



## Yearly Status Report - 2018-2019

### Part A

#### Data of the Institution

<b>1. Name of the Institution</b>	ALL INDIA SHRI SHIVAJI MEMORIAL SOCIETY'S INSTITUTE OF MANAGEMENT
Name of the head of the Institution	Dr. Abhijit Mancharkar
Designation	Director
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	020-26058735
Mobile no.	9730929624
Registered Email	director@aissmsiom.org
Alternate Email	abhijitmancharkar@aissmsiom.org
Address	Kennedy Road, Near R.T.O.
City/Town	Pune
State/UT	Maharashtra
Pincode	411001

<b>2. Institutional Status</b>	
Affiliated / Constituent	<b>Affiliated</b>
Type of Institution	<b>Co-education</b>
Location	<b>Urban</b>
Financial Status	<b>Self financed</b>
Name of the IQAC co-ordinator/Director	<b>Dr. Gauri Prabhu</b>
Phone no/Alternate Phone no.	<b>02026058734</b>
Mobile no.	<b>9823230898</b>
Registered Email	<b>iqac@aissmsiom.org</b>
Alternate Email	<b>gauri6474@gmail.com</b>

<b>3. Website Address</b>	
Web-link of the AQAR: (Previous Academic Year)	<a href="http://www.aissmsiom.org">http://www.aissmsiom.org</a>
<b>4. Whether Academic Calendar prepared during the year</b>	<b>Yes</b>
if yes, whether it is uploaded in the institutional website: Weblink :	<a href="https://aissmsiom.org/wp-content/uploads/2021/12/Academic-Calendar-2018-2019.pdf">https://aissmsiom.org/wp-content/uploads/2021/12/Academic-Calendar-2018-2019.pdf</a>

<b>5. Accrediation Details</b>					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
<b>1</b>	<b>A+</b>	<b>3.27</b>	<b>2019</b>	<b>04-Mar-2019</b>	<b>03-Mar-2024</b>

<b>6. Date of Establishment of IQAC</b>	<b>10-Aug-2017</b>
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<b>7. Internal Quality Assurance System</b>
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Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
<b>Applied for NAAC</b>	<b>25-Aug-2018</b>	<b>32</b>

Accreditation and Received Prestigious 'A+' Grade with a CGPA of 3.27	164	
Permanent Affiliation of Savitribai Phule Pune University	30-Sep-2018 161	32
Establishment of Ph.D. Research Centre - Approved by Savitribai Phule Pune University (SPPU)	30-Sep-2018 161	52
Establishment of NSS Unit - Approved by Savitribai Phule Pune University	29-Jun-2018 85	51
Mega Job Fair	20-Jul-2018 1	50351
Psychometric Test	20-Aug-2018 2	180
Certification Course on 'Soft Skill' as a part of Employability Enhancement and Youth Livelihood Program by Mahindra Pride Classroom and Nandi Foundation	01-Oct-2018 25	161
Certificate Course on 'Entrepreneurship'	11-Mar-2019 5	341
International Cross-Cultural Interface	05-Mar-2019 1	186
FDP on 'Quality Initiatives'	25-Aug-2018 1	17
<a href="#">View File</a>		

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

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	2019 0	0
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**9. Whether composition of IQAC as per latest NAAC guidelines:**

Yes

Upload latest notification of formation of IQAC

[View File](#)

**10. Number of IQAC meetings held during the year :**

2

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	Yes
Upload the minutes of meeting and action taken report	<a href="#">View File</a>
<b>11. Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	No

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

Applied for NAAC Accreditation and Received the Prestigious 'A PLUS' Grade with CGPA of 3.27.
Establishment of Approved NSS Unit of Savitribai Phule Pune University for Extension Activities and Social Initiatives.
Applied and Received 'Permanent Affiliation' of Savitribai Phule Pune University.
Establishment of Approved Ph.D. Research Centre of Savitribai Phule Pune University (SPPU)
Psychometric Testing and Counselling for Students as a Fundamental Step Towards Personality Development

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

Plan of Action	Achivements/Outcomes
Faculty and Staff Development Program	a. FDP on 'Quality Initiatives' on 25th August 2018. b. Internal FDP from 17th December 2018 to 21st December 2018. c. FDP on 'Quality Initiatives' 11th January 2019. d. Staff Development Program on 'Hospitality' by AISSMS CHMCT on 23rd January 2019. e. Workshop on 'Industry Expectations' for Principals and TPOs of AISSMS Group of Institute, on 05th March 2019. f. Counselling Session for Staff by IHHI from 18th March 2019 to 22nd March 2019. g. Internal FDP from 15th April 2019 to 19th April 2019. h. Internal Staff Development Program from 22nd April 2019 to 26th April 2019. i. FDP on 'Indo-Pak War: Management Strategies' on 24th April 2019 These

	activities have resulted in development of faculty and staff of the Institute
Entrepreneurship Development	<p>a. Mini Project Competition: Learning From Successful Entrepreneurs from 27th August 2018 to 31st August 2018 . b. Business Idea Presentation Competition on 21st January 2019. c. Certificate Course on 'Entrepreneurship' from 11th March 2019 to 15th March 2019. Entrepreneurship Development Activities have resulted in developing and nurturing entrepreneurial spirit among student</p>
Job Fair	<p>a. Mega Job Fair organised in collaboration with Skill Development, Employment and Entrepreneurship Guidance Centre, Pune and Softzeal Technology, Pune, AISSMS COE, and AISSMS IOIT on 20th July 2018. 146 companies and more than 50,000 students from diverse disciplines and all over India participated in the Mega Job Fair b. Mahindra Pride Job Ustav by Nandi Foundation on 27th February 2019. Reputed companies and 568 students participated in the event. The job fairs organized by the Institute has provided a mega platform with plethora of employment opportunities for the students from diverse disciplines.</p>
Extension Activities and Social Initiatives	<p>a. Seminar on 'Mosquito Vector Public Awareness' on 07th August 2018. b. Blood Donation Camp on the occasion of Teacher's Day on 05th September 2018. c. Swachh Bharat Abhiyan on 02nd October 2018. d. NSS Camp and Social Activities from 05th January 2019 to 11th January 2019. e. Social Activity on 'Road Safety Awareness and Traffic Control' on 19th January 2019. f. Social Activity on 'Railway Crossing Safety Awareness' on 19th January 2019. g. Social Activity on ' Drug Free India' on 18th February 2019. h. Blood Donation Camp on the occasion of International Women's Day on 08th March 2019 . i. Social Activity 'Youthopia' organized on the occasion of International Women's Day on 08th March 2019. The extension activities and social initiatives have helped the Institute in sensitizing students towards social issues and contributing towards community development.</p>
Certification Courses	<p>a. Certificate Course on 'Soft Skill Module-I' from 27th August 2018 to 31st</p>

	<p>August 2018 &amp; from 15th January 2019 to 17th January 2019. b. Certificate Course on 'Soft Skill Module-II' from 27th August 2018 to 31st August 2018. c. Certificate Course on 'Soft Skill' under skilling imitative as a part of Employability Enhancement and Youth Livelihood Program by Mahindra Pride Classroom and Nandi Foundation from 1st October 2018 to 25th October 2018. d. Certificate Course on 'Goods and Service Tax (GST)' from 08th January 2019 to 29th March 2019. e. Certificate Course on 'Digital Marketing' from 12th January 2019 to 30th March 2019 f. Certificate Course on 'Employee Engagement and Retention Strategies' from 12th January 2019 to 30th March 2019. g. Certificate Course on 'Entrepreneurship' from 11th March 2019 to 15th March 2019. The certification courses have resulted in improving knowledge and skills required by the industries leading to enhancement in employability and entrepreneurial abilities of students.</p>
<p>Psychometric Testing and Professional Psychometric Counselling</p>	<p>a. Conducted Psychometric Test from 20th August 2018 to 21st August 2018. b. Professional Psychometric Counselling from 15th January 2019 to 17th January 2019, 19th March 2019, 20th March 2019, and 11th April 2019. The psychometric testing and counselling has helped the Institute in assessing learning levels, aptitude, and personality of students leading to guidance related to personality development and career growth of students</p>
<p>Establishment of Approved National Service Scheme (NSS) Unit of Savitribai Phule Pune University</p>	<p>The Institute has applied for establishment of National Service Scheme (NSS) unit to Savitribai Phule Pune University on 29th June 2018 and received approval on 21st September 2018. The NSS unit has helped the institute in strengthening the social and extension activities for the community development</p>
<p>Establishment of Approved Ph.D. Research Centre of Savitribai Phule Pune University</p>	<p>The Institute has applied for establishment of Ph.D. Research Centre under Faculty of Commerce and Management, Savitribai Phule Pune University on 30th September 2018 and received approval on 10th April 2019. The Ph.D. Research Centre helps nurturing and fostering research and innovation culture in the Institute.</p>

Permanent Affiliation to Savitribai Phule Pune University	The Institute has applied for Permanent Affiliation to Savitribai Phule Pune University on 30th September 2018 and received 'Permanent Affiliation of Savitribai Phule Pune University' on 12th December 2019.				
NAAC Accreditation	The Institute has applied for National Assessment and Accreditation Council (NAAC) Accreditation on 25th July 2018. The NAAC Peer-Team visited the Institute from 05th February 2019 to 06th February 2019 for Quality Assessment. The Institute received prestigious 'A+' Grade with CGPA of 3.27 for the period of 05 years from 04th March 2019 on 03th March 2024. The NAAC accreditation helped institute in enhancing and sustaining quality of education and strengthen the relationship with all stakeholders.				
<a href="#">View File</a>					
<b>14. Whether AQAR was placed before statutory body ?</b>	Yes				
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Name of Statutory Body</th> <th style="width: 50%;">Meeting Date</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">College Development Committee</td> <td style="text-align: center;">12-Aug-2020</td> </tr> </tbody> </table>		Name of Statutory Body	Meeting Date	College Development Committee	12-Aug-2020
Name of Statutory Body	Meeting Date				
College Development Committee	12-Aug-2020				
<b>15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?</b>	Yes				
Date of Visit	05-Feb-2019				
<b>16. Whether institutional data submitted to AISHE:</b>	Yes				
Year of Submission	2019				
Date of Submission	20-Jan-2019				
<b>17. Does the Institution have Management Information System ?</b>	Yes				
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	The Institute has an effective 'Management Information System (MIS)' in place so as to manage information about academic and administrative aspects of the institute. The role of MIS is to ensure that adequate information is available to the				

