. Technical support to monitor and maintain computer systems and networks of labs, Library, Admin Office, Staffroom, etc. is provided by Technical support staff. They are responsible for installing and configuring computer systems and for their working. 2. Library: A librarian has been assigned to maintain all records. 3. Sport complex: It is managed by the institute's physical educator. 4. Class rooms: Classrooms with Computer System, Internet connection, LCD Projector for MBA first- and second-year divisions.

Academic support services: IIMHRDis having full time teaching staff as per cadre ratio of the university and AICTE along

withacademic-coordinator who is in charge of academics activities of Time Table , scheduling classes, Class monitoring, Classroom maintenance, System and procedures required to smooth functions of academic classes.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.iimhrd.edu.in/gallery.html

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

39

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	[View File](#)

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<u>View File</u>

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**A. All of the above**

File Description	Documents
Link to Institutional website	<u>https://www.iimhrd.edu.in/</u>
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	<u>View File</u>

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

70

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

70

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	<u>View File</u>

5.1.5 - The Institution has a transparent mechanism for timely redressal of student	**A. All of the above**

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

58

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

1

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	**No File Uploaded**
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

0

File Description	Documents
e-copies of award letters and certificates	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at uni versity/state/national/internati onal level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

In IIMHRD(W) student council of the college is democratically elected, and it oversees student welfare through its many programmes. The Institute student council is made up of a general secretary,Joint general secretary,Sports secretary,JointSports secretary Cultural secretary,jointCultural secretary, magazine secretary,jointmagazine secretary Hostel representatives from the MBA departments. Activities of the student council are overseen by the Director. The council key initiatives include the planning of literary and cultural events that allow students a forum on which to express themselves. Gurupurnima,Ganesh Chaturthi, Christmas, Teacher's Day, Sports Day, and other events are organised and actively participated in by members of the student council,Rotaract etc. In various other committees, members of the student council represent inIQAC, Anti Ragging Cell, the Grievance Redressal Cell,etc. The Rotaract student volunteers participate in a variety of projects, including Navshitij, environmental awareness, rural cleaning,Fitness run -marathon,beti bachao,and blood donation. As a result, the institution ensures that all students participate to the fullest in a variety of administrative, co-curricular, and extracurricular activities in order to develop them into socially conscious young women who will usher a brighter tomorrow for all.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/gallery.html
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

39

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The Institute has a recognised alumni associationwhich helps tomaintaina network among former students who strives to advance the alma mater. All former students are welcome to join the Association. The following are the activities and contributions of the association: Alumni are valuable resources forvalue-education activitiesand also help in preparing students forjob placements, etc. All these activities throughout the year help the alumni to help the junior students to improve on their soft skills and help boosting their self-confidence and help them explore their latent talents.

The members of alumni association help the institution in facilitating the industry institute interface, and the

Institute invites them to participate in alumni interactions so that they can discuss their professional experiences and the most recent corporate culture demands with the newstudents.

The alumni members regularly visit institutefor all significant Institute events and offer their full support and cooperation.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) | E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

SBES in keeping with the goal of reaching out to young women from all walks of life to foster intellectual development,women's enpowerment, social transformation, and strengthen the individual, society, and country, IIMHRD(W) was started. The goal is to produce women managers who are intellectually capable, ethically upright, socially engaged, and spiritually inspired. Its mission is to reach out to all women .The Institute governance helps to translateour vision and mission into practise and underlines our commitment to providing diversity, and social justice to our studentsand staff .

Vision: "Empowering Women with Corporate Careers and Developing Innovative Business Leaders"

Mission: "In An Emerging Trend of Consciousness of Gender Equality In a Global Human Society,Empowering Women With

Management Education ,Professional Inputs and Skill Set Training to the Women for Campus to Corporate."

The management committee, is in charge ofthe organisation and plan out the Institute strategic plan. According to the Management commitee perspective plan and directives, the Director and Faculty membersoversee the efficient operation of student-related activities ,academics etc. The IQAC oversees college operations and puts quality measures into actionwhile the Finance Committee looks after budget allocations.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

IIMHRD aims to foster the next generation of women managers with compassion, conviction, and clarity in their professional roles. The Institute governance and administration is lined up with its vision and mission. The institute delegate tasks to each stakeholder to increase accountability , Increase the degree of transparency with which policies and procedures ,Administration & governance in Instituteare carried out. The institute plan, Annual Budget etc are discussed in BOG, CDC meeting. For efficient management and for variousactivities of SPPU BCUD,AICTE, DTE Maharashtra, scholarship,etcvarious faculty are allocated, committees and cells have been formed to maintain the academic and other activities. The IQAC and Academic Committee is responsible forthe college's academic initiatives and related programmes.IIMHRD organogram helps to implement efficient working with improvements.

