



YEARLY STATUS REPORT - 2022-2023

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.	02066547550
• 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/reports/naac-reports/				
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/reports/naac-reports/				
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	2022-23	Nil	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of			View File		

IQAC		
9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	No	
<ul style="list-style-type: none"> 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	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>Extension activities Programs , Fulfilling social responsibilities , Development Programmes for Faculty and Students , Minimizing environmental degradation •</p>		
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
Promoting reseach culture by executing International Research Conference	International research conference is executed in January 2023
Skill based certification courses to be provided to students	SAP certification, Excel Certification , Digital Marketing and other add on courses are planned and given to students
For enhancing the impactful teaching learning process teachers are ugraded through Faculty development activities will be planned	FDPs are arranged on every Saturday for upgrading the faculty knowledge.
Industry collaborative activities for staff and students	MOUs and linkages are established. Every Saturday guest lectures are scheduled from Industry. Industry visits are arranged
Professional grooming among students	Students are involved in all committees. Intra collegiate, Intercollegiate and corporate level Events are managed by students

13. Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
College development Commitee	16/01/2024

14. Whether institutional data submitted to AISHE

Year	Date of Submission
yes	15/02/2024

15. Multidisciplinary / interdisciplinary

The institution affiliated to Savitri Bai Phule University successfully implements a choice-based credit system to ensure multidisciplinary and interdisciplinary education. Savitri Bai Phule University syllabus has established a credit system and a curriculum framework for optional courses. Students benefit from the Major and Minor Specialisation offered by the MBA programme which aims to provide students a wide grasp of relevant disciplines and gain mastery over a range of diverse topics during their programme. Savitri Bai Phule University offers a comprehensive, multidisciplinary curriculum designed to provide students a general understanding of related fields In addition to core subjects,.

16.Academic bank of credits (ABC):

IIMHRD (W) is a Savitribai Phule Pune University's affiliated institution. Programs and courses in the SPPU curriculum scheme are offered by the institute. . To the Academic Bank of Credits' direction, the policies that the affiliated university has issued are being followed by the institution and the student registration procedure have been made compulsory from November 2022 .The Academic Bank of Credits (ABC) system has been effectively implemented by the university, and all of the students on campus in the institute have been registered on the ABC system.

17.Skill development:

One of the main areas of quality on which the institute is concentrating is skill development.On campus, the institute has a skill development center under the placement cell. Through extension classes, industry internships, and industry projects, the institute is concentrating on skill development. Even skill development is done in the classroom, with adjustments made to the curriculum, teaching methods, and student evaluation and assessment processes. The institute's value-added courses are tailored to help students enhance their skills and get ready for job interviews. Students are encouraged to take part in intercollegiate events because they help them develop new skills and to develop theirs confidence and overall holistic development.

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

IIMHRD(W) organizes a variety of programs, such as value-added courses, webinars, and activities on culture, to promote the culture and heritage of our country. significance is also presented in honor of Shivaji's birth anniversary etc . Deep cultural values and ethics are ingrained in the women students. Furthermore, subjects such as ethics, corporate governance, human rights, and corporate

social responsibility in the curriculum of MBA programs instills Indian cultural values for students and internalize their orientation. The SPPU university will implement NEP 2020 during the 2023-2024 academic year. As per NEP guidelines, the courses will be included in the programs, and the course content delivered in regional languages.

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

The SPPU curriculum for MBA degree program that is offered in the institute are available on the university and Institute website. Learning outcomes for the MBA program as a whole, as well as course outcomes, are included in the syllabus with Every course having its own set of learning objectives and outcomes specific to that particular subject. Students enrolled in the program use these. The evaluation process defines the objective assessment process, which is then put into practice based on the learning objective and outcome.

The institute has embraced outcome-based learning, with course outcomes tied to program outcomes for each subject. The Institute's extracurricular programs and teaching/learning process satisfy POs, PSOs, and PEOs. Every curriculum-based course has clearly defined Course Outcomes (CO) that are linked to POs and PSOs. The needs of POs are taken into account when designing assessment instruments. In order to achieve POs, the Institute's programs and activities are structured. result of grading and assessing students using unit exams , assignments and class activities, ongoing evaluation is employed as internal assessment tools to gauge course outcomes. External assessment instruments for CO are university exams. accomplishment. At the conclusion of the semester, the PSO and PO attainment analyzed.

20. Distance education/online education:

The institute abides by the rules set forth by its affiliating Savitribai Phule Pune University . All lectures etc are delivered offline in accordance with university regulations. The system has embraced the switch from traditional classroom instruction to blended learning during the pandemic. The Ms Teams platform was utilized to conduct the course and handle the evaluation process with effectiveness. Online quizzes and assignments are used for course evaluations. Additionally, a number of student activities were carried out online utilizing Ms Teams. Given that the Institute's programs are regular courses, the lectures at the Institute are only delivered physically .

Extended Profile

1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	120
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	189
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	77
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	65
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	12
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	8
Total number of Classrooms and Seminar halls	
4.2	64.36
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	60
Total number of computers on campus for academic purposes	

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 institute is affiliated to Savitribai Phule Pune University and uses the SPPU academic calendar to create the academic calendar for the start and end of each semester for its MBA programs. When the semester begins, each faculty member drafts the course file, which includes a schedule for concurrent assessment as well as a list of text and reference books. Academic staff frequently upload course materials that are accessible to all students, including unit-specific PowerPoint presentations, notes, extra content, assignments, and question banks. The daily attendance records are used to track the class schedule and assessment. It is also recommended that the faculties present papers at different conferences and participate in FDPs for their advancement.

In order to deliver curriculum effectively, the institution organizes guestlectures in partnership with industry.the regular meetings helddiscuss the various activities. Each student is assigned with a faculty mentor. Students' feedback iscollected and improvements Suggest.

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.p df

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

The Academic Calendar created by SPPU is adhered to by IIMHRD College. The Academic Calendar lists the start and conclusion dates of each semester as well as the tentative calendar for exams and semester commencement. Then the College creates its own Academic Calendar and schedules prior to the start of the semester to ensure efficient operations within this framework.

The Academic Calendar is distributed to students and is posted on notice boards and the college website. The university syllabus contains all the regulations pertaining to pass %, reappearance for improvement, grades, and grade points. During the Orientation Programme, first-year students get information on the syllabus and optional papers that are offered for the three semesters of the course. First -year students get information about the course at the orientation programme. requirements for the Internal Assessment as well as examinations throughout the course of two years. SPPU sets the schedule for external exams, and the same is informed to the students. The 50 mark internal assessment required by the SPPU University are done by the faculty by concurrent and the students must submit tasks and projects completed by the deadline.

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.p df

1.1.3 - Teachers of the Institution participate in B. Any 3 of the above 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

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)

25

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

699

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 Institute follows curriculum recommended by the SPPU and has different socially important cross-cutting issues like moral values, human ethics, sustainability, and so forth, across PG course to mould the students Human values : Human qualities and morals are through the course "Introduction to Constitution, human rights and cyber security" presented in the I,II,III/IV semester of Management program. The essential goal of this course is to guarantee that students have information on the constitution, major obligations and privileges of citizens, values etc. The course additionally gives mindfulness about cybercrimes, digital regulations etc.

Climate and sustainability: The issues of Climate and sustainability are tended to through the course "Corporate social sustainability" in the IV semester. Through this course, students are made aware sustainable issues

Orientation : To bestow quality training to shape women managers of future the institute has measures to sharpen and advance students through curricular and co-curricular exercises.

Aside from the above mentioned, the institute has programs

and exercises on cross-cutting issues by Rotaract. The exercises like, Swachh Bharath Abhiyan, blood donation etc plays a crucial part in making a positive impact and molding them into women management experts

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

5

File Description	Documents
Any additional information	View File
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	No File Uploaded
Institutional Data in Prescribed Format	View File

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

65

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	Nil
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

124

File Description	Documents
Any additional information	View File
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

51

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

Institute students are admitted through the MH CET exam mainly and hence there is a blend of brilliant and normal students. To assist them with adapting up to the new learning climate, a number of measures are taken by the institute for their improvement.

Mentee meetings are conducted regularly who keeps a mentee' Record, to monitor them . This is to help distinguish the slow learners as well as fast learners from each batch every year and also every specialization. As each student has different learning perspectives and learning propensities. The goal of the evaluation is to assess and identify the learning levels and plan accordingly for the professional development of the students regarding the factors influencing the students holistic growth and guide them regarding program structure, by providing a holistic development to mould them into a women managers as per the needs of the industry by organising special programs for slow and advanced learners.

Library is accessible to all and are allowed to get the books from the library for additional students for the subject and Assessment. Parents are welcomed to communicate with concerned mentor to talk about the advancement of their wards.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/academics/our-methodology/
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
189	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 assists by encouraging students to take an active, involved, and motivated role in their education, by strategies that can improve their educational experiences. These techniques have the following advantages and are:

Experiential learning: It is a teaching approach that substitutes doing through projects, Industrial visit, Audio-Visual methodology, Guest lectures and other activities, by which students apply their knowledge and abilities to real-world scenarios. Their capacity for critical thought, creativity, problem-solving, and teamwork are all enhanced by this.

Participatory learning: Engaging students in the process of designing, carrying out, and assessing their own learning .To exchange ideas, provide feedback,improve communication and assess their progress, students collaborate in groups or teams. Their social, communication, and leadership abilities are all benefited from this.

Problem solving methods: To promote student participation in learning, through student-centered educational practices by various approaches for addressing problems: In this students identify, evaluate, and solve actual or imagined issues/problems relating to their subject area. students create potential solutions, verify their hypotheses, apply their strategies, and break complicated issues down using a variety of tools and approach. Studentsbenefitby learning to think logically and analytically.

To motivate the students internal assessments are methodically scheduled. Students mustsubmitassignmentswhich must be completed independently to build their writing skills and boost confidence. The students have to givepresentation in order to assist them to get over their stage fright and improve their oratorypresentationabilities.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://iimhrd.edu.in/academics/our-methodology/

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

In the institute All the faculty members use ICT tools, in one or the other way, to educate and prepare the students in their teaching learning experience by using LCD projectors, cameras, workstations/work areas, wifi, printers, scanners, Pen Drives, scanners, speakers, and other e-learning tools.