management for proper planning, decision making, implementation and control. The MIS helps the management in equitable distribution of resources. The MIS also helps in performance assessment and enhancement. The details of MIS are given below. a) The Institute is presently using 'CloudEMS' software for MIS. It is 'Enterprise Resource Planning (ERP)' software. The CloudEMS is a highly scalable, secured and complete solution for the Institute. It is a system of integrated application for management of academic and administrative activities. The Institute uses ERP to manage many important tasks related to academic and administrative planning, implementation and control. The CloudEMS has helped the Institute to enhance productivity, to simplify process complexity, to adhere better communications, quick availability of secure and accurate real time information to enable managerial decisions. The MIS has lead to increase in efficiency, effectiveness, transparency and improved quality of managing academic and administration processes. The Institute MIS presently has following modules: • Employee Profile • Student • Course • Timetables • Teaching Module • Teaching Plan • Attendance • Attendance Monitoring • Academic Monitoring • Other Reports etc. b) The administration office maintains data regarding approvals, permissions, and other data required by regulatory agencies like AICTE, DTE, Savitribai Phule Pune University etc. The data is uploaded on the portals of such regulatory agencies. It also maintains data regarding admissions, staff, examination, accounts etc. It uses 'Tally' software to maintain data and information related to accounts. c) The library maintains data regarding learning resources and other administrative aspects of the library. The library uses 'SLIM21' software for automation of library. d) The faculty members maintain the records regarding courses taught in the form of course files. The coordinators of divisions maintains records related to respective divisions. The coordinators of cocurricular, extracurricular and extension activities maintains records



regarding the activities. The records are maintained by respective coordinators of various committees. All the records are checked and reviewed by the IQAC on periodic basis.

## Part B

### CRITERION I – CURRICULAR ASPECTS

#### 1.1 – Curriculum Planning and Implementation

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

The institute is affiliated to Savitribai Phule Pune University (SPPU), Pune and approved by AICTE, New Delhi. The institute offers MBA Program. The SPPU designs the curriculum and revises it after every three years. The curriculum was revised in the year 2016-17. The curriculum is displayed on the website of university and institute. Academic Committee (AC) of the institute is responsible for planning and execution of overall academic activities. Director receives inputs from Governing Body (GB), College Development Committee (CDC), Internal Quality Assurance Cell (IQAC), Corporate Advisory Board (CAB), and Alumni Association (AISSMS IOM AA). Based on these inputs and academic calendar of University, Academic Committee prepares 'Academic Calendar' of the institute. 'Academic Calendar' is the blueprint of all the curricular, co-curricular, extra-curricular and extension activities for the students and staff development. The Director conducts a meeting before start of every semester. The institute informs the students about start of the academic sessions by way of notice. Based on competency of the faculty, choice given by the faculty and university guidelines related to teaching load, the courses are allocated to the faculty members. For each division class co-ordinator is assigned. The timetables are prepared and communicated to the students by way of notice. The curriculum prescribed by the university clearly specifies the program outcomes and course outcomes. The faculty members prepare lesson plan as per the curriculum of the university and delivers the curriculum accordingly. The faculty members prepare and give teaching material, question bank etc. to students for practice. The faculty members prepare course file for the courses allocated to them. The institute uses innovative, interactive and ICT enabled teaching learning process to make education meaningful, understandable and interesting. The institute uses ERP software. The faculty members use student centric learning methods and encourage participative and experiential learning. The faculty members use role plays, case discussions, presentations, group discussions, projects, assignments etc. to enhance learning experience. The effective curriculum delivery is ensured by classroom teaching supplemented by seminars, workshops, industrial visits etc. to make the students understand emerging trends in the industry. The institute offers soft skills training program, value added courses and certification courses for enhancing employability and entrepreneurship ability of students. The classroom teaching is complemented by plethora of co-curricular, extra-curricular and extension activities for development of students' holistic personality. The Academic Committee monitors the syllabus coverage periodically. Extra lectures are scheduled if required. Attendance of students is monitored periodically. The examinations are conducted by the University and the institute. The examination schedules are displayed on the notice board well in advance. The institute does concurrent evaluation as per the guidelines given by the university. The internal marks are displayed on the notice board and feedback is given to the students for improvement. The university examination results are analysed and remedial classes are scheduled if required. The examination

records are maintained. The institute collects and analyses feedback from all the stakeholders. The quality of education is improved based on the feedback.

### 1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employability/entrepreneurship	Skill Development
Soft Skill Module I	Nil	27/08/2018	6	Employability	Soft Skills
Soft Skill Module II	Nil	27/08/2018	5	Employability	Soft Skills
Soft Skill Course by Mahindra Pride Classroom	Nil	01/10/2018	19	Employability	Soft Skills
Goods and Services Tax (GST)	Nil	08/01/2019	10	Employability	Financial Laws
Digital Marketing	Nil	12/01/2019	7	Employability and Entrepreneurship	Online Marketing Skills
Employee Engagement and Retention Strategy	Nil	12/01/2019	7	Employability	Human Resource Retention skills
Entrepreneurship	Nil	11/03/2019	5	Entrepreneurship	Entrepreneurship
Banking, Finance and Insurance	Nil	15/07/2018	15	Employability	Banking and Insurance
Google Ad Fundamentals	Nil	20/05/2019	30	Employability and Entrepreneurship	Online Marketing Skills

## 1.2 – Academic Flexibility

### 1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
PhD or DPhil	Marketing Management, Financial Management, Human Resources Management	10/04/2019
<a href="#">View File</a>		

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

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Marketing, Finance, HRM, IT, International Business, Operations,	01/08/2013

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

	Certificate	Diploma Course
Number of Students	341	Nil

## 1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
Soft Skill Module I	27/08/2018	180
Soft Skill Module II	27/08/2018	161
Soft Skill Course by Mahindra Pride Classroom	01/10/2018	161
Goods and Services Tax (GST)	08/01/2019	76
Digital Marketing	12/01/2019	39
Employee Engagement and Retention Strategy	12/01/2019	26
Entrepreneurship	11/03/2019	341
Banking, Finance and Insurance	15/07/2018	1
Google Ad Fundamentals	20/05/2019	1
<a href="#">View File</a>		

## 1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Summer Internship Projects in Marketing, Finance, HRM, IT, International Business, Operations, Supply Chain Management	161
MBA	Dissertation in Marketing, Finance, HRM, IT, International Business, Operations, Supply Chain Management	161
MBA	Live Project in Management	26
<a href="#">View File</a>		

## 1.4 – Feedback System

## 1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes

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

**Feedback Obtained**

The feedback obtained from all the stakeholders is analysed and utilized for overall development of the Institute. The Institute strongly believes in continual improvement in quality of education. The Institute obtains feedback from all the stakeholders - students, teachers, employers, alumni, parents. 1) Feedback Obtained from Students: The feedback is obtained from students as given below. a) Feedback about Curriculum: The feedback is obtained from students about curriculum once a year. The feedback and suggestions are communicated to the Savitribai Phule Pune University. The Director of the Institute is part of core committee established for curriculum revision by the University. The faculty members give suggestions in the meetings for curriculum improvement based on the feedback obtained from students. b) Feedback about Teachers: The feedback is obtained from students about teachers twice a year. The feedback is analysed semester-wise and final grades are allotted to each teacher for each taught course. The feedback and suggestions are communicated to the teachers for improving quality of teaching-learning process. c) Feedback about Overall Satisfaction: The feedback is obtained from students about overall satisfaction about the Institute once in a year. The feedback and suggestions are utilized for overall development of the Institute. 2) Feedback Obtained from Teachers: The feedback is obtained from teachers about curriculum once a year. The feedback and suggestions are communicated to the Savitribai Phule Pune University. The faculty members contribute in curriculum revision at the university level. 3) Feedback from Employers: The feedback is obtained from employers as given below. a) Feedback about Curriculum: The feedback is obtained from employers about curriculum once a year. The feedback is utilized for improvement in curriculum and certification courses to improve employability of the students. b) Feedback about Other aspects of the Institute: The feedback is obtained from employers about other aspects of the Institute during the meeting of 'Corporate Advisory Board' once a year. The feedback and suggestions are utilized for bridging the gap between academics and industry which in turn leads to overall development of the Institute. 4) Feedback from Alumni: The feedback is obtained from alumni as given below. a) Feedback about Curriculum: The feedback is obtained from alumni about curriculum during 'Alumni Meet' once a year. The feedback is utilized for improvement in curriculum and certification courses. b) Feedback about Other aspects of the Institute: The feedback is obtained from employers about all the aspects of the Institute during the meeting of 'Alumni Association' once a year. The feedback and suggestions are utilized for overall development of the Institute. 5) Feedback from Parents: The feedback is obtained from parents as given below. a) Feedback about Curriculum: The Institute obtains the feedback from parents about curriculum during 'Parents Meet' once a year. The feedback is utilized for improvement in curriculum and certification courses. b) Feedback about Other aspects of the Institute: The Institute obtains the feedback from parents about other aspects of the Institute during 'Parents Meet'. The feedback and suggestions are utilized for overall development of the Institute.