Decentralization is at every level. In cooperation with the faculty, the director assigns the responsibilities, fostering collaborative management of all activities.Subjects Allotted by the director during IQAC meetings, wherethe opinions of each faculty member are heard and their personal development is supportedtaking into account the interest and experience of the faculty . Various committees and cells: Depending on

the faculty member's current responsibilities, different committees and cells are assigned . Extracurricular and co-curricular activities: The events are planned by Rotaract and IQAC and announced to all staff and students.

Presence of students/ Alumni /faculty/industry experts in different boards reflects participative administrative approach in the Institute.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/about.htm
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The perspective strategic plan of IIMHRD(W) aims to fulfils the needs of industry and society by providing quality education to produce better women Managers to serve the nation and society.

The planning for the 360-degree holistic development of female students is effectively carried out at IIMHRD which has a student centric approach. In order to make better use of all resources, the Institute organises and creates activity action plans. Academic , holistic development, women empowerment, and support forstudents are of theutmost importance whileplanningthe many activities Institute takes these into account. The institute focuses more on developing students from all backgrounds, including emotional, academic, etc and is achieved with the help of dedicatedfaculty and staff.In order to prepare our female students for competition in a changing professional world, the institutionuses differentpedagogy and focusmore on fostering, developing, and instilling the required professional and social skills. Integrating ICT-enabled teaching pedagogy inthe sppu curriculum makes the teaching and learning process more effective.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://www.iimhrd.edu.in/about.htm
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The organogram of the institute describes the decentralised structure of administration. The administration of the college is a cooperative effort of Director, teaching, non teaching- staff and students with the support of all the stakeholders.IIMHRD(W) follow the statutory norms and guidance of AICTE, and SPPU in academic as well as administrative functional areas. SPPU through its local Inquiry Committee (LIC) conducts the inspection of academic and administrative procedures of the institution and submits the report to the university authorities. On the basis of positive LIC report SPPU university grants the affiliation. So, it is mandatory for the institution to observe and follow the regulatory authority, AICTE and affiliation authority, University. Services Rules, Procedures, Recruitment& PromotionPolicy.

The student's academic and social development is effective with the governing body's policies and procedures.The institution's has established committees, to carry out the institution's daily operations. The SBES management supports and actively engages throughthe Board of Governance (BOG), Local Management Committee (LMC)and Campus Development Committee (CDC) and assists for the operation of all aspects of the institution including finance, human resources, educational and infrastructure requirements. For decision-making in routine operations at the institution, the Director and HODs oversee the academic and administrative departments. TheIQAC'smentors all members in efforts to improve quality . The departments of Administration, Academic, Student Affairs, etc , which are led by staff members and each have functional committees.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Link to Organogram of the institution webpage	https://iimhrd.edu.in/about/governing-council/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	No File Uploaded
Screen shots of user inter faces	No File Uploaded
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The management is dedicated to helping its stakeholders, and places a high priority on the welfare of the teaching staff as well as the non-teaching staff, whom it sees as members of its extended family.

SBES as a group provides number of welfare facilities to its teaching and non teaching staff.

Welfare schemes for teaching staff.

1. Medical Health insurance

2. Tea club

3. Pick up and drop transport facility.

4. Uniform as per dresscode

5. Duty leaves to the academic staff forattending conferences,workshop etc.

6.Provident Fund

7.Free wifi facility to all

8.Festivals,staff get-togethers as well as the staff tour are organised and celebrated by all.

Welfare schemes for non teaching staff.

1. Group insurance

2. Tea club

3. Pick up and drop transport facility.

4. Uniform as per dresscode

5.Staff Development Program

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

2

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<u>View File</u>

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

19

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<u>View File</u>

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

7

File Description	Documents
IQAC report summary	**No File Uploaded**
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

The institution maintains a Performance Based Appraisal System for assessing the performance of teaching and non-teaching staff. The teaching staff appraisal is evaluated on the basis of dedication and contribution to teaching-learning, research and extension/co-curricular activities.