As there are many advantages of utilizing ICT for instructing and learning, as they make learning more customized and it helps in a coordinated effort, with input from instructors and students.

Other tools faculty use for educating and increasing their educational experience are

White Board: A device that permits educators to assist in teaching, for tests, syllabus execution, etc. Microsoft Teams: A virtual tool that empowers educators to make tasks with instructive applications.

Library give access to various online courses, recordings, digital books, e-diaries, and so on.

File Description	Documents
Upload any additional information	No File Uploaded
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	No File Uploaded
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

100

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.

In IIMHRD(W) the internal evaluation and assessment of students is continuous in the course / subject as prescribed by the affiliating university SPPU. It tends to be finished through different strategies, like Assignment, projects, tests, etc. Internal evaluation is finished by the faculty member of the course, and it may be either summative or formative. Formative evaluation is to give input and direction to the students during the semester experience, while summative evaluation is utilized to survey the students' accomplishment to finish a unit / semester.

The instrument of internal evaluation might fluctuate for different course as per the session plan, and syllabus.

The internal evaluation standards are informed to the students in the start of the semester. The continuous assessment are planned with the learning targets and abilities of the subject. The internal continuous assessment and evaluation are to test the understanding and abilities among the women students. The internal continuous assessment are reviewed reliably by utilizing rubrics. The internal evaluation results are utilized for input, improvement and advancement purposes.

File Description	Documents
Any additional information	View File
Link for additional information	https://iimhrd.edu.in/academics/the-iim-hrd-edge/

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

Institute students are admitted through the MH CET exam mainly and hence there is a blend of brilliant and normal students. To assist them

with adapting up to the new learning climate, a number of measures are taken by the institute for their improvement.

Exam assessment criteria for the institute include 50 marks for concurrent evaluation and 50 marks for written university final exams. Consequently, the institute uses the university's suggested choice-based credit system and chooses the criterion from the university's list of concurrent assessment parameters for the continuous internal evaluation in the institute. The internal concurrent assessments and assignments are fairly checked. After examining them, the faculty promptly returns them to the students so they may see if there is a difference between their marks and their responses. The faculty is the person to whom students should convey any complaints. We take care of and resolve any problems arising right away. Every subject internal mark is thoroughly reviewed by the director, the college Exam officer, the student, and the respective subject faculty before being sent to the university. In accordance with SPPU university regulations, internal exam grievances are handled by members of the Grievance Redressal Committee.

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%20Sem%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 provide information about the program and course outcomes to all new students during the orientation/ induction program. Students also are informed about the course objectives listed in the syllabus and their assessment methods. Institutions achieve their set goals by prioritizing the communication of program and course outcomes before initiating course teaching and learning activities. Faculty Plan a focused teaching and assessment. As a result of this focus, teaching and learning will be more consistent, and students will perform better on assignments and assessments, along with having a better academic experience.

Mapping of PO CO is done when creating the subject plan by faculty member. Concurrent assessments are created with unit-level activities every semester after analyzing the PO CO. Before the start of each semester, each faculty develops a schedule for each unit, and PO CO assignments and internal assessment strategies are evaluated. Students are informed about fulfillment of PO and Cos and university exam requirements, allowing them to achieve defined goals before the end of each course.

The expectations for the SPPU MBA PostGraduate Degree are aligned with the outcomes of the individual programs and courses, and with the aims of the Institute. By implementing outcomes-based education, teaching and learning occur seamlessly across the institution.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://iimhrd.edu.in/academics/full-time-mba/
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 evaluation tools and processes used to measure each program's outcomes and achievement of program-specific outcomes by direct and indirect methods for POs and PSOs for the course outcomes of the course. Direct methods are provided by assessing or observing a student's knowledge or skills to measurable course outcomes. The knowledge, skills described in the course outcomes are mapped to specific questions through SPPU semester exams, internal exams, concurrent evaluation and assignments. Throughout the semester, faculty record each student's performance and course outcome

Below are the ways used to evaluate PO/PSO and their frequency. University Semester Examinations At the end of each semester, universities conduct examinations based on the results published by the university. Course outcomes will be measured based on the course levels established in the program. In direct method, assignments given at the end of each chapter. Assignments are provided to students so that they can refer to books and understand the expected objectives of the given questions. It is the responsibility of subject teachers

to ensure that all students are fully engaged in their work. The questions asked in the evaluation methods are according to the course outcomes for the respective subject. Depending on the performance of the students answering each question, mapping is performed on each CO to assess the subject's specific CO performance level.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://iimhrd.edu.in/academics/our-methodology/

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

64

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)

00

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

00

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 recognizes the value of innovation, research and development as it is important for knowledge creation and transfer within the ecosystem and understands, supports and promotes these activities. IIMHRD provides a platform for academic, innovative excellence. IIMHRD takes the lead in creating an environment where industry and academics constantly collaborate, with the aim of imparting knowledge and broadening the horizons of students that allows students to maintain a culture of innovation and research and development in their fields of interest. Students with creative ideas rely on teachers to guide them in their work, which is then presented in various competitions. The State of Maharashtra has launched a unique research competition called AVISHKAR. This competition is conducted annually by University of Pune to instill research culture in students and encourage original and novel thinking. This platform provides an opportunity to express their academic talent and fosters exchanges between universities, research and development institutions, and industry. Institute provides students with the opportunity to complete them, WiFi is available throughout campus. Students and employees have access to internet connections. Computer systems are available. The Seminar Hall serves for seminars, guest lectures, presentations of professional presentations, projects, and screenings of informative and educational films. Students also avail the college and university library.

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

14

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

00

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

8

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

The MBA program purpose is to develop professionals who are equally sensitive to society's various challenges. As a result, they not only succeed in their professional life, but also develop into socially responsible human beings. Therefore, along with the syllabus of the MBA curriculum, students also prepare themselves for the complexity of management skills by participating in the various activities carried out by the Institute and they can learn about various social issues and become more sensitive. Some of the activities are. The students visited NAV KSHITIJ and distributed orphan cloth to inmates. The students also helped sell the items they had prepared. The students visited Sharad Ashram, a nursing home in Malunje, and played different games and socialized. Students visited an orphanage in Shirgaon, celebrated the birthdays of all the children there, got to know the children and felt inclusive and happy. 'Swachhata Abhiyan' in Nerhe village attended by local residents and informed the need for cleanliness and hygiene for the health and well-being of all and also informed them about government policies . Road Safety Awareness - Students organized a road safety camp at Bhumkar Chowk under local police officials to make them aware of the benefits of wearing helmets by two-wheeler riders while riding on technical routes. GO GREEN was organized by students at and other locations around campus where tree planting took place for the purpose of environmental protection.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/
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

00

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

12

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

759

File Description	Documents
Report of the event	No File Uploaded
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

65

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.

IIMHRD(w) Maintains various physical, academic and support facilities including classrooms, infrastructure, sports, computer lab and library. In addition to transformers, generators, and UPS, the organization employs proper grounding bonds for safe power supplies. PC and other sensitive devices are maintained through appropriate earthing and backups. Physical infrastructure: The institute has excellent classroom and educational video display systems for instruction. The classroom and reading room are used for meetings, courses, social exercises, and other activities. The institute has a sufficient number of PCs with web connectivity and the necessary programmes, and is equipped with in main areas such as an office, library, classroom and staff room. The computer lab is used for project work, online exams, MS excel classes, preparing presentations, completing assignments, etc. The institute focuses on preparing students to improve their employability and providing adequate infrastructure and physical facilities for teaching-learning for students. This conference room is used for management meetings, FDP, human resources development programs, etc. Institute combines various social and sports activities to promote overall improvement in students. During curricular, co curricular activities, students use all the physical infrastructure including outdoor sports activities. Maintenance of physical infrastructure their cleaning operations within the institute is carried out by supervisory staff. The organization has annual maintenance contracts for CCTV, drinking water cooler support, fire extinguishers, and building maintenance. CCTV maintenance, Water cooler maintenance, Maintenance of firefighting equipment is by external organization. The institute also has designated maintenance support staff for furniture, electrical, etc.

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

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

The institute has paid special attention to providing sports

facilities and gymnasiums to maintain the physical fitness of its girl students. Our institute has indoor sports facilities and outdoor game facilities including playgrounds, long distance tennis and basketball. The institute also has a modern gymnasium for students. The Institute adopts a holistic approach to the academic, professional, physical and socio-cultural development of its girl students, the Institute offers a cultural program called Vista and Manthan every year. It is held once every year. The program hosts inter-university competitions, culture programs, with prizes awarded to the winners.

Sports activities are carried out in the ground for badminton, cricket etc and indoors for carrom, chess etc. The college offers students T shirt and other necessary supplies. Sports and cultural competitions held helps to Apply various Management and leadership skills. Students learn by practicing leadership skills, commitment, belonging, tolerance, decision making, group dynamics, and team spirit. Therefore, Institute is responsible for the development of BMI (Body, Mind, Intellect) abilities of the women students and develop holistically.

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

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://iimhrd.edu.in/about/infrastructure/
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)

12.96

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
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)

As per the SPPU syllabus and AICTE regulations, the librarian will receive the book list requirement from the faculty and students will be provided with ID cards to access the library. Everything including book circulation and circulation is monitored by librarians.

The library facility has a proper registration process. Upon presentation of proof of admission, admitted students must complete a library registration form. Once the form is processed, students will receive a membership card. The library is open to students any time on weekdays. Library has AutoLib software for faculty and students. Access to these resources is a useful for all members. In addition to texts and references, the institute also has motivational, self-help, and reference materials. The library also has Wi-Fi facilities and computers for easy access for everyone. Libraries aim to facilitate the creation of new knowledge through the acquisition, organization, and dissemination of knowledge resources and through the provision of value-added services. The library is well-equipped and equipped well with Wi-Fi technology. It is divided into parts such as stack section, reference section, and Reading room. We provide free access to our magazines so that our students can choose books that fit their interests.