**CRITERION II – TEACHING- LEARNING AND EVALUATION**

**2.1 – Student Enrolment and Profile**

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
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MBA	Marketing, Finance, HRM, IT, International Business. Operations, Supply Chain Management	180	1006	180
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## 2.2 – Catering to Student Diversity

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

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	Nil	341	Nil	17	Nil

## 2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
17	17	27	5	1	7
<a href="#">View File of ICT Tools and resources</a>					
<a href="#">View File of E-resources and techniques used</a>					

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

The counseling and mentoring is an important, continuous and comprehensive activity in the Institute. The activity helps to understand personality of students and guide them towards holistic development. Mentoring helps the students to understand their potential and encourage them to channelize it in right direction towards achieving success in the career. This activity helps the students to identify, understand and solve their problems. Mentoring builds a lifelong bonding with the students. The counseling and mentoring model is as follows. a) Mentoring: A teacher is a friend, philosopher and guide of the students. Hence, the faculty members act as a mentor for students. The mentoring process is described as below. 1) Allocation of Mentors: Each faculty member is assigned as a mentor to certain number of students as mentees. 2) Mentoring Form: The mentees fill the mentoring form which includes his/her profile including past academic record, marks scored in entrance exam, family background, strengths, weaknesses, skills, hobbies, aspirations and dreams etc. 3) Formation of Mentoring Groups: The mentor forms group of mentees for smooth co-ordination and communication. 4) Regular Mentoring Meetings: The mentors conduct regular meetings with mentees and provide guidance, support and encouragement to mentees. The guidance related to curricular, co-curricular, extra-curricular and extension activities is provided. 5) Interaction and Guidance by Mentors: Although mentors conduct regular mentoring meeting, the mentors are approachable to mentees all the time in case of any doubt, confusion, difficulty, emergency like medical issues etc. Further, the mentees are motivated and constructive feedback is given to them time to time. 6) Mentoring by Other Teachers: During the program, course teachers, division co-ordinators, academic co-ordinator, committee co-ordinators, event co-ordinators, director guide the students time to time for improving their academic performance and personality. 7) Career Related Guidance: The faculty mentors provide career related guidance to mentees. The guidance is related to choice of specialisation, choice of courses, skill development, employment and entrepreneurial opportunities etc. 8) Interaction with Parents of Mentees: The mentors interact with the parents of mentees during 'Parents Meet' and share the feedback about mentees to the parents and in turn receive suggestions of parents for overall development. b) Counseling: The Institute has tied up with a professional agency for providing professional counselling services to students. 1)

Professional Counselling: The professional counsellors interact with the students on one-to-one basis. The counsellors address issues faced by the students related to family, friends, colleagues, studies, physical and mental health, career etc. and provide guidance for improvement. 2) Psychometric Test and Counselling: The professional agency conducts psychometric test to assess the learning levels of students and their personality. A comprehensive report is given to the students. The professional counsellors guide the students about their strengths and weaknesses and points out areas of improvement. The counselling and mentoring model of the institute is a holistic one. It is leveraged not only for academic purpose but for overall development of students, providing them ample chance to learn, improvise and move ahead in their career.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
341	17	1:20

## 2.4 – Teacher Profile and Quality

### 2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
15	17	Nil	4	11

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

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	Dr Gauri Prabhu	Associate Professor	Best Professor in Finance By Dewang Mehta National Education Awards
2018	Dr. Bhalchandra Bite	Assistant Professor	Adarsh Vidya Saraswati Rashtriya Purakar by Global Management Council, Ahmedabad
2019	Dr. Bhalchandra Bite	Assistant Professor	Mahatma Gandhi National Council of Rural Education, Ministry of HRD, Govt. of India, Hyderabad

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## 2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	N.A.	IV Sem/ II Year	10/05/2019	06/07/2019
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### 2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)



The mechanism of 'Continuous Internal Evaluation (CIE)' is credible, transparent and robust. The Institute follows the guidelines of Savitribai Phule Pune University. The reforms for CIE introduced by the Institute are as follows. • For Full Credit Course, there are 3 components of 10 marks each for CIE, out of which one component is Term End Examination. • For Half Credit Course, there are 5 components of 10 marks each for CIE. • The CIE for both Summer Internship Project and Dissertation include 50 marks by guide and 50 marks by internally appointed expert panel through viva-voce. • The faculty members are given choice to select CIE components suitable for their course like - Case Study, Class Test, Group Discussion, Presentation, Role Play, Assignment, MCQs, Quiz, Project etc. • The Institute prepares 'Academic Calendar' which includes CIE schedule. • The CIE mechanism is explained to the students in the beginning of the academic year. • The schedule of CIE is communicated to students through notices time to time announcements and reminders by the faculty members. • The confidentiality is maintained during the exam. • The strict rules are followed in terms of maintaining decorum of examination. • The internal marks are displayed. Further, corrected answer papers are shown to students and feedback and suggestions are given for improvement. Students are allowed to meet and discuss with respective faculty members their performance in CIE and also clarify queries, if any. • Multi-level verification is done before finalization of CIE marks.

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

Academic Calendar is prepared and adhered for conduct of examination and other related matters. Academic Committee (AC) of the Institute is responsible for planning and execution of overall academic activities. Based on the Academic Calendar of University, Institute prepares its Academic Calendar. Academic Calendar is the blueprint of all the curricular, co-curricular, extra-curricular and extension activities for the student and staff development. The academic calendar includes the dates of commencement and completion of syllabus, schedules of Continuous Internal Evaluation (CIE) etc. Tentative dates of University online exams, viva-voce and theory examinations are given in academic calendar. The timetables are prepared and implemented accordingly. The faculty members prepare teaching plans according to the academic calendar and guidelines of the University. The faculty members make all the efforts to ensure that the schedules of CIE are followed w.r.t. their courses and students are evaluated on continuous basis. The schedule of term end examination is followed by the examination committee as per academic calendar. The schedule of external examination is decided by the University and the same is communicated to the students well in advance. The Institute follows all the guidelines of the University. The Director conducts review meetings on regular basis to check the implementation of all the curricular, co-curricular, extra-curricular and extension activities as per academic calendar. However, all efforts are made by the Institute to adhere to the academic calendar for CIE and other related matters.

**2.6 – Student Performance and Learning Outcomes**

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

<https://aissmsiom.org/wp-content/uploads/2018/09/MBA-Curriculum-2016.pdf>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year	Number of students passed in final year examination	Pass Percentage

			examination		
N.A	MBA	Marketing, Finance, HRM, IT, Int ernational Business, Operations, Supply Chain Management	161	134	83.23
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## 2.7 – Student Satisfaction Survey

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

[https://aissmsiom.org/wp-content/uploads/2020/12/Final\\_Reprot-on-Student-Satisfactory-Survey-batch-2017-19\\_V02.pdf](https://aissmsiom.org/wp-content/uploads/2020/12/Final_Reprot-on-Student-Satisfactory-Survey-batch-2017-19_V02.pdf)

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

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

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Students Research Projects (Other than compulsory by the University)	60	Peninsula Land Limited	0.75	0.75
Students Research Projects (Other than compulsory by the University)	60	Sarnapak Management Consultancy, Pune	0.23	0.23
Students Research Projects (Other than compulsory by the University)	60	Volkswagen India Pvt. Ltd., Pune	0.3	0.3
Projects sponsored by the University	1128	Savitribai Phule Pune University, Pune	0.7	0.25
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### 3.2 – Innovation Ecosystem

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

Title of workshop/seminar	Name of the Dept.	Date
FDP on Quality Initiatives by Dr. Bhalke	Management	11/01/2019



Dr. Wankhade, IQAC, AISSMS IOM		
Workshop on GD PI by Mahindra Pride Classroom and Nandi Foundation	Management	15/01/2019
Industrial Visit to Capstone Securities Analysis Pvt. Ltd. MBA I	Management	21/01/2019
Workshop on Application of Statistics in Research by Mr. Rohan Dahiwale, HOD, Raigad Institute of Management	Management	22/01/2019
Workshop on Personality Development	Management	15/02/2019
Seminar on Social Media Awareness and Activity by Ms. Sasha Shelke, Media- Head, AISSMS and Mr. Pawan, Owner, Digiflame	Management	26/02/2019
Workshop on Career Opportunities in various functional areas of Management by Mr. Gaurav Ambedkar, Founder and Director, Merque HR Consultants	Management	04/03/2019
Orientation Program for MBA I Year Sem I	Management	01/08/2018
Orientation Program for MBA II Year Sem III	Management	02/08/2018
Seminar on Mosquito Vector Public Awareness under Swachh Bharat Abhiyan IPCA	Management	07/08/2018
FDP on Quality Initiatives by Dr. Hatim Kayumi, IQAC Co- ordinator, IMSCDR	Management	25/08/2018
Certificate Course on Soft Skill Module I	Management	27/08/2018
Certificate Course on Soft Skill Module II	Management	27/08/2018
Induction Program for MBA I Year Sem I	Management	06/09/2018
Workshop on Goal Setting and Stress Handling by Mr. Anish Baheti, Founder Director, Train My Brain	Management	22/09/2018
Workshop on Role of Public Speaking to be a	Management	22/09/2018

Good Manager and Good Leader by Mr. Ankit Kothari, Motivational Speaker and Mind Skill Trainer, Speakeraankit		
Industrial Visit to SEBI	Management	26/09/2018
Seminar on Industry 4.0 Challenges before Management Students by Mr. Rohit Ghosh, Director, Pedagogy	Management	29/09/2018
Seminar on Introduction to Human Rights by Ms. Priti Victor, Free Lancer - Human Rights Expert	Management	29/09/2018
Seminar on IPR: An Introduction by Prof. Bhalchandra Bite, Member IPR Cell, AISSMS IOM	Management	05/10/2018
Certificate course on Soft Skills under skilling Initiatives by Mahindra Pride Classroom and Nandi Foundation	Management	01/10/2018
Workshop on EBSCO, Mr. Chandrakant Ganvir, Training Specialist - West India, EBSCO	Management	09/10/2018
Certificate Course on Entrepreneurship	Management	11/03/2019
Industrial Visit to Business Standard and Lokmat	Management	25/10/2018
Seminar on Cyber Security - Security Management Practices by Mr. Ashok Pattar, Honorary Resource Person, National Cyber Defence Research Centre	Management	10/01/2019
Industrial Visit to Capstone Securities Analysis Pvt. Ltd. For MBA II	Management	10/01/2019
Seminar on International cross cultural Interface	Management	05/03/2019
Workshop on Industry Expectations for Principals and TPOs of AISSMS Group of Institutes, by Mr. Ravindra Chaudhary, HR Consultants	Management	05/03/2019

Seminar on IPR: Legal Aspects by Prof. Pournima Nagne, Member IPR Cell, AISSMS IOM	Management	15/03/2019
Workshop on Decision Science by Dr. Satish Ubale, Director, Matrix Business School	Management	23/03/2019
HR Meet	Management	19/04/2019
FDP on Indo-Pak War: Management Strategies by Col. Nag, Retired Army Personnel, Indian Army Mr. Gaurav Ambedkar, Director, Marque HR Consultants	Management	24/04/2019
Industrial Visit to Leadec	Management	13/04/2019
Seminar on Guidance on Competitive Examinations by Mr. Gaurav Ambedkar, Founder and Director, Merque HR Consultants	Management	10/01/2018