Teaching staff performance Apraisal system. An performance Apraisal form for the teaching staff is provided, and it is presented to the committee. The performance evaluation committeeevaluates the faculty's potential and examines performance in accordance with the established guidelines. By direct and formal communication, the expert committee evaluates the faculty's prospective strong points. The Founder President and Director of the Institute .evaluates the Apraisal and feedback taken from students and suggests improvement and corrective measures confidentially.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	**No File Uploaded**

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

In IIMHRD both internal and external financial audits are carried out by the Institute regularly.Every year, the College performs internal and external financial audits. The institution's administrative structure hasa Finance division that periodically monitors and audits the financial accounts. Both internal and external audits are performed on every expenditure the institute incurs. The institute has a dedicated audit and accounts team that performs internal audits on a regular basis.

Additionally, in accordance with government regulations, a chartered accountant routinely audits the Institute's accounts. The institution receives the audited financial statements and audit reports from the external Certified Charted Accountant on a regular basis for each fiscal year.

The institute makes optimal use of its resources and the college provide funds for various heads and the best option is chosen. The governing body takes specific steps if costs exceed the budget proposals.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/about/institute-at-a-glance/
Upload any additional information	No File Uploaded

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The Institute has a process for efficiently streamlining and using its resources. The Resources assists in budget allocation, Guest lectures, infrastructure improvement,etc.Since the Institute is an unaided private institution and the Fee Regulating Authority decides the fees,the majority of the institute's revenue comes from fees paid by students, the institute's resource mobility is crucial to its growth. The institute has developed a mechanism to ensure the financial resources are utilized in effective and efficient way.The institute allocates its funds to meet the Institute's daily operating and capital investment requirements. The development of organizational technical and infrastructural infrastructure as well as student growth are implemented from the allocated funds and monitors the operation and maintenance of all its resources.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	**No File Uploaded**

6.5 - Internal Quality Assurance System

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

The institution's efforts to improve its educational services have been greatly assisted by the IQAC of IIMHRD(W). Outcome Based Education is one of IQAC's main process.

outcome-based education (OBE) definesthe learning objectives and coordinatesteaching and evaluation techniques to attain those results and are key components of thiseducational strategy . The university, formerly known as the University of Pune, is affiliated with the institute and provides our students the MBA curriculum.Outcome-Based Education used in MBA programmes aims to provide students with the abilities, information, and skills they need to succeed in the corporate world. The institution, on behalf of IQAC, places a high priority on students' holistic education in order to raise their level of knowledge. The IQAC oversees the efficient and successful application of student improvement initiatives and follows the SPPU guided model of education that is outcome-based. The student learning objectives arethe standards by which curriculum educational resources can be chosen, instructional strategies can be used, and evaluation can be carried out. Mentors from the institution have helped students in bringing out their best.

Collaborations The Institute has entered into a number of Collaborations witheducational institutions and organisations under the auspices of IQAC for the benefit of college students, faculty, management, and the collaborating institutions.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC develops initiatives including the faculty ,alumni and the student programme. The college-level academic calendar and work allocation is supervised by the IQAC. The College's IQAC oversees ongoing changes to teaching and learning strategies andencourages the use of ICT in classroom instruction. In addition, capacity building initiatives are organised.The leadership, and other abilities are enhanced by the Placement Cell, various clubs, and rotaract through both online and offline platforms. Together with the afore mentioned techniques, a blended learning methodology was

developed with the goal of raising student engagement and introducing flexibility to the teaching and learning process . When using blended learning, facilitators concentrate on the areas relating to creating and compiling course content, monitoring each student's learning process, and providing study materials whenever possible to improve the students learning experience.

The Institute has a mechanism for student input on instructional methods and course delivery, as well as evaluations to provide a comprehensive picture of the issues that students are facing.

File Description	Documents
Paste link for additional information	https://www.iimhrd.edu.in/
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.iimhrd.edu.in/
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

IIMHRD is a women institute and considers safety and security of women students very important in the campus and hostel. The institute buildings with security guards at the entrances and exits,aremonitored in a gatedneighbourhood. Before entering the campus, all visitors entryare madepreventing unauthorised admission from outside and has made it a point to require all visitors to the campus to enter only after confirmingtheir reason for visiting . The instituteare under CCTV surveillance.Counseling and guidance are available at all times for all students .The mentorship Programas needed provides students with one-on-one counselling sessions. GENDER EQUITY: The institution aims to teach gender sensitivity to both teachers and students.