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

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 **C. Any 2 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)

3.38

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
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

25

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

IT infrastructure is acknowledged as a necessary prerequisite for providing quality education. As a result, the Institute has placed a high priority on the creation and prompt maintenance of IT facilities in order .Institute maintain its ICT infrastructure, amenities to guarantee effective operation. The college has developed IT facilities to meet the learning requirements of students and faculty. The institution provides Wi-Fi and LAN cables, enabling users to access information quickly.AsComputers is an essential component of academic and administrative tasks andinstitute's has ICT-enabled classrooms that have improved teaching and learning.

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

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)

16.99

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
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's policy is to maintain and modernize existing equipment to meet the requirements of the university and regulator AICTE.IIMHRD(W) Campus Maintenance is by Housekeeping staff . The institute has systems and procedures for maintaining the physical facilities and has appointed staff such as electricians and other qualified staff separately. All kinds of minor repairs and maintenance are carried out by the Institute. All types of repair work are carried out by the above employees. If the amount of work is large, the work is outsourced to an external organization that is an expert in the same support facility. 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. The sports facilities ,Classrooms, libraries and offices is cleaned and maintained by staff appointed by Institute. The Coordinator is responsible for academic functions such as timetable, class monitoring and the systems and procedures necessary for the smooth functioning of academics. In the computer lab , an assistant has been appointed for laboratory repair and maintenance, Wi-Fi, computer lab printer, office, PC etc. .

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

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

86

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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://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

65

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

65

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted 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 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

A. All of the above

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

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

54

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

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
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.

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)

IIMHRD believes in giving equal opportunity to every girl student, Institute allows students to participate in various academic and administrative committees and bodies. The institute facilitates and

conducts the elections of the students for student council. The student's council is constituted aof the students in the various activities of the institution. The members of the students council actively participate in the organizing the cultural activities, placement, sports competitions, etc. The institute ensures student representation in various committees like:

General Secretary Joint Secretary, Cultural Secretary, Joint cultural secretary, Magazine secretary Joint magazine secretary, Sports secretary, Joint sports secretary, Hostel Representative, Joint hostel Representative

The institute also ensures student representation in various bodies like: Placement and Rotaract. Institute maintains transparency in all activities and by participating they get exposure to both social and corporate atmosphere which helps to develop leadership skills, decision making, time management, team building, self-discipline and create industry ready women managers. Grievance Committee: Elected members from the students in Grievance committee ensures transparency in decision making. Anti -Ragging Committee: Students representation in Anti -Ragging Committee ensures decision making transparency. Alumni Committee: The members of committee associate with alumni's for mentoring, grooming and actively participate in arranging alumni meets.

File Description	Documents
Paste link for additional information	Nil
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

12

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)	No File Uploaded

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

IIMHRD has a registered Alumni Association which contributes to the advancement of the institution. IIMHRD graduated class are placed and so their inputs are utilized in the different association contributed by them. They mentor and encourage the women students to pick their career field according to their professional desire. The Institute welcomes them for alumni interactions to share their work insight and latest expectations of the corporate culture with the women students. Alumni inputs is taken to advance the course educational program according to the changing corporate world. Every student has to undergo the summer internship project (SIP), the members of alumni association help the students of the institution to get Summer internship in the corporate. Every student has to work for 60 days under corporate mentor as on the job training. After 60 days the student comes back to the institution and works under academic mentor to complete her research project. This research project is assessed by the experts appointed by the university. The members of alumni association help the institution in facilitating the industry institute interface

File Description	Documents
Paste link for additional information	Nil
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

The Vision of IIMHRD is "to empower aspiring female management students to become physically fit, mentally robust, and professionally competent individuals. We aim to equip them with the skills and knowledge necessary to assume leadership positions in the industry and society of tomorrow.."

Missionis "To provide holistic and industry-oriented management training to our students. We are committed to their overall development, ensuring that they evolve into highly skilled professionals by the end of their chosen management program. Through a comprehensive curriculum, practical exposure, and personalized guidance, we strive to foster a transformative educational experience for our students.."

Roles and Responsibilities:

- **Director:** Spearheading communication, ensuring compliance with AICTE, SPPU, DTE & AISHE, academic plans, teaching schedules, and orchestrating learning activities like guest lectures, workshops, industrial visits, conferences. Motivating and coordinating faculty, administrative authorities, and support staff.
- **Academic Coordinator:** Collaborating with the Director to allocate subjects to teachers, devising semester-wise timetables, academic calendar, maintaining discipline, and soliciting regular feedback from students.
- **Faculty Members :** Key role in curating high-quality learning, student counseling, fostering student growth through mentoring, and facilitating robust communication with parents.

Statutory, Non-statutory committees involving teaching and non-teaching staff and students, for the institute's seamless operations.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

At IIMHRD the Director champions decentralization across various administrative functions and academic hierarchies by delegating authority and responsibility. This approach empowers individuals within the institution to efficiently manage key administrative areas:

1. Administrative Decentralization:

- Liaison with BCUD, Examination Department, Eligibility, and Planning & Development Department are entrusted to specific individuals within the institution.
- Coordination with DTE, Government of Maharashtra.
- Management of scholarships from the social welfare department, Government
- AICTE liaisons and compliance responsibilities are delegated to designated personnel.

The Director strategically delegates administrative duties, guiding and monitoring each individual.

1. Academic Decentralization:

- Director fosters academic decentralization through Dean, HODs, Subject Coordinators, Examination, Cultural Activities Heads.
- Each functional area within academics is entrusted to capable individuals, with the Director overseeing their collective performance, maintaining a centralized oversight.

2. Participative Management:

- The Director advocates for participative management, involving faculty members in decision-making processes. Regular meetings are convened to discuss relevant academic and administrative issues.
- Ensuring fairness and open discussions, decisions are made through democratic participation, striving for consensus before finalizing any resolutions.

By adopting a decentralized administrative structure and promoting participative management, IIMHRD aims to foster a culture of collaboration, efficiency, and collective decision-making, ensuring a robust and inclusive environment for academic and administrative excellence.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

At IIMHRD, the director's visionary leadership aligns institution's vision and mission through a comprehensive perspective plan. This plan strategically encompasses vital facets such as curriculum refinement, faculty development, fostering Industry-Institute-collaborations, skill-based training, infrastructur-upgrades, robust programs like guest lectures and faculty enhancement initiatives. These form the bedrock of the director's meticulous strategic foundation.

Emphasizing participatory culture, the director regularly convenes faculty meetings where diverse topics are openly discussed, decisions are made through a collaborative consensus-building process. This inclusive approach ensures that all stakeholders contribute to the institution's growth.

The director's visionary guidance extends across various facets including academic planning, placement strategies, grooming initiatives, and the facilitation of sports and cultural programs. Besides academic pursuits, the director actively spearheads sports and cultural competitions that serve as experiential learning platforms. These events enable students to grasp essential management principles, fostering traits like group dynamics, discipline, decision-making, tolerance, commitment, a sense of belonging, and teamwork.

The director's adept leadership reflects in the academic and professional advancement of students, with the institute's exemplary placement record standing as a testament to its overall effectiveness. Through a transformative leadership style, the director cultivates an environment conducive to academic brilliance,

holistic student development, and successful placement outcomes.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
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.

IIMHRD is affiliated with Savitribai Phule Pune University (SPPU) and regulated by AICTE, adheres diligently to the statutory norms and guidelines outlined by these governing bodies in both academic and administrative functions. SPPU, facilitated by its local-Inquiry-Committee (LIC), conducts thorough inspections of our academic and administrative procedures. The university grants affiliation based on a positive report submitted by the LIC, underscoring the necessity for compliance with regulatory authorities like AICTE and the university.

The institute strictly abides by the prescribed Service Rules, Procedures, Recruitment and promotional Policies mandated by AICTE and the University. Faculty recruitment, the institute publishes advertisements in nationally circulated newspapers to invite applications for vacant positions. Accordingly, eligible candidates are invited for interviews.

To ensure fairness and transparency, the institute informs the University-VC to form a selection committee for conducting interviews. The constituted selection committee, carries out interviews, assessing candidates based on merit and performance. Institute plays no independent role in the candidate selection process, maintaining adherence to the protocols set by the governing bodies.

By strictly adhering to the guidelines and protocols established by AICTE, SPPU, and the University, the Institute ensures a transparent and merit-based faculty recruitment process, promoting fairness and equality in candidate selection.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
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

C. Any 2 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

IIMHRD management is characterized by its prudent and caring approach towards the well-being of both teaching and non-teaching staff. They have implemented a range of measures to ensure the welfare of their employees. This includes group insurance for healthcare, accessible transport facilities, maternity leave provisions for women, flexible working hours, provident fund benefits, and various paid leaves such as PL (Paid Leave), CL (Casual Leave), and SL (Sick Leave). Additionally, the management extends uniform welfare measures to all staff members. Ladies staff are provided with Maternity leaves. Home to home pickup and drop transport facility is provided.

Furthermore, the management fosters a sense of community and togetherness among the staff. They organize an annual picnic that brings both teaching and non-teaching staff together. The management values the principle of social organization within the institution,

ensuring that respect, affection, and a strong organizational bond are maintained. They demonstrate this commitment by organizing get-togethers and celebrating various religious and social festivals, creating a cohesive and inclusive environment.

Overall, SBES IIMHRD management's approach, reflected in their policies and actions, cultivates a strong fabric of human relations among the staff, rooted in trust, respect, and mutual understanding."

File Description	Documents
Paste link for additional information	Nil
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

12

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

13

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)	View File

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

1

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

At International Institute of Management and Human Resource Development for Women, there exists a meticulously structured appraisal system designed for the staff, utilizing a comprehensive appraisal form equipped with a detailed checklist for performance evaluation. Each staff member is required to complete this thorough performance appraisal form.

To ensure an equitable and thorough assessment, the institute has established a dedicated Performance Appraisal Committee. This committee comprises key individuals, including the Founder President, Director, a Member of the Governing Council, and a Senior Faculty member. Staff members present themselves along with their completed performance appraisal forms before this esteemed committee.