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

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Appreciation Letter	Dr. Bhalchandra Bite	Mahatma Gandhi National Council of Rural Education, Ministry of HRD, Govt. of India, Hyderabad	04/02/2019	Education
Adarsh Vidya Sarsawati Rashtriya Puraskar	Dr. Bhalchandra Bite	Global Management Council, Ahemadabad	05/08/2018	Education
Best Professor in Finance	Dr. Gauri Prabhu	Dewang Mehta National Education Awards	08/10/2018	Education
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
1	Strat-up and Innovation Cell	AISSMS IOM and advisory support by Bhartiya Yuva Shakti Trust and	Nil	Nil	Nil

Savitribai  
Phule Pune  
University,  
Pune

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### 3.3 – Research Publications and Awards

#### 3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
6	0	0

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

Name of the Department	Number of PhD's Awarded
Management	6

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

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Management	3	4.84
International	Management	13	7.05
<a href="#">View File</a>			

#### 3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Management	2
<a href="#">View File</a>	

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

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
A Study of factors that affect the selection of mutual schemes by individual investors- with reference to Pune city	Dr Gauri Prabhu	Scholarly Research Journal for Humanity Science and English Language	2018	0	AISSMS IOM	Nil
A Study of Customer Satisfaction	Dr Gauri Prabhu	International Journal of Innovative Knowledge	2018	0	AISSMS IOM	Nil

regarding e-banking services proved by banks with reference to Bank of Maharashtra		Concept				
Television Advertising and Children Behaviour	Dr. Rashmi Phirke	Reconnect to basics: Mantra To Value Based Learning and Transformation	2018	0	AISSMS IOM	Nil
A critical analysis of educational loan schemes of banks and their role for socio economic development in India	Prof. Gajanan Nerkar	International Journal of Research and Analytical reviews	2018	0	AISSMS IOM	Nil
A Ground Study of Sales and Distribution Channel Structures of Ten Different Industries in India	Prof. Charulata Bhaisare	Laxmi Book Publications	2018	0	AISSMS IOM	Nil
A Ground Study of Sales and Distribution Channel Structures of Ten Different Industries in India	Prof. Bite Bhalchandra B	Laxmi Book Publications	2018	0	AISSMS IOM	Nil
A Study of Non-performing Assets of Banks in India in	Prof. Swapnil Fuse	Chronicle of the Neville Wadia Institute	2018	0	AISSMS IOM	Nil

Relation with Indian Corporate Sector		of Management Studies Research				
A Study of Non-performing Assets of Banks in India in Relation with Indian Corporate Sector	Prof. Bite Bhalchandra B	Chronicle of the Neville Wadia Institute of Management Studies Research	2018	0	AISSMS IOM	Nil
Corporate Risk Management: An Overview	Prof. Bhagyashree Kanhere	Journal of Management Outlook	2018	0	AISSMS IOM	Nil
Impact of work life balance Policies in IT Industries and Its impact on Their Performance	Prof. Archana Raut	APIMR International Research Journal of Commerce And Management	2018	0	AISSMS IOM	Nil
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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
A Study on Role of Social Media in Agriculture Marketing and its Scope	Bhalchandra Bite	Global Journal of Management and Business Research	2018	2	6	AISSMS Institute of Management, Pune
<a href="#">View File</a>						

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

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	9	7	2	10
Presented	2	1	Nil	Nil

papers				
Resource persons	Nil	2	1	18
<a href="#">View File</a>				

### 3.4 – Extension Activities

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

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
HR Meet	AISSMS IOM in collaboration with NIPM All the institutes under AISSMS	4	170
Tree Plantation	NSS Unit of AISSMS IOM in collaboration with AISSMS College of Pharmacy and Grampanchayat of Hivare Village	2	25
Mock PI Sessions for AISSMS Polytechnic Students	AISSMS IOM in collaboration with AISSMS Polytechnic	2	43
Mega Job Fair	AISSMS IOM in collaboration with AISSMS COE ,AISSMS IOIT, Skill Development, Employment and Entrepreneurship Guidance Centre, Pune and Softzeal Technology, Pune	8	50000
Road Safety Awareness Traffic Control	NSS Unit of AISSMS IOM in collaboration with Traffic Police Department	2	35
NSS Camp	NSS Unit of AISSMS IOM in collaboration with AISSMS College of Pharmacy and Grampanchayat of Hivare Village	5	25
Blood Donation Camp	NSS Unit of AISSMS IOM in collaboration with R.G. Gholap Memorial Blood Bank	2	123

	and Thalassemia Centre on the Occasion of International Womens Day		
Railway Crossing Safety Awareness	NSS Unit of AISSMS IOM in collaboration with Pune Railway Station	1	27
Mahindra Pride Job Utsav	AISSMS IOM in collaboration with Nandi Foundation and Mahindra Pride Classroom	25	568
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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Blood Donation Camp	Recognition	R.G. Gholap Memorial Blood Bank and Thalasemia Centre	423
Mega Job Fair	Recognition	Skill Development, Employment and Entrepreneurship Guidance Centre, Pune	50000
Blood Donation Camp	Recognition	R.G. Gholap Memorial Blood Bank and Thalasemia Centre	123
Mahindra Pride Job Utsav	Recognition	Nandi Foundation	568
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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
NSS	AISSMS in collaboration with IPCA	Seminar on Mousquito Vector Public Awareness under Swachh Bharat Abhiyan by IPCA	2	59
NSS	AISSMS IOM	Swachh Bharat Abhiyan	14	117
NSS	AISSMS IOM in	Youthopia	2	56



	collaboration with Abhivyajti Group, AISSMS COE AISSMS IOIT			
NSS	AISSMS IOM	Swachh Bharat Abhiyan	9	Nil
NSS	AISSMS IOM in collaboration with R.G Gholap Memorial Blood Bank and Thalassemia Centre	Blood Donation Camp	2	423
NSS	Savitribai Phule Pune University Art Of Living	Drug Free India	2	24
NSS	AISSMS IOM in collaboration with AISSMS College of Pharmacy and Grampanchayat Hivare Village	Health Checkup Camp	2	25
NSS	AISSMS IOM in collaboration with AISSMS College of Pharmacy and Grampanchayat Hivare Village	Village survey for Health Awareness-Addiction Problem, Water Harvesting	2	25
NSS	AISSMS IOM in collaboration with AISSMS College of Pharmacy and Grampanchayat Hivare Village	Women Empowerment	2	25
NSS	AISSMS IOM in collaboration with AISSMS College of Pharmacy and Grampanchayat Hivare Village	Swacha Bharat Abhiyan at Hivare	2	25
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### 3.5 – Collaborations

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

Nature of activity	Participant	Source of financial support	Duration
Membership of Maratha Chamber Of Commerce Industries	377	Self Financed	365

Agriculture (MCCIA) for Activities			
Membership of National Institute of Personnel Management (NIPM) for Activities	377	Self Financed	365
Mega Job Fair organised by AISSMS IOM in collaboration with AISSMS COE, AISSMS IOIT, Skill Development, Employment and Entrepreneurship Guidance Centre, Pune and Softzeal Technology, Pune	50351	Self Financed	1
HR Meet organised in collaboration with NIPM all the Institutes under AISSMS	200	Financed by AISSM Society	1
Mock PI Sessions for AISSMS Polytechnic Students by students and faculty of AISSMS Institute of Management	45	Self Financed	1
Youthopia AISSMS IOM in collaboration with Abhivyajti Group, AISSMS COE AISSMS IOIT	60	Self Financed	1
Study Tour to Workshop of AISSMS College of Engineering	190	Self Financed	2
Workshop on Decision Science by Dr. Satish Ubale, Director, Matrix Business School	107	Self Financed	1
FDP on Quality Initiatives by Dr. Hatim Kayumi, IQAC Co-ordinator, IMSCDR	17	Self Financed	1
Dr Abhijit Mancharkar,	30	Financed by Suryadatta	1

<p>Director, AISSMS Institute of Management conducted a Session on How to Identify Right Research Topic? in FDP under Research Cell of Suryadatta Institute of Management and Mass Communication</p>	<p>Institute of Management and Mass Communication</p>
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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Winter Internship	Winter Internship	Thermax Ltd Environment House, Plot No. 90-92, BG Block, MIDC, Bhosari, Pune, Maharashtra 411026	06/01/2019	05/04/2019	3
Summer Internship Project/As a Member of Corporate Advisory Board/As a Member of Alumni Association	Linkage METRO Accounting Centre of Excellence Pvt Ltd for Summer Internship Project, On-the-job training Final Placement with METRO Accounting Centre of Excellence Pvt Ltd through Mr. Clinton Mathenda -Member of CAB Mr. Amit	METRO Accounting Centre of Excellence Pvt Ltd Cluster D, Wing 2, 6th Floor, EON Free Zone Plot No.1, Survey No. 77 MIDC Kharadi Knowledge Park Pune - 411014 Maharashtra, India. Board - 91 20 6733 9555 Direct - 91 20 6733 9557	11/03/2016	31/05/2019	12

	Wani, Member, AISSMS AA				
As a Member of Corporate Advisory Board IQAC Member	Linkage as a Member of Corporate Advisory Board with Mr. Amit Panchal and with Mr R.R. Deshpande from Kirloskar Oil Engines Limited as a member of IQAC to support internship projects , on-the-job training ,di ssertation, research ,field trip, placement	Kirloskar Oil Engines Limited Mr. Amit Panchal Mr R.R. Deshpande, Kirloskar Oil Engine Limited, Laxmanrao Kirloskar Rd, Khadki, Pune, Maharashtra 411003	20/04/2016	31/05/2019	9
Mahindra Pride Job Utsav	Mahindra Pride Job Utsav	Nandi Foundation Sham Sharan Complex, Flat 1-9 ,Ground Floor ,Lane 1-B Koregoan Park.,Pune- 411001 Ph No- 020-2612 0202. <a href="http://www.naandi.org/">http:// www.naandi. org/</a>	27/02/2019	27/02/2019	568
Mega Job Fair	Mega Job Fair	Skill Development, Employment and Entrepre neurship Guidance Centre, Pune and Softzeal Technology, Pune, AISSMS COE, AISSMS IOIT, Pune	20/07/2018	20/07/2018	50351
Industrial Visit	Industrial Visit	Securities and Exchange Board of	26/09/2018	26/09/2018	46