The facilities provided for are

Common Room The institute is having common rooms and restrooms for girls.

Girls Hostel with all security measures

Hinjewadi Police buddy cop Helpline group

Day care center for young children

Institute has anti sexual harassment cell & grievance redressal cells to resolve the issues of students and staff to sort out grievances related toGender Bias, Ragging, Sexual Harassment related issues etc.

The complaint & suggestion boxes are installed where they can provide their problems/ suggestions .

The Anti-Ragging Cell in the Institution to handle ragging issues.

File Description	Documents
Annual gender sensitization action plan	https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Annual-Gender-Sensitization-Plan.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The Institute is very keen to keep the campus clean. The decision to handle all garbage is in accordance with the National Mission on Clean and Green Environment, Swachh Bharat Abhiyaan, Ban on Plastic, and Dry and Wet garbage Segregation.Every Mahatma Gandhi Jayanti, staff members and students voluntarily clean the campus and the surrounding to raise awareness . The cleaning section of the institution is well-staffed and well-organizedto clean the campus, and gather the trash and place it in the panchayat-providedtrash can. Additionally, there are trash cans located on campus in all places ofthe institution's building .

Program to Raise Awareness of Tree Planting Date: December

24, 2021 The environmental protection organisations claim that if we want to save the environment, we must plant trees.To removedangerous substances from the soil, Plants also help lessen the greenhouse gases that cause global warming .

Management of solid waste: Institutional supports for one-sided print sheets anywhere possible forprintouts. By doing this, itsaves money and less paper use.

Management of liquid waste: To prevent stagnation, the institute features an effective water drainage system. Electric and electronic items make up the E-Waste, which is appropriately disposed of. The IIMHRD does not have any radioactive waste or biological or dangerous chemicals.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	[View File](#)

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	**B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of bicycles/ Battery-powered**	**A. Any 4 or All of the above**

vehicles
3. **Pedestrian-friendly pathways**
4. **Ban on use of plastic**
5. **Landscaping**

File Description	Documents
Geo tagged photos / videos of the facilities	<u>View File</u>
Various policy documents / decisions circulated for implementation	**No File Uploaded**
Any other relevant documents	**No File Uploaded**

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	**D. Any 1 of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	**No File Uploaded**
Certification by the auditing agency	**No File Uploaded**
Certificates of the awards received	**No File Uploaded**
Any other relevant information	<u>View File</u>

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for	**C. Any 2 of the above**

persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment   5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	<u>View File</u>
Policy documents and information brochures on the support to be provided	**No File Uploaded**
Details of the Software procured for providing the assistance	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

IIMHRD(w) institute believes in equality of all cultures and traditions with harmony towards all regional, linguistic, communal socioeconomic and other diversities.The institution plans and executes a number of events to foster a sense of unity and harmony in an effort to develop a country of young women managers who have noble attitudes and uphold moral principles.To help women students grow holistically and prepare them to be responsible citizens who uphold theprinciples of societal cohesion, community peace, and national integration, motivational speeches by prominent professionals in the field are organised. To foster an atmosphere for cultural, ethical, and spiritual values, the Institute teachers, staff, and students collectively celebrate all cultural events, regional festivals, and national holidays. In addition to academic, cultural, and extracurricular activities, there are sportactivities also made available.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The Constitution of India was introduced by Savitribai Phule Pune University, the affiliated University, and curriculum was framed with mandatory courses like: Introduction to Constitution, Human Rights I & II, and the institute schedules these sessions to Sensitise students and faculty to the constitutional obligations. The Institute makes sure that the students take part in all of these events with great enthusiasm. The college observes Independence Day, Republic Day, "Samvidhan Divas," Constitution Day, and other holidays. Students have also competed in quiz and elocution competitions organised in the college.

The institution takes pride in its tree-planting programme, asIt is a positive development to raise women managers to be more environmentally conscious citizens of the nation.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://iimhrd.edu.in/student-zone/gallery/
Any other relevant information	http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020/Introduction%20to%20Constitution_13.072020.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to	A. All of the above

monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	

File Description	Documents
Code of ethics policy document	[View File](#)
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The National and International Commemorative Days are celebrated annually by SBES, IIMHRD. This year's commemoration days were planned in hybrid because of COVID-19 and regular offline classes started from August 2021.