The Performance Appraisal Committee diligently and impartially evaluates the performance of each staff member based on the submitted appraisal forms. This robust process serves as the foundation for critical decisions such as staff confirmations, promotions, and increments. Consequently, the Institute upholds a permanent and well-defined structured process for appraising the performance of its entire staff.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

IIMHRD(W) has a dedicated and autonomous accounts section led by seasoned and proficient accountants. The institution emphasizes the importance of meticulous financial oversight and conducts both internal and external audits to ensure transparency and accuracy in its financial operations.

Internally, an adept internal auditor, often holding the role of an accountant, conducts rigorous audits to scrutinize the institute's financial records and processes. This internal audit serves as a critical checkpoint for financial integrity within the organization.

External audit is conducted by certified firm of chartered accountants (CA) to perform thorough and independent external audits. This external auditing firm, conducts regular and comprehensive audits of the institute's financial affairs. Their diligent work culminates in the submission of an audited balance sheet, accompanied by a detailed audit report that provides a comprehensive analysis of the institute's financial health and

practices.

The audit report submitted by the external firm of chartered accountants offers valuable insights and assessments regarding the audited balance sheet for the fiscal year. This audit report serves as a crucial document, providing stakeholders and the institution's management with an authoritative and professional evaluation of the financial status and compliance of the Institute.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

IIMHRD(W) is permanently un-aided private institute, relying solely on student fees as its primary source of income. The institution abides by the guidelines of Fee Regulating Authority(Shikshan Shulka Samiti), which oversees and regulates the fee structure.

The fee amount charged to students is determined based on a calculation derived from the total admissible expenditure divided by the number of enrolled students. The Fee Regulating Authority has established specific norms and regulations that delineate the upper limit beyond which the Institute cannot levy additional charges.

IIMHRD adheres to these prescribed norms, ensuring that the fees collected from students align with the guidelines outlined in the government regulations. Notably, certain categories of students, as indicated in government resolutions (GR), have their fees reimbursed by various entities, such as the Department of Social Welfare, the Director of Technical Education, and the Tribal Board. This reimbursement mechanism eases the financial burden on eligible students.

The primary allocation of the collected fees revolves around sustaining the institution's workforce. A significant portion is directed towards compensating the teaching staff, while a percentage is allocated for the wages of non-teaching staff. Additionally, the institution manages all other operational expenses using the funds accumulated from fee collection

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

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

IIMHRD is deeply committed to fostering internal quality assurance among its students, encompassing not only academic prowess but also professional ethics and interpersonal competencies. A core tenet of the institution's quality strategy revolves around enhancing the academic performance of students, considering it as the cornerstone of their overall development.

Central to ensuring educational quality is the synergy between the curriculum and the faculty. Institute adopts a university-designed curriculum, which is then meticulously tailored and delivered by competent and seasoned faculty members through innovative teaching methodologies. This fusion empowers students to evolve into future managers equipped with the necessary corporate acumen and skills.

Recognizing the significance of corporate preparedness, the institute strategically integrates corporate inputs and training into its educational framework. Practical exposure is prioritized through on-the-job training via Summer Internship Programs (SIP), offering students a hands-on experience to acclimate to corporate

culture and practices. Each student undergoes a comprehensive 60-day training stint under the guidance of a corporate mentor. Following this, they undertake projects under professorial guidance, facilitating the application of acquired knowledge.

File Description	Documents
Paste link for additional information	https://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

IIMHRD(W) places a strong emphasis on maintaining a consistent standard of quality and performance within defined timelines, particularly in the realms of teaching, learning, and achieving desired educational outcomes. The institute has established a systematic Teaching Learning framework for continuous evaluation, serving as a foundational element for frequent reviews of academic performance.

At IIMHRD, faculty members are deeply attuned to the significance of academic quality and actively contribute to nurturing it among students. The institute implements a distinctive approach by organizing student presentations aimed at assessing their academic presentation skills and subject knowledge. These processes are well documented, enabling personalized feedback sessions where individual strengths and areas for improvement are highlighted, fostering tailored and effective quality enhancement.

Moreover, IIMHRD places significant emphasis on gathering comprehensive feedback from students to evaluate and refine teaching methodologies and course structures, enhancing the overall teaching and learning experience.

In a bid to enrich the learning environment, the institute conducts outbound training programs for both faculty and students. These programs often feature external corporate trainers who bring invaluable insights and expertise, aiming to elevate teaching and learning practices by integrating corporate perspectives and methodologies.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/academics/our-methodology/
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)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
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

Gender equality is one of the key challenges facing society today. The institute conducts regular gender equity promotion programs. Guest speakers from prominent field are invited to speak on the topic which highlights the importance and contribution of women in the society. Students apprised of the gender issues during the Orientation/Self Induction Program held for newly admitted students each year. Institute has constituted an Internal Complaints Committee (ICC), CCTV cameras are installed on prominent locations. IIMHRD is a women Management Institute and girls are taught with gender sensitization issues through various expert talks throughout

the year. Institute has also constituted a committee called "Prevention of Sexual Harassment Committee at the Workplace. Following are the programs arranged by the Institute

- Nirbhay Kanya Abhiyan
- Women's health and hygiene
- Professional Etiquettes
- Self defence

IMHRD is a women institute and considers safety and security of women students very important in the campus and hostel. Facilities provided are -. CCTV Cameras at all gates, Girls Hostel with all security measures, Hinjewadi Police buddy cop Helpline group, Provision of canteen, Guards in the campus, complaint & suggestion boxes are installed.

File Description	Documents
Annual gender sensitization action plan	https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Code-of-Conduct.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

B. Any 3 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 has a water harvesting system that reduces the wastage

of water. The recycling of water ensures optimum use of available water resources. Solar Panels are installed on rooftop. Institute emphasizes on reduced consumption of electricity through use of solar energy. Use of LED bulbs and star rated fans are preferred in the campus. Use of latest CPUs, monitors and other technical gadgets assure minimum leakages of electricity. A full time electrician is employed for the maintenance of electricity in the campus.

The institution is highly conscious in maintaining cleanliness in campus. Institute promotes Green Environment, Swachh Bharat Abhiyaan, Ban on Plastic, Dry and Wet Waste Segregation. The institution has inhousehousekeeping staff. The dustbins are placed at the distant places in the campus. The institute maintains and encourages proper waste management facilities in the campus for making it eco-friendly.

Solid waste management: Institute promote one-sided print pages for printouts wherever possible. This helps in saving and to reduce paper consumption. Liquid waste management:-The institute has a proper water drainage facility to avoid stagnation . The E-Waste consisting of electrical and electronic devices.is disposed of responsibly there is no biomedical and hazardous chemicals and radio active waste materials.

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	View File
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

C. Any 2 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	View File

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

A. Any 4 or all of the above

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	View File
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).

The institute believes in equality of all cultures and traditions as is evident from the fact that students are studying without any discrimination. To build a nation of youth who are noble in their attitude and morally responsible, the Institute organizes and conducts several activities to create the feeling of oneness and harmony. Inspirational lectures by eminent persons in the field are organised for all-round development of the women students and to make them a responsible citizen who follows the national values of societal communal harmony and national integration The Institute and its faculty , staff and students jointly celebrate the cultural activities, regional and national festivals to promote an environment for cultural, ethical and spiritual values, Besides academic , cultural and co-curricular activities , we also have sports activities for the physical development of the women students. Other Initiatives Prohibition of plastic carry bags: The institute promotes plastic free campus and less usage of carry bags. Saplings instead of Bouquets, saplings in bio grow bags are given as a token of appreciation to all invited guest during various events, a unique initiative to promote plantation

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

Institution takes pride in its tree Plantation Programme where the focus along with academic it is a step forward to develop them as better citizens of the country by being environmental responsible. understanding the importance of inculcating the constitutional obligations, values, rights, duties and responsibility in the students. Constitution of India was introduced in syllabus by Savitribai Phule Pune University the affiliating University and curriculum framed with mandatory courses like: Introduction to Constitution, Human Rights I & II, and the institute schedules these sessions to Sensitize students and faculty to the constitutional obligations. The Institute ensures that the students participate very enthusiastically in all these activities. The Institute celebrates the Independence Day & Republic Day , 'Samvidhan Divas' Constitution day etc and students have participated in Elocution and Quiz contest which in turn contributed to understanding the Constitutional values and the Fundamental Duties and Rights of Indian Citizens. Constitutional Obligations: Institute has organized student activities like paper, poster & essay competition which received participation from the students and promoted their awareness about various aspects of Indian citizenship.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

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. All of the above**

a committee to 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	No File Uploaded
Any other relevant information	No File Uploaded

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

The institute is highly conscious, committed and enriching the bond amongst students. Following are the national festivals and National and International Commemorative days celebrated every year .

1. Independence Day celebration: on 15th August

2. Mahatma Gandhi Jayanti:

3. National Youth Day:

4. Ambedkar Jayanti:

5. Human Rights Day: The institution also celebrates the human rights day. In this celebration the message is given to the students, that protection of human rights is highest responsibility of civil society under the umbrella of constitution as well as fundamental rights and duties. The students are made aware about the human rights to protect the human society from any unlawful and unconstitutional act of violence from any wrong Doer.

6. Kite festival : Kite festival is celebrated on the occasion of Makar Sankranti. Staff and students enjoys it by flying colorful kites in the sky.

7. Shivaji Jayanti : The birth anniversary of Shri Shivaji Maharaj is celebrated every year on 19th February with huge respect and energy.

8. International Women day on 8th March. Institute felicitate all women achievers on this occasion.

9. Republic day : Celebrated on 26th January

10 Ganesh Festival : the 10 days Ganesh Festival is celebrated in campus with full energy and devotion.

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	No File Uploaded

7.2 - Best Practices

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

Best Practice- 1

1. Title of the Practice: Employability Grooming Program (EGP)

2. Objectives of the Practices :

- To enhance the employability & develop skill based workforce

3. Context:

To make student employable.