		India , SEBI Bhavan BKC Address : Plot No.C4-A, G Block Bandra- Kurla Complex, Bandra (East), Mumbai - 400051, Maharashtra Tel : 91-22- 26449000 / 40459000			
Industrial Visit	Industrial Visit	Capstone Securities Analysis Pvt Ltd Commerzone, Tower 1, Ground Floor, Samrat Ashok Path, Off. Airport Road, Yerwada, Pune, Maharashtra 411006	10/01/2019	21/01/2019	87
As a Member of Corporate Advisory Board	Linkage as a Member of Corporate Advisory Board with Mr. Parth Joshi to support internship projects, on- the-job training ,di ssertation, research ,field trip and final placements	Times of India Group, Pune Mr. Parth Joshi 919, Fergusson College Rd, Pune, Maharashtra 411004	20/04/2016	31/05/2019	9
Summer Internship Project	Linkage with Birla Sun life Asset Management Company Summer Internship	Birla Sun life Asset Management Company Empire Estate Rd, Empire Estate Phase	01/06/2018	10/08/2018	6

	Project, On-the-job training Final Placement	1, Chinchwad, P impri-Chinchwad, Maharashtra 411019			
Winter Internship	Winter Internship	Volkswagen India Pvt. Ltd. 3, Veerbhadra Nagar Rd, Baner Gaon, Baner, Pune, Maharashtra 411045	15/01/2019	14/07/2019	6

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

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Pedagogy	15/02/2018	a) Industry Visits, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects f) Summer Internship / Winter Internship g) Placements	279
Marque HR Consultants	20/04/2017	a) Industry Visits, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects f) Summer Internship / Winter Internship g) Placements	260
D-Access Security System Private Ltd.	22/02/2018	a) Industry Visits, b) Guest Lectures, c) Workshops /	1

		<p>Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects f) Summer Internship / Winter Internship g) Placements h) Training Program</p>	
Strom Engine Pvt. Ltd.	02/12/2018	<p>a) Industry Visits, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects. f) Summer Internship / Winter Internship. g) Placements</p>	1
Sigma Consultants	03/12/2018	<p>a) Industry Visits, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects. f) Summer Internship / Winter Internship. g) Placements</p>	1
Institute of Holistic Healing India	15/12/2015	<p>a) Soft Skill Training b) Life Skill Training c) Personality enhancement Session d) Psychometric Testing e) Career Counseling f) Mind Body Wellness Programs g) Expert Sessions h) Workshop / Seminar i) Faculty Development Programs</p>	352

Softzeal Technology Pvt. Ltd.	09/06/2017	a) Industry Visits, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects f) Summer Internship / Winter Internship g) Placements	50351
Money Plant Consulting	06/10/2013	a) Industry Visits, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects f) Summer Internship / Winter Internship g) Placements	5
Business Standard Pvt. Ltd.	18/04/2013	a) Newspaper Subscription b) Industry Visit c) Quiz Competition d) Campus Talk e) Guest Lectures f) Workshop / Seminars / Conferences g) Faculty Development Programs h) Summer Internship / Winter internship i)Placements	167
Adolf Solutions (OPC) Private Limited	02/09/2018	a)Guest Lectures, b) Research Projects c) Summer Internship / Winter Internship. Development Program d) Placements e) Training Program	1
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#### **CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES**

##### **4.1 – Physical Facilities**



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

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
48	58.78

#### 4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Classrooms with Wi-Fi OR LAN	Existing
Campus Area	Existing
Classrooms with LCD facilities	Existing
Seminar halls with ICT facilities	Existing
Laboratories	Existing
Others	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
<a href="#">View File</a>	

#### 4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
System for Library Information Management (SLIM) 21	Fully	3.5.0.33040	2012

##### 4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	4944	127211	459	55432	5403	182643
Reference Books	3851	99087	183	115711	4034	214798
e-Books	Nill	Nill	867	Nill	867	Nill
Journals	Nill	Nill	19	74477	19	74477
e-Journals	Nill	Nill	19180	337316	19180	337316
Digital Database	Nill	Nill	Nill	Nill	Nill	Nill
CD & Video	332	Nill	Nill	Nill	332	Nill
Library Automation	Nill	Nill	1	27435	1	27435
Weeding	407	Nill	Nill	Nill	407	Nill

(hard & soft)						
Others(s pecify)	373	9597	1644	344708	2017	354305
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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

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

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	185	20	185	2	110	5	50	34	27
Added	1	1	1	0	1	0	0	26	2
Total	186	21	186	2	111	5	50	60	29

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

60 MBPS/ GBPS
---------------

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Nil	Nil

#### 4.4 – Maintenance of Campus Infrastructure

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

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
45.65	46.8	36.75	58.87

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

The Institute has established standard operating procedures and policies to ensure proper maintenance and utilization of various physical, academic and support facilities including laboratory, library, sports complex, computers, classrooms etc. a) Maintenance of Infrastructural Facilities: • For civil, furniture, electrical etc. maintenance works of the campus a 'Site Engineer' is appointed by AISSM Society. • For computer centre, language lab, computers and computer peripherals, maintenance is outsourced to external agency. However, minor problems are resolved at the Institute level by IT In-charge, whereas,

major problems are referred to external agency. • For website hosting and annual maintenance of website, external agency is appointed. • For library, a vendor for books is fixed. • The play ground is maintained by staff appointed by AISSM Society. • The gymnasium is looked after by the gymnasium instructor.

• For cleaning of campus, external housekeeping agency is appointed. • The cleaning of classrooms, seminar hall, computer centre, language, administration office, faculty rooms, training and placement office, examination room, board room, IQAC etc. is done by non-teaching staff of the Institute. • Fumigation of the campus is done by external agency for prevention of spread of diseases like dengue, malaria etc. • For air conditioners, maintenance is outsourced to external agency. • For water coolers, aquaguard etc. maintenance is outsourced to external agency. • For CCTV, maintenance is outsourced to external agency. • For lift, maintenance is outsourced to external agency. • For firefighting equipment, maintenance is outsourced to external agency. • For generator set, maintenance is outsourced to external agency. • The campus has cafeteria which is outsourced on contractual basis by the AISSM Society. • The garden is maintained by 'Gardner' appointed by AISSM Society. • For security, external agency is appointed by AISSM Society.

b) Utilization of Infrastructural Facilities: • The Institute prepares timetable of all the divisions in such a way so as to utilize the classrooms properly. • Seminar Hall is utilized for organizing seminars, workshops, conferences, FDP's, cultural activities, other student activities etc. • The students can utilize computer centre as per their need. Computer Centre is utilized for project work, online exam, exam form filling, MS-Excel course, psychometric testing, preparing presentations and assignments, certification programs etc. Language Lab is utilized for improving English communication skills of the students. • The students can utilize library facilities as per their need. • Training and Placement Cell, Examination Room, Start-up and Innovation Centre, NSS, First-aid and Sick Room, IQAC etc. are utilized for their respective activities. • Boys' and Girls' Common Rooms are utilized by students as per the need. • Board Room is utilized for conducting meetings, FDP's and Staff Development Programs. • For cultural and sports activities infrastructural facilities like seminar hall, ground floor parking, gymnasium, play-ground etc. are utilized. Sports facilities are used by students on regular basis. • The AISSM Society provides physical infrastructure like play-ground, classrooms, computer centre etc. to various organizations depending on availability for organizing cultural and sports activities, exhibitions, examinations etc.

<https://aisssiom.org/infrastructure/maintenance-policy/>

## CRITERION V – STUDENT SUPPORT AND PROGRESSION

### 5.1 – Student Support

#### 5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Nil	0	0
Financial Support from Other Sources			
a) National	Scholarship by Government of India, Government of Maharashtra	166	8191909
b) International	Nil	Nil	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Mentoring	01/08/2018	341	All Faculty Members of the Institute
Personal Counseling	18/09/2018	341	Institute of Holistic Healing India
Yoga and Meditation	21/06/2018	126	Bharatiya Yoga Sansthan
Bridge Course	01/08/2018	142	Orientation Program organised by AISSMS Institute of Management
Language Lab	03/08/2018	341	e Tail Networks Ltd.
Remedial Coaching	17/09/2018	35	Faculty Members of AISSMS Institute of Management
Soft Skill Development	27/08/2018	341	Institute of Holistic Healing India
Soft Skill Development	01/10/2018	161	Mahindra Pride Classroom: Naandi Foundation
Soft Skill Development	22/09/2018	81	Workshop on Role of Public Speaking to be a Good Manager and Good Leader by Mr. Ankit Kothari, Motivational Speaker and Mind Skill Trainer
Soft Skill Development	15/02/2019	141	Workshop on Personality Development by Ms. Aishwarya Kapuskar, Hindustan Times

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

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	Guidance	137	Nil	Nil	Nil

	for Competitive Examinations				
2018	Career Counselling	Nil	341	Nil	127
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

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

## 5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Premier Ltd Flextronics Metro Services WNS Global Services Pvt Ltd Hinduja Global Concentrix Services India Pvt Ltd Capstone Securities Analysis Pvt Ltd Gallagher Offshore Services LLP HCL Technologies Ltd. Bajaj Alliance etc.	161	71	Infosys Ltd Mahindra Vehicle Manu facturers Ltd Maersk Global Service Centers Finserv India Pvt Ltd Grand Hyatt Mumbai TATA Consultancy Services L T Infotech Ltd Papplion Pvt Ltd Hewlett Packard Enterprise India Pvt. Ltd. Adecco India Pvt Ltd etc.	110	56
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2018	6	MBA	Management	AISSMS Institute of Management	MBA Dual S pecialisatio n
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	1
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Mini Project on Successful Entrepreneurs	Intra Collegiate	44
Blood Donation Camp - Slogan Competition	Inter Institute	35
Traditional Day	Intra Collegiate	34
Business Idea Presentation Competition By Startup Innovation Cell	Intra Collegiate	20
Entrepreneurship Development Fair	Intra Collegiate	71
Flames - Academic - Poster Making	Intra Collegiate	30
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### 5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	Ball-Badminton Championship	National	1	Nil	129	Ashish Shinde
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