For the purpose of motivating students and educating them about the value of national integrity in general and their role, IIMHRD conducts a variety of national and international days, festivals, and birth anniversaries of Great National Heros. The importance of national holidays in sowing the seeds of nationalism and patriotism cannot be overstated. In honour of the nationalist concept and to honour our outstanding National Leaders, our institution commemorates these occasions with tremendous fervour. To commemorate these events, the faculty, staff, and students gather together.These specifics are provided:

1. Independence Day:

2. Birth Anniversary of Dr. Sarvepalli Radhakrishnan:Sep 5

3. Swami Vivekananda Youth Day Celebration:

4. International Women's Day:

5. Makar Sankranti

6. Holi Dahan

7. Colours Holi Playing

8. Republic Day:

9. Chhatrapati Shivaji Maharaj Jayanti:

10. Ganesh Festival: Our student's s also celebrate "Ganesh Festival" in our campus by Pratistapna of Ganesh Idol with great enthusiasm.

11. Dussehra Celebration: Every year we celebrate this festival, on this occasion worship with prayer and pujas are performed to mark the auspicious day.

12.International Yoga day (21stJune)

13.Mahatma Gandhi (2 Oct):

14. Christmas

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	[View File](#)
Geo tagged photographs of some of the events	**No File Uploaded**
Any other relevant information	[View File](#)

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Title of the Practice:1. Enhancing Women empowernmnet during Pandemic

Context: The pedagogy was revisedas a result of the epidemic for technical and non-technical abilities that are with

market expectation and to enhanceWomen empowernmnet.

Objectives: This aims to improve the students'prospects and guarantee overall growth and development.

The Practice:Students are well equipped along with current affairs notebook each semesterduring their academic journey for Economic Times & current affairs for their knowledge updation with faculty monitoring.

Evidence of success: The students were able to perform well in all areas of academics and placements.

Problems encountered: A few students faced connectivity issues.

Title of the Practice:2: Quality validation.

Context: The goal of IIMHRD is to give students the best. A quality validation strategy is important to assist students in comprehending the subjects thoroughly.

Objectives:To give students access to learn and improve based on industry expertise expectations.

Practice : It helped inan inclusive improvement in all areas due to advancement of management education with latest developments .

Limitations: Time constraints in between odd semester and even semester exams due to the pandemic. Even semesters have lesser time for the preparation & practice. This has been overcome by conducting monitoring themaccordingly.

Evidence of Success: The success of this practice could be evidenced by the increased practice by the students and in their results and placement.

Problems Encountered and Resources Required: Newly introduced subject chapters in some subjects took extra time to complete for this practiceand afew students faced online issues.

File Description	Documents
Best practices in the Institutional website	https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Institutional-Distinctiveness.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

IIMHRD(W) is a ray of empowerment and hope for aspiring women managers from all social classes. Numerous young female students who have gone through its doors report say that it consistently transformed their lives. IIMHRD(W) keeps pushing itself to stay ahead and respond to the evolving demands of its students and society in the most creative, active, and compassionate way possible while offering competitive education In all of its endeavours, including instruction, study, and outreach. The institution is committed to quality and excellence. We aim to deliver a remarkable education while also significantly advancing society on a local, national, and international level. In addition to offering a platform for the development of students methodological skills, interdisciplinary development, ethical human value development, and other things, the institution never stops inspiring its students. In order to assure the community's performance standard through value-added education the institution has always placed a high priority on the vision, Mission, and goals and contribute to empowering the nation's future women Managers. IIMHRD provides solutions to problems associated with an all-encompassing and complete approach to all women student development.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

IIMHRD(W) always strives for academic and professional

excellence in its students through efficient curriculum delivery and teaching learning processes through various curricular, co-curricular, and extracurricular activities, The IQAC at IIMHRD(W)has defined the following goals for the plan of action for the upcoming academic year, which are detailed as follows:

- To maintain a conducive environment for students' overall growth as well as that of teaching and non-teaching staff.
- Fostering a culture of research to support student and faculty .
- Conference planning
- To conduct various certificate & add-on courses to upskill MBA students.
- Auditorium Rennovation
- More Guest Lectures & improvement in placement package
- Women Enpowerment activity
- Presentation Competition for women students confidence building
- Effective involvement of Alumni in various college activities Workshops and Guest Lectures for more Industry exposure to students