4. The Practice

- 3 weeks Induction program.
- Industry expert's guest session.
- SAP certification and skill based certification.
- Mentoring and counselling
- Sector presentations, Current affair diary and discussion.
- Economic Times is provided to students.

5. Evidence of Success

Students are showing their learning by organizing and managing the big events like VISTA, Manthan , CFL and SFL.

6. Problems Encountered and Resources Required

Extra efforts are required for enhancing their communication, personality traits and in counselling.

Best Practice- 2

1. Title of the Practice: Student Centric Learning

2. Objectives of the Practices :

- To focus on students holistic development.

3. Context:

Students are from vernacular background. To make students thorough with conceptual learnings, innovative strategies are adopted.

4. The Practice

- mentors are assigned.
- 3 weeks Induction program for holistic development
- Skill based courses are executed for making them more employable.

5. Evidence of Success

University Academic excellence is achieved. 100% students completed their Summer Internship and received completion certificates.

6. Problems Encountered and Resources Required

Extra efforts and time.

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

The institution is serving for the cause of empowering women students, the focus is on holistic development of girls . Institute designed its teaching learning pedagogy considering the need of students and need of Industry. Students are groomed considering their developments with Intelligent Quotient, Physical Quotient and emotional quotient.

Expected outcome: Professional development of all budding women managers with various activities and events which are successfully managed by these girls' team is a plus factor for increasing their confidence.

The academic programs are implemented to enhance the knowledge and skill base of the students. Importance is laid on personality development of women students. The students are motivated to make presentations using technology. The Institute has organised a number of cultural and academic activities throughout the year in line with the Vision and Mission statement of the Institute. The many programmes organised have been successful in developing the personalities of the students and in building competition and confidence. Apart from these activities, students are encouraged to participate in various extension programs and community-oriented programs under the Rotaract. These encouraged them to excel both in curricular and cocurricular activities along with social responsibilities to face the challenges in future.

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 institute is affiliated to Savitribai Phule Pune University and uses the SPPU academic calendar to create the academic calendar for the start and end of each semester for its MBA programs. When the semester begins, each faculty member drafts the course file, which includes a schedule for concurrent assessment as well as a list of text and reference books. Academic staff frequently upload course materials that are accessible to all students, including unit-specific PowerPoint presentations, notes, extra content, assignments, and question banks. The daily attendance records are used to track the class schedule and assessment. It is also recommended that the faculties present papers at different conferences and participate in FDPs for their advancement.

In order to deliver curriculum effectively, the institution organizes guest lectures in partnership with industry. The regular meetings held discuss the various activities. Each student is assigned with a faculty mentor. Students' feedback is collected and improvements suggested.

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.p df

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

The Academic Calendar created by SPPU is adhered to by IIMHRD College. The Academic Calendar lists the start and conclusion dates of each semester as well as the tentative calendar for exams and semester commencement. Then the College creates its own Academic Calendar and schedules prior to the start of the semester to ensure efficient operations within this framework.

The Academic Calendar is distributed to students and is posted on notice boards and the college website. The university syllabus contains all the regulations pertaining to pass %, reappearance for improvement, grades, and grade points. During the Orientation Programme, first-year students get information on the syllabus and optional papers that are offered for the three semesters of the course. First -year students get information about the course at the orientation programme. requirements for the Internal Assessment as well as examinations throughout the course of two years. SPPU sets the schedule for external exams, and the same is informed to the students. The 50 mark internal assessment required by the SPPU University are done by the faculty by concurrent and the students must submit tasks and projects completed by the deadline.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://collegecirculares.unipune.ac.in/sites/documents/Syllabus2022/MBA%202019%20Pattern%20Syllabus_Revised_10112022.p_df

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)

25

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

699

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 Institute follows curriculum recommended by the SPPU and has

different socially important cross-cutting issues like moral values, human ethics, sustainability, and so forth, across PG course to mould the students Human values : Human qualities and morals are through the course "Introduction to Constitution, human rights and cyber security" presented in the I, II, III/IV semester of Management program. The essential goal of this course is to guarantee that students have information on the constitution, major obligations and privileges of citizens, values etc. The course additionally gives mindfulness about cybercrimes, digital regulations etc.

Climate and sustainability: The issues of Climate and sustainability are tended to through the course "Corporate social sustainability" in the IV semester. Through this course, students are made aware sustainable issues

Orientation : To bestow quality training to shape women managers of future the institute has measures to sharpen and advance students through curricular and co-curricular exercises.

Aside from the above mentioned, the institute has programs and exercises on cross-cutting issues by Rotaract. The exercises like, Swachh Bharath Abhiyan, blood donation etc plays a crucial part in making a positive impact and molding them into women management experts

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

5

File Description	Documents
Any additional information	View File
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	No File Uploaded
Institutional Data in Prescribed Format	View File

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

65

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	Nil
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

124

File Description	Documents
Any additional information	View File
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

51

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

Institute students are admitted through the MH CET exam mainly and hence there is a blend of brilliant and normal students. To assist them with adapting up to the new learning climate, a

number of measures are taken by the institute for their improvement.

Mentee meetings are conducted regularly who keeps a mentee' Record, to monitor them . This is to help distinguish the slow learners as well as fast learners from each batch every year and also every specialization. As each student has different learning perspectives and learning propensities. The goal of the evaluation is to assess and identify the learning levels and plan accordingly for the professional development of the students regarding the factors influencing the students holistic growth and guide them regarding program structure, by providing a holistic development to mould them into a women managers as per the needs of the industry by organising special programs for slow and advanced learners.

Library is accessible to all and are allowed to get the books from the library for additional students for the subject and Assessment. Parents are welcomed to communicate with concerned mentor to talk about the advancement of their wards.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/academics/our-methodology/
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
189	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 assists by encouraging students to take an active, involved, and motivated role in their education, by strategies that can improve their educational experiences. These techniques

have the following advantages and are:

Experiential learning: It is a teaching approach that substitutes doing through projects, Industrial visit, Audio-Visual methodology, Guest lectures and other activities, by which students apply their knowledge and abilities to real-world scenarios. Their capacity for critical thought, creativity, problem-solving, and teamwork are all enhanced by this.

Participatory learning: Engaging students in the process of designing, carrying out, and assessing their own learning .To exchange ideas, provide feedback,improve communication and assess their progress, students collaborate in groups or teams. Their social, communication, and leadership abilities are all benefited from this.

Problem solving methods: To promote student participation in learning, through student-centered educational practices by various approaches for addressing problems: In this students identify, evaluate, and solve actual or imagined issues/problems relating to their subject area. students create potential solutions, verify their hypotheses, apply their strategies, and break complicated issues down using a variety of tools and approach. Studentsbenefitby learning to think logically and analytically.

To motivate the students internal assessments are methodically scheduled. Students mustsubmitassignmentswhich must be completed independently to build their writing skills and boost confidence. The students have to givepresentation in order to assist them to get over their stage fright and improve their oratorypresentationabilities.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://iimhrd.edu.in/academics/our-methodology/

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

In the institute All the faculty members use ICT tools, in oneor the other way, to educate and prepare the students in their

teaching learning experience by using LCD projectors, cameras, workstations/work areas, wifi, printers, scanners, Pen Drives, scanners, speakers, and other e-learning tools.

As there are many advantages of utilizing ICT for instructing and learning, as they make learning more customized and it helps in a coordinated effort, with input from instructors and students.

Other tools faculty use for educating and increasing their educational experience are

White Board: A device that permits educators to assist in teaching, for tests, syllabus execution, etc. **Microsoft Teams:** A virtual tool that empowers educators to make tasks with instructive applications .

Library give access to various online courses, recordings, digital books, e-diaries, and so on.

File Description	Documents
Upload any additional information	No File Uploaded
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	No File Uploaded
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

100

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.

In IIMHRD(W) the internal evaluation and assessment of students is continuous in the course / subject as prescribed by the affiliating university SPPU. It tends to be finished through different strategies, like Assignment, projects, tests, etc. Internal evaluation is finished by the faculty member of the course, and it may be either summative or formative. Formative evaluation is to give input and direction to the students during the semester experience, while summative evaluation is utilized to survey the students' accomplishment to finish a unit / semester.

The instrument of internal evaluation might fluctuate for different course as per the session plan, and syllabus.

The internal evaluation standards are informed to the students in the start of the semester. The continuous assessment are planned with the learning targets and abilities of the subject. The internal continuous assessment and evaluation are to test the understanding and abilities among the women students. The internal continuous assessment are reviewed reliably by utilizing rubrics. The internal evaluation results are utilized for input, improvement and advancement purposes.

File Description	Documents
Any additional information	View File
Link for additional information	https://iimhrd.edu.in/academics/the-iim-hrd-edge/

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

Institute students are admitted through the MH CET exam mainly and hence there is a blend of brilliant and normal students. To assist them with adapting up to the new learning climate, a number of measures are taken by the institute for their improvement.

Exam assessment criteria for the institute include 50 marks for concurrent evaluation and 50 marks for written university final exams. Consequently, the institute uses the university's suggested choice-based credit system and chooses the criterion from the university's list of concurrent assessment parameters for the continuous internal evaluation in the institute. The internal

concurrent assessments and assignments is fairly checked. After examining them, the faculty promptly returns them to the students so they may see if there is a difference between their marks and their responses. The faculty is the person to whom students should convey any complaints. We take care of and resolve any problems arising right away. Every Subject internal marks is thoroughly reviewed by the director, the college Exam officer, the student, and the respective subject faculty before being sent to the university. In accordance with SPPU university regulations, internal exam grievances are handled by members of the Grievance Redressal Committee.

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%20Sem%20I%20to%20IV%20R2%2025%207%202020%2004.082020.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 provide information about the program and course outcomes to all new students during the orientation/ induction program. Students also are informed about the course objectives listed in the syllabus and their assessment methods. Institutions achieve their set goals by prioritizing the communication of program and course outcomes before initiating course teaching and learning activities. Faculty Plan a focused teaching and assessment. As a result of this focus, teaching and learning will be more consistent, and students will perform better on assignments and assessments, along with having a better academic experience.