The Institute has a very active 'Student Council' and representation of students on various academic and administrative committees. Students play a key role under the guidance of teachers in initiating, planning and executing various co-curricular, extra-curricular and extension activities. It helps in developing professional skills required by management professionals like - planning, organising, communication, direction, motivation, control, teamwork and leadership. It leads to development of holistic personality of students enhancing their employability and entrepreneurial abilities. The details of student council and representation of students on various committees is given below. a) Student Council: It is formed every year as per the guidelines of University. The vibrant student council of the Institute plays a key role in organising various activities throughout the year. The committee members motivate students to actively participate in various intercollegiate competition b) College Development Committee: The Committee plays key role in

overall development of the Institute. There are student representatives on this committee. c) Participation of Students in Organising Co-curricular and Extra-curricular Activities: The students are actively involved in organising various co-curricular activities like - seminars, workshops, conferences, industrial visits etc. The Institute organises an annual event 'Flames' which is a platform where students showcase their talent. This students committee for the event co-ordinates various academic, cultural and sports activities. d) Research and Publication Committee: This committee is responsible for editing and publication of the magazine of the Institute. This is a platform created to encourage and develop the creative literature writing skills of the students. e) NSS Unit: The Institute has NSS unit of 50 volunteers who are actively involved in organising various extension activities like - blood donation camp, tree plantation, Swachh Bharat Abhiyan, NSS camp for rural development, gender equality, health camps, road and rail safety awareness programs etc. These activities sensitise students towards social issues, inculcate sense of social responsibility amongst them and contribute towards community development. f) Placement Committee: Placement Committee works for internships and final placements of the students. The committee members are involved in organizing interviews at campus, co-ordination of pooled campus, organization of job fairs. The committee members take active part in organizing aptitude tests, mock GD PI sessions for students. g) Start-up Innovation Centre: There is student representation in Start-up Innovation Centre of the Institute. The committee organises various activities like - certification course on entrepreneurship, business idea presentation competition, entrepreneurial fair etc. to develop entrepreneurial skills of students. h) Participation of Students in Statutory Committees: The Institute has formed following Statutory Committees and student representatives are part of the same. ? Internal Complaints Committee ? Women Grievance Committee ? Reservation Grievance Committee ? Anti-Ragging Committee ? Students and Parents Grievance Redressal Committee The students who participate in organising various activities are appreciated for their commendable efforts by giving certificates. The students provide valuable suggestions through feedback to improve quality of education. The participation of students in various committees and activities enrich their experience, boost their creativity and develop holistic personality.

## 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

The Institute has registered 'Alumni Association' known as AISSMS IOM Alumni Association. It represents dynamic, talented, versatile and energetic network of alumni of the Institute. Alumni of the Institute are working in reputed organisations at good positions and contributing towards the success of their organisations. Some of the alumni have become successful entrepreneurs and started their own enterprises. Alumni Association includes alumni working in reputed corporate organisations and successful entrepreneurs. The Alumni Association is significantly contributing for the development of the Institute in manifold ways. a) Alumni Association Meetings: The Alumni Association meeting is organized every year. During the meeting, the Institute's faculty members make the alumni aware about the activities and achievements of the Institute. The alumni share their experiences in the corporate world and provide valuable suggestions for improving quality of education. b) Alumni Meet: The Institute along with Alumni Association members organizes 'Alumni Meet' every year. Alumni Meet provides a classic opportunity for alumni to share their corporate experiences with present batch students and have refreshing interaction with friends and faculty members. The Institute also recognizes successful alumni by giving them award. Alumni become nostalgic, revisit the golden memories and enjoy the euphoria of the meet. The alumni



provide suggestions for development of the Institute. c) Alumni representation on College Development Committee (CDC): The Committee plays key role in overall development of the Institute. There is alumni representative on this committee who contributes by way of bright ideas and suggestions. d) Alumni representation on Internal Quality Assurance Cell (IQAC): The Institute's Internal Quality Assurance Cell (IQAC) is responsible for taking quality initiatives, quality assurance and quality improvement. Alumni representative is member of the IQAC and provides valuable suggestions to improve quality of education. e) Alumni representation on Corporate Advisory Board (CAB): The Institute has formed 'Corporate Advisory Board (CAB)' with an objective to bridge the gap between educational institute and industry. There is alumni representative on the CAB who constantly provides valuable inputs for the development of the Institute. f) Participation of Alumni in Co-curricular, Extra-curricular and Extension Activities of the Institute: Alumni contribute in various activities of the Institute like - experience sharing in induction orientation programs, seminars, workshops, helping in organizing industrial visits, entrepreneurship development, judges for various cultural and sports activities, supporting extension activities. All these activities lead to development of holistic personality and enhancing employability and entrepreneurial abilities of the students. g) Support in Placement Activities: Alumni contribute significantly in supporting placement activities. The strong and wide network of alumni support in the form of offering internships final placements. Alumni provide their own reference and information about job openings to enable students to get their dream job. The contribution of alumni in career development of the students is laudable. h) Feedback from Alumni: The Institute collects feedback from alumni about curriculum and other aspects of the Institute. The suggestions given by alumni help in improving quality of education. Overall, the contribution of 'Alumni Association' in development of the Institute is commendable.

5.4.2 – No. of enrolled Alumni:

1765

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

180000

5.4.4 – Meetings/activities organized by Alumni Association :

The Institute has registered 'Alumni Association' known as AISSMS IOM Alumni Association. The Alumni Association has significantly contributed for the development of the Institute in the academic year 2018-19. a) Alumni Association Meeting: The Alumni Association meeting was organized on 12th January 2019. During the meeting, the alumni have shared their experiences in the corporate world and provided valuable suggestions for improving quality of education. b) Alumni Meet: 'Alumni Meet - Milaap 2019' was organised on 20th April 2019. Alumni have participated enthusiastically in the event. Alumni Meet has provided a classic platform to existing students and alumni for interacting and networking. Present batch students were benefited by the experience sharing and guidance provided by prestigious alumni. The Institute has started new initiative of recognizing the achievements of alumni in their professional career. The award namely 'Pearl of IOM' was given to alumni. c) Participation in College Development Committee (CDC) Meeting: Alumni representative has participated in the two CDC meetings on 3rd September 2018 and 29th January 2019. The alumni representative has provided suggestions for overall development of the Institute. d) Participation in Internal Quality Assurance Cell (IQAC) Meeting: Alumni representative has participated in the two IQAC meetings on 2nd July 2018 and 14th January 2019. The alumni representative has provided suggestions for quality improvement. e) Participation in Corporate



Advisory Board (CAB) Meeting: Alumni representative has participated in the CAB meeting on 12th January 2019. The alumni representative has provided valuable inputs for quality improvement. f) Participation of Alumni in Activities of the Institute: Alumni have contributed in various activities of the Institute. Alumni have participated in the experience sharing session of orientation programs organised for MBA I and II Year students respectively on 1st August 2018 and 2nd August 2018. Alumni have participated in induction program and shared their experiences on 6th September 2018. Alumni have participated as judges for various cultural, sports and entrepreneurship development activities. g) Support in Placement Activities: Alumni have contributed significantly in supporting placement activities. Alumni have supported in offering internships final placements opportunities to students. h) Feedback for Overall Development of the Institute: Alumni provided feedback about curriculum and other aspects of the Institute. The suggestions given by alumni helped the Institute in improving overall quality of education.

## **CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.1 – Institutional Vision and Leadership**

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

The Institute has decentralized system and practices participative style of management for governance. The Institute works a team and involves all stakeholders in planning and execution of activities. Two such practices in the year are given below. 1) NAAC Accreditation: • The Institute has established 'Internal Quality Assurance Cell (IQAC)' as per the guidelines of NAAC and has representation of various stakeholders. The stakeholders participate in the decision making and contribute towards quality improvement and development of Institute. • IQAC has decided to voluntarily apply for NAAC accreditation and prepared a plan. • The decentralization of work was done by constituting criteria-wise 7 committees for preparation of SSR. • The Institute has applied for IIQA and eventually got approval for the same. • The draft of the SSR prepared by criteria-wise committees was edited by IQAC and submitted to NAAC. • The Institute has cleared pre-qualifier and eventually Peer Team visit dates were finalized by NAAC. • The IQAC prepared a plan and accordingly different committees were constituted for preparations like - Documentation, Presentation, Infrastructure, Hospitality, Exhibition, Cultural Program etc. consisting of teaching non-teaching staff and students. 'Student Council' and 'NSS' students have participated in these committees with zeal, passion and enthusiasm. Alumni have contributed by way of suggestions. • The responsibility of organizing documents as per list of files was given to various sections - Academics, Administration Office, Library, Institutional Committees, Event Co-ordinators etc. • The responsibility of presentation as per the plan was given to various representatives of the Institute like - Director, IQAC Co-ordinator, Academic Co-ordinator, Training and Placement Officer, Committee Co-ordinators etc. • During the visit of the NAAC Peer Team, all the stakeholders have participated with spirit, fervor, discipline, dedication and determination. • The Institute is accredited by NAAC with the prestigious 'A' grade with CGPA of 3.27 for five years. 2) Mega Job Fair: • A 'Mega Job Fair' was organised on 20th July 2018 in collaboration with District Skill Development, Employment and Entrepreneurship Guidance Centre, Pune, Government of Maharashtra and Softzeal Technology Pvt. Ltd, Pune. • The objective of the fair was to provide a mega platform to students from various disciplines for lucrative career opportunities. • The event was initiated by AISSMS Institute of Management (IOM). Looking at the grand scale of the event, AISSMS College of Engineering (COE) and Institute of Information Technology (IOIT) were involved in organizing of the fair. • The decentralization of work was done among all the parties. Eventually every party further decentralized the work allocated to

them and constituted committees for better execution. Training and Placement Officers, teaching non-teaching staff and student volunteers were involved in various aspects of the fair. • The staff members and student volunteers of three institutes under AISSMS group participated and contributed in the event. • 146 companies and more than 50,000 students have participated in the mega job fair. 7225 students were selected in the mega job fair.

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

Yes

## 6.2 – Strategy Development and Deployment

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

Strategy Type	Details
Human Resource Management	The Institute has well qualified and experienced human resources. The Institute manages human resources to attract, train, motivate retain staff members. The recruitment and selection of staff members is done as per norms. The Institute organizes and encourages staff members to participate in professional development programs. The Institute gives timely salary as per 6th pay commission. The Institute gives leaves, provident fund, and gratuity as per norms. Institute provides loan facility to staff. The Institute has medical support facility. The Institute provides counseling facility to staff members by professional counselors. The parent society rewards staff members for their achievements.
Curriculum Development	The Institute follows the curriculum designed by Savitribai Phule Pune University. The faculty members participate and contribute in curriculum revision at university level. The Director of the Institute is part of core committee established for curriculum revision by the university. The feedback about curriculum is obtained from all stakeholders - students, teachers, parents, alumni, employers. The feedback and suggestions are communicated to university. The faculty members contribute in the meetings at university level for curriculum improvement based on the feedback obtained from stakeholders. The feedback from stakeholders is also used to revise the curriculum of certification courses offered by institute.
Teaching and Learning	Academic Committee is responsible for planning, execution and control of academic activities. The teachers use

innovative, interactive and ICT enabled teaching learning process to make education meaningful, understandable and interesting. The teachers use student centric learning methods and encourage participative and experiential learning. The teachers use role plays, case discussions, situation analysis, problem solving methodologies, presentations, group discussions, projects, field work etc. to enhance learning experience. The value added courses and certification courses are offered for enhancing employability and entrepreneurial ability of students. The teaching-learning is supplemented by plethora of co-curricular, extra-curricular and extension activities for developing holistic personality of students.