Mapping of PO CO is done when creating the subject plan by faculty member. Concurrent assessments are created with unit-level activities every semester after analyzing the PO CO. Before the start of each semester, each faculty develops a schedule for each unit, and PO CO assignments and internal assessment strategies are evaluated. Students are informed about fulfillment of PO and Cos and university exam requirements, allowing them to achieve defined goals before the end of each course.

The expectations for the SPPU MBA PostGraduate Degree are aligned with the outcomes of the individual programs and courses, and with the aims of the Institute. By implementing outcomes-based education, teaching and learning occur seamlessly across the institution.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://iimhrd.edu.in/academics/full-time-mba/
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 evaluation tools and processes used to measure each program's outcomes and achievement of program-specific outcomes by direct and indirect methods for POs and PSOs for the course outcomes of the course. Direct methods are provided by assessing or observing a student's knowledge or skills to measurable course outcomes. The knowledge, skills described in the course outcomes are mapped to specific questions through SPPU semester exams, internal exams, concurrent evaluation and assignments. Throughout the semester, faculty record each student's performance and course outcome

Below are the ways used to evaluate PO/PSO and their frequency. University Semester Examinations At the end of each semester, universities conduct examinations based on the results published by the university. Course outcomes will be measured based on the course levels established in the program. In direct method, assignments given at the end of each chapter. Assignments are provided to students so that they can refer to books and understand the expected objectives of the given questions. It is the responsibility of subject teachers to ensure that all students are fully engaged in their work. The questions asked in the evaluation methods are according to the course outcomes for the respective subject. Depending on the performance of the students answering each question, mapping is performed on each CO to assess the subject's specific CO performance level.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://iimhrd.edu.in/academics/our-methodology/

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

64

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)

00

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

00

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 recognizes the value of innovation, research and development as it is important for knowledge creation and

transfer within the ecosystem and understands, supports and promotes these activities. IIMHRD provides a platform for academic, innovative excellence. IIMHRD takes the lead in creating an environment where industry and academics constantly collaborate, with the aim of imparting knowledge and broadening the horizons of students that allows students to maintain a culture of innovation and research and development in their fields of interest. Students with creative ideas rely on teachers to guide them in their work, which is then presented in various competitions. The State of Maharashtra has launched a unique research competition called AVISHKAR. This competition is conducted annually by University of Pune to instill research culture in students and encourage original and novel thinking. This platform provides an opportunity to express their academic talent and fosters exchanges between universities, research and development institutions, and industry. Institute provides students with the opportunity to complete them, WiFi is available throughout campus. Students and employees have access to internet connections. Computer systems are available. The Seminar Hall serves for seminars, guest lectures, presentations of professional presentations, projects, and screenings of informative and educational films. Students also avail the college and university library.

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

14

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

00

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

8

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

The MBA program purpose is to develop professionals who are equally sensitive to society's various challenges. As a result, they not only succeed in their professional life, but also develop into socially responsible human beings. Therefore, along with the syllabus of the MBA curriculum, students also prepare themselves for the complexity of management skills by participating in the various activities carried out by the Institute and they can learn about various social issues and become more sensitive. Some of the activities are. The students visited NAV KSHITIJ and distributed orphan cloth to inmates. The students also helped sell the items they had prepared. The students visited Sharad Ashram, a nursing home in Malunje, and played different games and socialized. Students visited an orphanage in Shirgaon, celebrated the birthdays of all the children there, got to know the children and felt inclusive and happy. 'Swachhata Abhiyan' in Nerhe village attended by local residents and informed the need for cleanliness and hygiene for the health and well-being of all and also informed them about government policies . Road Safety Awareness - Students organized a road safety camp at Bhumkar Chowk under local police officials to make them aware of the benefits of wearing helmets by two-wheeler riders while riding on technical routes. GO GREEN was organized by students at and other locations around campus where tree planting took place for the purpose of environmental protection.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/
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	
00	
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	
12	
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	
759	

File Description	Documents
Report of the event	No File Uploaded
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

65

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.

IIMHRD(w) Maintains various physical, academic and support facilities including classrooms, infrastructure, sports, computer lab and library. In addition to transformers, generators, and UPS, the organization employs proper grounding bonds for safe power supplies. PC and other sensitive devices are maintained through appropriate earthing and backups. Physical infrastructure: The institute has excellent classroom and educational video display systems for instruction. The classroom and reading room are used for meetings, courses, social exercises, and other activities. The institute has a sufficient number of PCs with web connectivity and the necessary programmes, and is equipped with in main areas such as an office, library, classroom and staff room. The computer lab is used for project work, online exams, MS excel classes, preparing presentations, completing assignments, etc. The institute focuses on preparing students to improve their employability and providing adequate infrastructure and physical facilities for teaching- learning for students. This conference room is used for management meetings, FDP, human resources development programs, etc. Institute combines various social and sports activities to promote overall improvement in students. During curricular, co curricular activities, students use all the physical infrastructure including outdoor sports activities. Maintenance of physical infrastructure their cleaning operations within the institute is carried out by supervisory staff. The organization has annual maintenance contracts for CCTV, drinking water cooler support, fire extinguishers, and building maintenance. CCTV maintenance, Water cooler maintenance, Maintenance of firefighting equipment is by external organization. The institute also has designated maintenance support staff for furniture, electrical, etc.

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

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor,

outdoor), gymnasium, yoga centre etc.

The institute has paid special attention to providing sports facilities and gymnasiums to maintain the physical fitness of its girl students. Our institute has indoor sports facilities and outdoor game facilities including playgrounds, long distance tennis and basketball. The institute also has a modern gymnasium for students. The Institute adopts a holistic approach to the academic, professional, physical and socio-cultural development of its girl students, the Institute offers a cultural program called Vista and Manthan every year. It is held once every year. The program hosts inter-university competitions, culture programs, with prizes awarded to the winners.

Sports activities are carried out in the ground for badminton, cricket etc and indoors for carrom, chess etc. The college offers students T shirt and other necessary supplies. Sports and cultural competitions held helps to Apply various Management and leadership skills. Students learn by practicing leadership skills, commitment, belonging, tolerance, decision making, group dynamics, and team spirit. Therefore, Institute is responsible for the development of BMI (Body, Mind, Intellect) abilities of the women students and develop holistically.

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

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://iimhrd.edu.in/about/infrastructure /
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)

12.96

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
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)

As per the SPPU syllabus and AICTE regulations, the librarian will receive the book list requirement from the faculty and students will be provided with ID cards to access the library. Everything including book circulation and circulation is monitored by librarians.

The library facility has a proper registration process. Upon presentation of proof of admission, admitted students must complete a library registration form. Once the form is processed, students will receive a membership card. The library is open to students any time on weekdays. Library has AutoLib software for faculty and students. Access to these resources is a useful for all members. In addition to texts and references, the institute

also has motivational, self-help, and reference materials. The library also has Wi-Fi facilities and computers for easy access for everyone. Libraries aim to facilitate the creation of new knowledge through the acquisition, organization, and dissemination of knowledge resources and through the provision of value-added services. The library is well-equipped and equipped well with Wi-Fi technology. It is divided into parts such as stack section, reference section, and Reading room. We provide free access to our magazines so that our students can choose books that fit their interests.

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

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

C. Any 2 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)

3.38

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
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

25

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

IT infrastructure is acknowledged as a necessary prerequisite for providing quality education. As a result, the Institute has placed a high priority on the creation and prompt maintenance of IT facilities in order .Institute maintain its ICT infrastructure, amenities to guarantee effective operation. The college has developed IT facilities to meet the learning requirements of students and faculty. The institution provides Wi-Fi and LAN cables, enabling users to access information quickly.AsComputers is an essential component of academic and administrative tasks andinstitute's has ICT-enabled classrooms that have improved teaching and learning.

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

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)

16.99

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
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's policy is to maintain and modernize existing equipment to meet the requirements of the university and regulator AICTE.IIMHRD(W) Campus Maintenance is by Housekeeping staff . The institute has systems and procedures for maintaining the physical facilities and has appoints staff such as

electricians and other qualified staff separately. All kinds of minor repairs and maintenance are carried out by the Institute. All types of repair work are carried out by the above employees. If the amount of work is large, the work is outsourced to an external organization that is an expert in the same support facility. 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. The sports facilities, Classrooms, libraries and offices is cleaned and maintained by staff appointed by Institute. The Coordinator is responsible for academic functions such as timetable, class monitoring and the systems and procedures necessary for the smooth functioning of academics. In the computer lab, an assistant has been appointed for laboratory repair and maintenance, Wi-Fi, computer lab printer, office, PC etc. .

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

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

86

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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 benefitted 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://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

65

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

65

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted 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 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

A. All of the above

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

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

54

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

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
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.

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)

IIMHRD believes in giving equal opportunity to every girl student, Institute allows students to participate in various academic and administrative committees and bodies. The institute facilitates and conducts the elections of the students for student council. The student’s council is constituted aof the students in the various activities of the institution. The members of the students council actively participate in the organizing the cultural activities, placement, sports competitions, etc. The institute ensures student representation in various committees like:

General Secretary Joint Secretary, Cultural Secretary, Joint cultural secretary, Magazine secretary Joint magazine secretary, Sports secretary, Joint sports secretary, Hostel Representative, Joint hostel Representative

The institute also ensures student representation in various bodies like: Placement and Rotaract. Institute maintains transparency in all activities and by participating they get exposure to both social and corporate atmosphere which helps to develop leadership skills, decision making, time management, team

building, self-discipline and create industry ready women managers. Grievance Committee: Elected members from the students in Grievance committee ensures transparency in decision making. Anti -Ragging Committee: Students representation in Anti -Ragging Committee ensures decision making transparency. Alumni Committee: The members of committee associate with alumni's for mentoring, grooming and actively participate in arranging alumni meets.

File Description	Documents
Paste link for additional information	Nil
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

12

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)	No File Uploaded

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

IIMHRD has a registered Alumni Association which contributes to the advancement of the institution. IIMHRD graduated class are placed and so their inputs are utilized in the different association contributed by them. They mentor and encourage the women students to pick their career field according to their professional desire. The Institute welcomes them for alumni interactions to share their work insight and latest expectations

of the corporate culture with the women students. Alumni inputs is taken to advance the course educational program according to the changing corporate world. Every student has to undergo the summer internship project (SIP), the members of alumni association help the students of the institution to get Summer internship in the corporate. Every student has to work for 60 days under corporate mentor as on the job training. After 60 days the student comes back to the institution and works under academic mentor to complete her research project. This research project is assessed by the experts appointed by the university. The members of alumni association help the institution in facilitating the industry institute interface

File Description	Documents
Paste link for additional information	Nil
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

The Vision of IIMHRD is "to empower aspiring female management students to become physically fit, mentally robust, and professionally competent individuals. We aim to equip them with the skills and knowledge necessary to assume leadership positions in the industry and society of tomorrow.."

Missionis "To provide holistic and industry-oriented management training to our students. We are committed to their overall development, ensuring that they evolve into highly skilled professionals by the end of their chosen management program. Through a comprehensive curriculum, practical exposure, and personalized guidance, we strive to foster a transformative educational experience for our students.."

Roles and Responsibilities:

- **Director:** Spearheading communication, ensuring compliance with AICTE, SPPU, DTE & AISHE, academic plans, teaching schedules, and orchestrating learning activities like guest lectures, workshops, industrial visits, conferences. Motivating and coordinating faculty, administrative authorities, and support staff.

- **Academic Coordinator:** Collaborating with the Director to allocate subjects to teachers, devising semester-wise timetables, academic calendar, maintaining discipline, and soliciting regular feedback from students.

- **Faculty Members :** Key role in curating high-quality learning, student counseling, fostering student growth through mentoring, and facilitating robust communication with parents.

Statutory, Non-statutory committees involving teaching and non-teaching staff and students, for the institute's seamless operations.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

At IIMHRD the Director champions decentralization across various administrative functions and academic hierarchies by delegating authority and responsibility. This approach empowers individuals within the institution to efficiently manage key administrative areas:

1. Administrative Decentralization:

- Liaison with BCUD, Examination Department, Eligibility, and Planning & Development Department are entrusted to specific individuals within the institution.
- Coordination with DTE, Government of Maharashtra.
- Management of scholarships from the social welfare department, Government
- AICTE liaisons and compliance responsibilities are

delegated to designated personnel.

The Director strategically delegates administrative duties, guiding and monitoring each individual.

1. Academic Decentralization:

- Director fosters academic decentralization through Dean, HODs, Subject Coordinators, Examination, Cultural Activities Heads.
- Each functional area within academics is entrusted to capable individuals, with the Director overseeing their collective performance, maintaining a centralized oversight.

2. Participative Management:

- The Director advocates for participative management, involving faculty members in decision-making processes. Regular meetings are convened to discuss relevant academic and administrative issues.
- Ensuring fairness and open discussions, decisions are made through democratic participation, striving for consensus before finalizing any resolutions.

By adopting a decentralized administrative structure and promoting participative management, IIMHRD aims to foster a culture of collaboration, efficiency, and collective decision-making, ensuring a robust and inclusive environment for academic and administrative excellence.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

At IIMHRD, the director's visionary leadership aligns institution's vision and mission through a comprehensive perspective plan. This plan strategically encompasses vital facets such as curriculum refinement, faculty development, fostering Industry-Institute-collaborations, skill-based training, infrastructur-upgrades, robust programs like guest lectures and faculty enhancement initiatives. These form the bedrock of the director's meticulous strategic foundation.

Emphasizing participatory culture, the director regularly convenes faculty meetings where diverse topics are openly discussed, decisions are made through a collaborative consensus-building process. This inclusive approach ensures that all stakeholders contribute to the institution's growth.

The director's visionary guidance extends across various facets including academic planning, placement strategies, grooming initiatives, and the facilitation of sports and cultural programs. Besides academic pursuits, the director actively spearheads sports and cultural competitions that serve as experiential learning platforms. These events enable students to grasp essential management principles, fostering traits like group dynamics, discipline, decision-making, tolerance, commitment, a sense of belonging, and teamwork.

The director's adept leadership reflects in the academic and professional advancement of students, with the institute's exemplary placement record standing as a testament to its overall effectiveness. Through a transformative leadership style, the director cultivates an environment conducive to academic brilliance, holistic student development, and successful placement outcomes.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
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.

IIMHRD is affiliated with Savitribai Phule Pune University (SPPU) and regulated by AICTE, adheres diligently to the statutory norms and guidelines outlined by these governing bodies in both academic and administrative functions. SPPU, facilitated by its local-Inquiry-Committee (LIC), conducts thorough inspections of our academic and administrative procedures. The university grants affiliation based on a positive report submitted by the LIC, underscoring the necessity for compliance with regulatory authorities like AICTE and the university.

The institute strictly abides by the prescribed Service Rules, Procedures, Recruitment and promotional Policies mandated by AICTE and the University. Faculty recruitment, the institute publishes advertisements in nationally circulated newspapers to invite applications for vacant positions. Accordingly, eligible candidates are invited for interviews.

To ensure fairness and transparency, the institute informs the University-VCTo form a selection committee for conducting interviews. The constituted selection committee, carries out interviews, assessing candidates based on merit and performance. Institute plays no independent role in the candidate selection process, maintaining adherence to the protocols set by the governing bodies.

By strictly adhering to the guidelines and protocols established by AICTE, SPPU, and the University, the Institute ensures a transparent and merit-based faculty recruitment process, promoting fairness and equality in candidate selection.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
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

C. Any 2 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

IIMHRD management is characterized by its prudent and caring approach towards the well-being of both teaching and non-teaching staff. They have implemented a range of measures to ensure the welfare of their employees. This includes group insurance for healthcare, accessible transport facilities, maternity leave provisions for women, flexible working hours, provident fund benefits, and various paid leaves such as PL (Paid Leave), CL (Casual Leave), and SL (Sick Leave). Additionally, the management extends uniform welfare measures to all staff members. Ladies staff are provided with Maternity leaves. Home to home pickup and drop transport facility is provided.

Furthermore, the management fosters a sense of community and togetherness among the staff. They organize an annual picnic that brings both teaching and non-teaching staff together. The management values the principle of social organization within the institution, ensuring that respect, affection, and a strong organizational bond are maintained. They demonstrate this commitment by organizing get-togethers and celebrating various religious and social festivals, creating a cohesive and inclusive environment.

Overall, SBES IIMHRD management's approach, reflected in their policies and actions, cultivates a strong fabric of human relations among the staff, rooted in trust, respect, and mutual understanding."

File Description	Documents
Paste link for additional information	Nil
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

12

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

13

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)	View File

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

1

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

At International Institute of Management and Human Resource Development for Women, there exists a meticulously structured appraisal system designed for the staff, utilizing a comprehensive appraisal form equipped with a detailed checklist for performance evaluation. Each staff member is required to complete this thorough performance appraisal form.

To ensure an equitable and thorough assessment, the institute has established a dedicated Performance Appraisal Committee. This committee comprises key individuals, including the Founder President, Director, a Member of the Governing Council, and a Senior Faculty member. Staff members present themselves along with their completed performance appraisal forms before this esteemed committee.

The Performance Appraisal Committee diligently and impartially evaluates the performance of each staff member based on the submitted appraisal forms. This robust process serves as the foundation for critical decisions such as staff confirmations, promotions, and increments. Consequently, the Institute upholds a permanent and well-defined structured process for appraising the performance of its entire staff.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

IIMHRD(W) has a dedicated and autonomous accounts section led by seasoned and proficient accountants. The institution emphasizes the importance of meticulous financial oversight and conducts both internal and external audits to ensure transparency and accuracy in its financial operations.

Internally, an adept internal auditor, often holding the role of an accountant, conducts rigorous audits to scrutinize the institute's financial records and processes. This internal audit serves as a critical checkpoint for financial integrity within the organization.

External audit is conducted by certified firm of chartered accountants (CA) to perform thorough and independent external audits. This external auditing firm, conducts regular and comprehensive audits of the institute's financial affairs. Their diligent work culminates in the submission of an audited balance sheet, accompanied by a detailed audit report that provides a comprehensive analysis of the institute's financial health and practices.

The audit report submitted by the external firm of chartered accountants offers valuable insights and assessments regarding the audited balance sheet for the fiscal year. This audit report serves as a crucial document, providing stakeholders and the institution's management with an authoritative and professional evaluation of the financial status and compliance of the Institute.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

IIMHRD(W) is permanently un-aided private institute, relying solely on student fees as its primary source of income. The institution abides by the guidelines of Fee Regulating Authority(Shikshan Shulka Samiti), which oversees and regulates the fee structure.

The fee amount charged to students is determined based on a calculation derived from the total admissible expenditure divided by the number of enrolled students. The Fee Regulating Authority has established specific norms and regulations that delineate the upper limit beyond which the Institute cannot levy additional charges.

IIMHRD adheres to these prescribed norms, ensuring that the fees collected from students align with the guidelines outlined in the government regulations. Notably, certain categories of students, as indicated in government resolutions (GR), have their fees reimbursed by various entities, such as the Department of Social Welfare, the Director of Technical Education, and the Tribal Board. This reimbursement mechanism eases the financial burden on eligible students.

The primary allocation of the collected fees revolves around sustaining the institution's workforce. A significant portion is directed towards compensating the teaching staff, while a percentage is allocated for the wages of non-teaching staff. Additionally, the institution manages all other operational expenses using the funds accumulated from fee collection

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

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

IIMHRDis deeply committed to fostering internal quality assurance among its students, encompassing not only academic prowess but also professional ethics and interpersonal competencies. A core tenet of the institution's quality strategy revolves around enhancing the academic performance of students, considering it as the cornerstone of their overall development.