**Examination and Evaluation**

The mechanism of examination and evaluation is fair, credible, transparent and robust. The students are evaluated by university and institute. The university evaluation includes online and theory examination. The Institute follows guidelines of university regarding CIE. The faculty members use variety of CIE components -Case Study, Test, Group Discussion, Presentation, Role Play, Assignment, MCQs, Project etc. The schedules of examinations are communicated to students through notices. The strict rules are followed for maintaining decorum of examination. The mechanism about examination related grievances is time-bound and efficient. The internal marks are displayed and feedback is given to students for improvement

**Research and Development**

The Institute has created an eco-system to foster a culture of research and development among teachers and students. Many of the teachers are Ph.D. holders and few are approved research guides of university. 'Academic and Research Co-ordinator' act as a bridge between Institute and University. The faculty members undertake research projects funded by various organizations. The teachers are encouraged to present/publish research papers and cases in reputed national and international conferences/journals. The teachers are encouraged to author books. The students are encouraged to do research projects. The students are

encouraged for innovation and entrepreneurship. Library has resources for research work.

Library, ICT and Physical Infrastructure / Instrumentation

The state-of-art physical infrastructure has ICT enabled classrooms, seminar hall, computer centre, language lab, library, first-aid and seek room, placement, IQAC etc. There is play ground, gymnasium, ATM, stationary store, canteen, hostels and transportation facility. There are 186 computers, 16 printers, 13 LCD projectors, LED TV and CCTV. There is 60 Mbps leased line and Wi-Fi facility. ERP is used for MIS and SLIM 21 for library. The library has reading hall and adequate collection of learning resources including e-resources. Library is member of NDL, e-Shodhsindhu, MCCIA and British Library.

Industry Interaction / Collaboration

The Institute has established strong linkages with reputed industries to bridge the gap between institute and industry. TPO has established good connect with prestigious companies for providing lucrative career opportunities for students. MOU's are signed with reputed companies. 163 companies participated in 2 job fairs organized by Institute. Industry representatives are invited as resource persons for student and faculty development programs. The Institute organizes industrial visits for students. Industry representatives are members of 'Corporate Advisory Board', 'Alumni Association', 'College Development Committee' and 'Internal Quality Assurance Cell'. The industry representatives provide feedback for improving overall quality of the Institute.

Admission of Students

The Institute has established a strong brand which makes it a preferred choice for admissions. Admission Committee looks after admissions. 'Media' department of parent society uses various media - newspapers, magazines, hoarding, banners, radio, digital media etc. for promotion. The institute has website which provides information about the Institute to enquiries. The Institute participates in educational exhibitions. The enquiries can contact through website, e-mail, telephone or personal visit. The admission counselling and technical

support is provided to enquires. The Institute is approved 'Facilitation Centre' for document verification during admissions. The highly satisfied students of the Institute promote positive word of mouth.

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

E-governance area	Details
<p>Planning and Development</p>	<p>The ERP is used for effective planning and development. The Institute uses 'CloudEMS' which is a system of integrated application for management of academic and administrative activities. It ensures availability of adequate information to management for planning, decision making, implementation and control. It helps in equitable distribution of resources and performance enhancement. It helps to enhance productivity, to simplify process complexity, for better communications, quick availability of secure accurate real time information, to enable managerial decisions. It has lead to increase in efficiency, effectiveness, transparency and improved quality of academic and administration processes. Library uses SLIM21 software for automation.</p>
<p>Administration</p>	<p>The ERP is used for effective management of administrative activities. The Institute follows all the norms of regulatory bodies. The data and documents required by regulatory bodies are uploaded electronically on their portals- data required by Savitribai Phule Pune University for affiliation and other purpose, data required by AICTE for approval, data required by Directorate of Technical Education (DTE) and Admission Regulating Authority (ARA) for admissions, data required by Fee Regulating Authority (FRA) for fixing fees, scholarship data required by Social Welfare Department, Government etc. MS-Office is used for other administrative activities. The correspondence is done through e-mail.</p>
<p>Finance and Accounts</p>	<p>The Institute uses 'Tally' and 'MS-Excel' softwares for financial and accounting activities. 'Tally' is used for various activities like - Cheque Printing, Ledger Maintenance, Fees Register, Cash Book Maintenance, Bank Reconciliation etc. 'MS-Excel' is used</p>

for activities like -Preparation of Budget, Preparation of Salary Bills, PF, Gratuity, Calculations of taxes and other statutory dues, Maintaining Fees Record, Preparation of Comparative Statements of Quotations etc. Generally, students are encouraged to make online payment of fees. The salary is credited online in the account of the staff members. The Institute generally makes online payment to vendors.

**Student Admission and Support**

The Institute uses digital media for promotions for admissions. The Institute is an approved 'Facilitation Centre' for verification of documents for admissions. The facilitation centre verifies the documents and generates receipts reports through portal. The data and documents of the students are uploaded on admission portal. The data of admitted students is maintained in ERP software for further support. The students apply for scholarship through portal of social welfare department of government. The Institute verifies details and sends application forward through portal. In this way, e-governance is used for admissions and support.

**Examination**

The students fill examination form online through portal of university and pay the fees online. The Institute checks examination form and accordingly approves it online. The hall tickets and examination summary of students is issued through portal by university. The Institute uses Ms-Office tools for smooth conduct of CIE. The CIE marks are entered online in university portal. The online examination is one component for university evaluation. The university sends theory exam paper electronically at the time of examination. The result is declared online through portal of the university. The students apply for revaluation and class improvement online through portal.

**6.3 – Faculty Empowerment Strategies**

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

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
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2018	Dr.Gauri Prabhu	Faculty Development Program on ICT Education.	Nil	1000
2018	Prof.Swapnil Fuse	International Conference on A Study on Non-performing Assets of Bank in India Inrelation with Indian Corporate sector	Nil	1000
2018	Dr.Bhalchandra Bite	International Conference on A Study on Non-performing Assets of Bank in India Inrelation with Indian Corporate sector	Nil	1000
2018	All Faculties	Nil	Maharashtra Chamber of Commerce Industries and Agriculture (MCCIA)	2360
2018	All Faculties	Nil	British Council Library	8500
2018	All Faculties	Nil	National Institute of Personal Management ( NIMP)	17700
2019	Dr.Gauri Prabhu	Conclave on Innovation and Startup SAHYOG by Savitribai Phule Pune University	Nil	500
2019	Prof.Charulata Bhaisare	International Conference on Industry 4.0	Nil	500
2019	Prof.Pournima Nagne	International Conference on Industry 4.0	Nil	500
2019	Prof.Ursulla Sumant	International Conference on Industry 4.0	Nil	500

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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2018	Internal Faculty Development Program	Nil	17/12/2018	21/12/2018	14	Nil
2019	Internal Faculty Development Program	Nil	15/04/2019	19/04/2019	17	Nil
2019	Nil	Staff Development Program On Hospitality	23/01/2019	23/01/2019	Nil	11
2019	Nil	Internal Staff Development Program on MS EXCEL	26/04/2019	26/04/2019	Nil	6
2018	FDP on Quality Initiatives by Dr. Hatim Kayumi, IQAC Co-ordinator, IMSCDR	Nil	25/08/2018	25/08/2018	17	Nil
2019	FDP on Quality Initiatives by Dr. Bhalke Dr. Wankhade, IQAC, AISSMS COE	Nil	11/01/2019	11/01/2019	17	Nil
2019	FDP on Indo-Pak War: Management Strategies by Col. Nag, Retired Army Personnel, Indian	Nil	24/04/2019	24/04/2019	17	Nil



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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
International Conference on Industry 4.0 Innovations In Management	1	27/02/2019	28/02/2019	2
National Conference on Impact of GST on Small Medium Enterprises	1	21/02/2019	22/02/2019	2
International Workshop on Organizational Transformation through Industry 4.0	1	14/02/2019	15/02/2019	2
International Conference on The effect of new approach to Globalization on Business organized by Neville Wadia Institute of Management studies	2	28/01/2019	29/01/2019	2
Internal FDP	17	17/12/2018	21/12/2018	5
Counselling Session for Staff by IHHI	17	18/03/2019	22/03/2019	5
FDP on Foundation Program in ICT for Education conducted by IIT Bombay	1	13/09/2018	18/10/2019	36
International Conference on	1	16/06/2018	17/06/2018	2

Research Development in Arts, Social Science, Education and Sports organized by IET Mumbai				
Faculty Development Programme on Cyber Security organized by Shivaji University	1	11/02/2019	17/02/2019	7
Internal FDP	17	15/04/2019	19/04/2019	5
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
13	17	11	15