Central to ensuring educational quality is the synergy between the curriculum and the faculty. Institute adopts a university-designed curriculum, which is then meticulously tailored and delivered by competent and seasoned faculty members through innovative teaching methodologies. This fusion empowers students to evolve into future managers equipped with the necessary corporate acumen and skills.

Recognizing the significance of corporate preparedness, the institute strategically integrates corporate inputs and training into its educational framework. Practical exposure is prioritized through on-the-job training via Summer Internship Programs (SIP), offering students a hands-on experience to acclimate to corporate culture and practices. Each student undergoes a comprehensive 60-day training stint under the guidance of a corporate mentor. Following this, they undertake projects under professorial guidance, facilitating the application of acquired knowledge.

File Description	Documents
Paste link for additional information	https://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

IIMHRD(W) places a strong emphasis on maintaining a consistent standard of quality and performance within defined timelines, particularly in the realms of teaching, learning, and achieving desired educational outcomes. The institute has established a systematic Teaching Learning framework for continuous evaluation, serving as a foundational element for frequent reviews of academic performance.

At IIMHRD, faculty members are deeply attuned to the significance of academic quality and actively contribute to nurturing it among students. The institute implements a distinctive approach by organizing student presentations aimed at assessing their academic presentation skills and subject knowledge. These processes are well documented, enabling personalized feedback sessions where individual strengths and areas for improvement are highlighted, fostering tailored and effective quality enhancement.

Moreover, IIMHRD places significant emphasis on gathering comprehensive feedback from students to evaluate and refine teaching methodologies and course structures, enhancing the overall teaching and learning experience.

In a bid to enrich the learning environment, the institute conducts outbound training programs for both faculty and students. These programs often feature external corporate trainers who bring invaluable insights and expertise, aiming to elevate teaching and learning practices by integrating corporate perspectives and methodologies.

File Description	Documents
Paste link for additional information	https://iimhrd.edu.in/academics/our-methodology/
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)

B. Any 3 of the above

Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

File Description	Documents
Paste web link of Annual reports of Institution	Nil
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

Gender equality is one of the key challenges facing society today. The institute conducts regular gender equity promotion programs. Guest speakers from prominent field are invited to speak on the topic which highlights the importance and contribution of women in the society. Students apprised of the gender issues during the Orientation/Self Induction Program held for newly admitted students each year. Institute has constituted an Internal Complaints Committee (ICC), CCTV cameras are installed on prominent locations. IIMHRD is a women Management Institute and girls are taught with gender sensitization issues through various expert talks throughout the year. Institute has also constituted a committee called "Prevention of Sexual Harassment Committee at the Workplace. Following are the programs arranged by the Institute

- Nirbhay Kanya Abhiyan
- Women's health and hygiene
- Professional Etiquettes
- Self defence

IMHRD is a women institute and considers safety and security of women students very important in the campus and hostel. Facilities provided are -. CCTV Cameras at all gates, Girls Hostel

with all security measures, Hinjewadi Police buddy cop Helpline group, Provision of canteen, Guards in the campus, complaint & suggestion boxes are installed.

File Description	Documents
Annual gender sensitization action plan	https://iimhrd.edu.in/wp-content/uploads/2023/06/IIMHRD-Code-of-Conduct.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	B. Any 3 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 has a water harvesting system that reduces the wastage of water. The recycling of water ensures optimum use of available water resources. Solar Panels are installed on rooftop. Institute emphasizes on reduced consumption of electricity through use of solar energy. Use of LED bulbs and star rated fans are preferred in the campus. Use of latest CPUs, monitors and other technical gadgets assure minimum leakages of electricity. A full time electrician is employed for the maintenance of electricity in the campus.

The institution is highly conscious in maintaining cleanliness in campus. Institute promotes Green Environment, Swachh Bharat Abhiyaan, Ban on Plastic, Dry and Wet Waste Segregation. The

institution has inhousehousekeeping staff. The dustbins are placed at the distant places in the campus. The institute maintains and encourages proper waste management facilities in the campus for making it eco-friendly.

Solid waste management: Institute promote one-sided print pages for printouts wherever possible. This helps in saving and to reduce paper consumption. **Liquid waste management:-**The institute has a proper water drainage facility to avoid stagnation . The **E-Waste** consisting of electrical and electronic devices.is disposed of responsibly there is no biomedical and hazardous chemicals and radio active waste materials.

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

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
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

C. Any 2 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	View File

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 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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
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).

The institute believes in equality of all cultures and traditions as is evident from the fact that students are studying without any discrimination. To build a nation of youth who are noble in their attitude and morally responsible, the Institute organizes and conducts several activities to create the feeling of oneness and harmony. Inspirational lectures by eminent persons in the field are organised for all-round development of the women students and to make them a responsible citizen who follows the national values of societal communal harmony and national integration The Institute and its faculty , staff and students jointly celebrate the cultural activities, regional and national festivals to promote an environment for cultural, ethical and spiritual values, Besides academic , cultural and co-curricular activities , we also have sports activities for the physical development of the women students. Other Initiatives Prohibition of plastic carry bags: The institute promotes plastic free campus and less usage of carry bags. Saplings instead of Bouquets, saplings in bio grow bags are given as a token of appreciation to all invited guest during various events, a unique initiative to promote plantation

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

Institution takes pride in its tree Plantation Programme where the focus along with academic it is a step forward to develop them as better citizens of the country by being environmental responsible. understanding the importance of inculcating the constitutional obligations, values, rights, duties and responsibility in the students. Constitution of India was introduced in syllabus by Savitribai Phule Pune University the affiliating University and curriculum framed with mandatory courses like: Introduction to Constitution, Human Rights I & II, and the institute schedules these sessions to Sensitize students and faculty to the constitutional obligations. The Institute ensures that the students participate very enthusiastically in all these activities. The Institute celebrates the Independence Day & Republic Day , 'Samvidhan Divas' Constitution day etc and students have participated in Elocution and Quiz contest which in turn contributed to understanding the Constitutional values and the Fundamental Duties and Rights of Indian Citizens. Constitutional Obligations: Institute has organized student activities like paper, poster & essay competition which received participation from the students and promoted their awareness about various aspects of Indian citizenship.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

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

A. All of the above

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	No File Uploaded
Any other relevant information	No File Uploaded

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

The institute is highly conscious, committed and enriching the bond amongst students. Following are the national festivals and National and International Commemorative days celebrated every year .

1. Independence Day celebration: on 15th August

2. Mahatma Gandhi Jayanti:

3. National Youth Day:

4. Ambedkar Jayanti:

5. Human Rights Day: The institution also celebrates the human rights day. In this celebration the message is given to the students, that protection of human rights is highest responsibility of civil society under the umbrella of constitution as well as fundamental rights and duties. The students are made aware about the human rights to protect the human society from any unlawful and unconstitutional act of violence from any wrong Doer.

6. Kite festival : Kite festival is celebrated on the occasion of Makar Sankranti. Staff and students enjoys it by flying colorful kites in the sky.

7. Shivaji Jayanti : The birth anniversary of Shri Shivaji Maharaj is celebrated every year on 19th February with huge respect and energy.

8. International Women day on 8th March. Institute felicitate all women achievers on this occasion.

9. Republic day : Celebrated on 26th January

10 Ganesh Festival : the 10 days Ganesh Festival is celebrated in campus with full energy and devotion.

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	No File Uploaded

7.2 - Best Practices

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

Best Practice- 1

1. Title of the Practice: Employability Grooming Program (EGP)

2. Objectives of the Practices :

- To enhance the employability & develop skill based workforce

3. Context:

To make student employable.

4. The Practice

- 3 weeks Induction program.
- Industry expert's guest session.
- SAP certification and skill based certification.
- Mentoring and counselling
- Sector presentations, Current affair diary and discussion.
- Economic Times is provided to students.

5. Evidence of Success

Students are showing their learning by organizing and managing the big events like VISTA, Manthan , CFL and SFL.

6. Problems Encountered and Resources Required

Extra efforts are required for enhancing their communication, personality traits and in counselling.

Best Practice- 2

1. Title of the Practice: Student Centric Learning

2. Objectives of the Practices :

- To focus on students holistic development.

3. Context:

Students are from vernacular background. To make students thorough with conceptual learnings, innovative strategies are adopted.

4. The Practice

- mentors are assigned.
- 3 weeks Induction program for holistic development
- Skill based courses are executed for making them more employable.

5. Evidence of Success

University Academic excellence is achieved. 100% students completed their Summer Internship and received completion certificates.

6. Problems Encountered and Resources Required

Extra efforts and time.

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

The institution is serving for the cause of empowering women students, the focus is on holistic development of girls . Institute designed its teaching learning pedagogy considering the need of students and need of Industry. Students are groomed considering their developments with Intelligent Quotient, Physical Quotient and emotional quotient.

Expected outcome: Professional development of all budding women managers with various activities and events which are successfully managed by these girls' team is a plus factor for increasing their confidence.

The academic programs are implemented to enhance the knowledge and skill base of the students. Importance is laid on personality development of women students. The students are motivated to make presentations using technology. The Institute has organised a number of cultural and academic activities throughout the year in line with the Vision and Mission statement of the Institute. The many programmes organised have been successful in developing the personalities of the students and in building competition and confidence. Apart from these activities, students are encouraged to participate in various extension programs and community-oriented programs under the Rotaract. These encouraged them to excel both in curricular and cocurricular activities along with social responsibilities to face the challenges in future.

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

7.3.2 - Plan of action for the next academic year

IIMHRD always strives for students academic and professional excellence. Through an effective curriculum delivery and ,teaching learning process along with various addon certification courses helps in holistic development of students.

The Next academic year action plan is

1. Skill based add on certification courses as per the Industry needs .To organise industry guest lectures to enhance students corporate readiness .
2. Faculty development program on case study based and innovative teaching learning pedagogy.
3. International Research Conference for promoting the research culture among staff and students.
4. To establish the IIMHRD Innovation and Incubation center.
5. Special English grooming sessions for enhancing students verbal communications.
6. To increase one division of MBA.
7. To apply to UGC for recognizing under 2f,12b
8. To organize a National webinar on revised NAAC process and guidelines through IIMHRD IQAC.