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
<ul style="list-style-type: none"> <li>• Reimbursement of registration fees of professional development programs like FDP, Seminar, Conference etc</li> <li>• Organise professional development programs like FDP, Seminar, Conference etc</li> <li>• Timely salary as per 6th pay commission</li> <li>• Provident fund</li> <li>• Gratuity</li> <li>• Travel allowance</li> <li>• Compensatory leaves, medical leaves, duty leaves, maternity leaves</li> <li>• Loan facility through AISSMS Co-operative Credit Society</li> <li>• Laptops</li> <li>• Wi-Fi facility</li> <li>• Gymnasium</li> <li>• Sports facility</li> <li>• First Aid and Sick Room for emergencies</li> <li>• Dispensary</li> <li>• Doctor on call facility</li> <li>• Driver is provided to Director</li> <li>• Organises programs related to health awareness, yoga etc.</li> <li>• Canteen facility</li> <li>• Stationary store</li> <li>• ATM</li> </ul>	<ul style="list-style-type: none"> <li>• Reimbursement of registration fees of staff development programs like Staff Development Program, Seminar, Conference etc.</li> <li>• Organise staff development programs like Staff Development Program, Seminar, Conference etc</li> <li>• Timely salary</li> <li>• Provident fund</li> <li>• Gratuity</li> <li>• Travel allowance</li> <li>• Earned leaves, medical leaves, duty leaves, maternity leaves</li> <li>• Loan facility through AISSMS Co-operative Credit Society</li> <li>• Uniforms for class IV staff</li> <li>• Computer facility</li> <li>• Wi-Fi facility</li> <li>• Gymnasium</li> <li>• Sports facility</li> <li>• First Aid and Sick Room for emergencies</li> <li>• Dispensary</li> <li>• Doctor on call facility</li> <li>• Organises programs related to health awareness, yoga etc.</li> <li>• Canteen facility</li> </ul>	<ul style="list-style-type: none"> <li>• Reimbursement of registration fees of participation in competitions, seminar, conference etc</li> <li>• Professional counseling facility</li> <li>• Psychometric testing and counseling</li> <li>• Mentoring facility</li> <li>• Organise value addition courses, certification courses</li> <li>• Organise seminars, workshops, industrial visits</li> <li>• Organise co-curricular, extra-curricular and extension activities</li> <li>• Wi-Fi facility</li> <li>• Gymnasium</li> <li>• Sports facility</li> <li>• Placement assistance</li> <li>• Entrepreneurial support</li> <li>• Installment facility for fees as per need</li> <li>• Group insurance</li> <li>• First Aid and Sick Room for emergencies</li> <li>• Dispensary</li> <li>• Doctor on call facility</li> <li>• Organises programs related to health awareness, yoga etc.</li> <li>• Hostel facility</li> </ul>

<ul style="list-style-type: none"> <li>facility • CCTV facility</li> <li>• Fire safety equipment • Security facility • Professional counseling facility • Appreciation award for achievements</li> </ul>	<ul style="list-style-type: none"> <li>Stationary store • ATM facility • CCTV facility</li> <li>• Fire safety equipment • Security facility • Appreciation award for achievements</li> </ul>	<ul style="list-style-type: none"> <li>Transportation facility • Free separate parking facility • Canteen facility • Stationary store • ATM facility • CCTV facility • Fire safety equipment • Security facility • Appreciation award for achievements</li> </ul>
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#### 6.4 – Financial Management and Resource Mobilization

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

The Institute conducts internal and external financial audits regularly. a) Internal Audit: The Institute has a system of internal audit to ensure that all transactions are properly checked and recorded. The Institute prepares yearly budget and activities are conducted as per approved budget. The expenses are checked by office Superintendent, recommended by the Director and approved by management. For physical stock verification the AISSM Society appoints internal auditors. Tally software is used for record keeping. The receipt and payment, income and expenditure, balance sheet and bank reconciliation statements are submitted to the AISSM Society at regular intervals as a part of control system. b) External Audit: An external auditor appointed by the AISSM society, executes the statutory financial audit. Statutory financial audit is conducted in two sessions, one in the month of October/November for the period of April to September and second in the month of April /May for the period of October to March. Finalization of the account is completed in June/July and audited statements are prepared in June/July duly signed by the Director, and chartered accountant. Till date there has been no major external audit objection.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
N.A.	0	N.A.
No file uploaded.		

6.4.3 – Total corpus fund generated

0
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#### 6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	1. Dr. Chetan Chaudhari, Deputy Director. Academics, Faculty of Management, MIT World Peace University, Pune 2. Dr.	Yes	IQAC, AISSMS IOM

		Milind Marathe , Director, Yashaswi Education Societys International Institute of Management Science, Pune		
Administrative	Yes	1. Dr. Chetan Chaudhari, Deputy Director. Academics, Faculty of Management, MIT World Peace University, Pune 2. Dr. Milind Marathe , Director, Yashaswi Education Societys International Institute of Management Science, Pune	Yes	IQAC, AISSMS IOM

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

1) Participation of parents in 'Parents Meet' on 26th October 2018. 2) Participation of parents in the interactive session with NAAC Peer Team on 5th February 2019. 3) Participation of parents in the meeting of Reservation Grievance Committee. 4) Participation of parents in the meeting of Students and Parents Grievance Redressal Committee. 5) Feedback about curriculum was given by parents. 6) Feedback and suggestions were given by parents for overall development of the Institute.

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

1) Staff Development Program on 'Hospitality' on 23rd January 2019 2) Internal Staff Development Program on 'MS-Excel' from 22nd April to 26th April 2019 3) Counseling for Staff by Professional Counsellors (IHHI) from 18th March to 22nd March 2019. 4) Participation of Staff in 'International Yoga Day' on 21st June 2018.

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

1) Establishment of 'Ph.D. Research Centre' - Approved by Savitribai Phule Pune University on 10th April 2019. 2) Permanent Affiliation of Savitribai Phule Pune University. 3) Mock PI Sessions for AISSMS Polytechnic Students on 13th February 2019. 4) Workshop on Personality Development by Ms. Aishearya Kapuskar, Sr. Manager, Hindustan Times Ltd. was organized on 15th February 2019. 5) Participation in Social Activity on Drug Free India - An Initiative taken by Art of Living along with Savitribai Phule Pune University was organized on 18th February 2019. 6) Guidance was provided on Quality Initiatives and NAAC Accreditation Process to MKSSSSs Smt. Hiraben Nanavati Institute of Management and Research for Women, Pune on 18th February 2019. 7) Seminar on Social Media Awareness and Activity by Ms. Sasha Shelke, Media-Head,

AISSMS and Mr. Pawan, Owner, Digiflame was organized on 26th February 2019. 8) Mahindra Pride Job Utsav was organised on 27th February 2019. 9) Workshop on Career Opportunities in Various Functional Areas of Management by Mr. Gaurav Ambedkar, Founder and Director, Merque HR Consultants was organized on 4th March 2019. 10) International Cross Cultural Interface was organized to give exposure to students about foreign cultures on 5th March 2019. 11) Workshop on Industry Expectations for Principals and TPOs of AISSMS Group of Institutes, by Mr. Ravindra Chaudhary, HR Consultants was organized on 5th March 2019. 12) Specialisation Club Competition - 'Walk of Fame and Poster Making Competition' for gender equality on the occasion of International Women's Day was organized on 7th and 8th March 2019. 13) Blood Donation Camp on the occasion of International Women's Day was organized on 8th March 2019. 14) Certificate Course on 'Entrepreneurship' was organized from 11th March to 15th March 2019. 15) Seminar on IPR: Legal Aspects by Prof. Pournima Nagne, Member IPR Cell, AISSMS IOM was organized on 15th March 2019. 16) Workshop on Decision Science by Dr. Satish Ubale, Director, Matrix Business School was organized on 23rd March 2019. 17) Industrial Visit to Leadec was organized on 13th April 2019. 18) 'Youthopia' program for gender sensitization on the occasion of International Women's Day was organized in collaboration with Abhivyakti Group and AISSMS COE and IOIT on 8th March 2019. 19) Professional Counseling Session for Staff by IHHI from 18th March to 22nd March 2019. 20) Guidance was provided on Quality Initiatives and NAAC Accreditation Process to Yashaswi Education Societys Institute of Management Science, Pune on 19th March 2019. 21) Guidance was provided on Quality Initiatives and NAAC Accreditation Process to Rajgad Dnyanpeeths Rajgad Institute of Management, Pune on 26th March and 25th April 2019. 22) Guidance was provided on Quality Initiatives and NAAC Accreditation Process to Anekant Institute of Management Studies (AIMS), Baramati on 4th April 2019. 23) Internal FDP was organized from 15th April to 19th April 2019.

#### 6.5.5 – Internal Quality Assurance System Details

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

#### 6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	Applied for NAAC Accreditation and Received Prestigious A PLUS Grade with CGPA of 3.27	25/07/2018	25/07/2018	06/02/2019	32
2018	Permanent Affiliation of Savitribai Phule Pune University	30/09/2018	30/09/2018	10/04/2019	32
2018	Establishment of Ph.D. Research	30/09/2018	30/09/2018	10/04/2019	52

	Centre - Approved by Savitribai Phule Pune University (SPPU)				
2018	Establishm ent of NSS Unit - Approved by Savitribai Phule Pune University	29/06/2018	29/06/2018	21/09/2018	51
2018	Mega Job Fair in coll aboration with Skill Development, Employment and Entrepre neurship Guidance Centre, Pune and Softzeal Technology, Pune, AISSMS COE and AISSMS IOIT	20/06/2018	20/06/2018	20/06/2018	50351
2018	Psychometric Test by IHHI	20/08/2018	20/08/2018	21/08/2018	180
2018	Certificat ion Course on Soft Skill as a part of Empl oyability Enhancement and Youth Livelihood Program by Mahindra Pride Classroom and Nandi Foundation	01/10/2018	01/10/2018	25/10/2018	161
2019	Certificate Course on En trepreneursh ip	11/03/2019	11/03/2019	15/03/2019	341
2019	Internatio nal Cross- Cultural Interface	05/03/2019	05/03/2019	05/03/2019	186

2018	FDP on Quality Initiatives	25/08/2018	25/08/2018	25/08/2018	17
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## CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 – Institutional Values and Social Responsibilities

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

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Certificate Course in Entrepreneurship	11/03/2019	15/03/2019	161	180
International Yoga Day-Mental Physical Health	21/06/2018	21/06/2018	67	59
Professional Psychometric Test	20/08/2018	21/08/2018	85	95
Blood Donation : Health Check Up & Guidance	05/09/2018	05/09/2018	70	115
Professional Counselling for Student	18/09/2018	18/03/2019	161	180
Professional Counselling for Staff	18/03/2019	22/03/2019	11	6
Professional Psychometric Counselling	15/01/2019	11/04/2019	85	95
Seminar on Introduction to Human Rights	29/09/2018	29/09/2018	47	41
NSS Camp-Health Check-Up Camp	09/01/2019	09/01/2019	43	57
NSS Camp-Woman Empowerment Program	08/01/2019	08/01/2019	113	Nil
Business Idea Presentation Competition	21/01/2019	21/01/2019	161	180
Seminar on Personality Development	15/02/2019	15/02/2019	70	71

Workshop on Career Opportunities in Various Functional Areas of Management"	04/03/2019	04/03/2019	58	65
International Women's Day	08/03/2019	08/03/2019	81	74
Walk of Fame and Poster Making Competition	08/03/2019	08/03/2019	56	54
Youthopia-Activity on Gender Equality	08/03/2019	08/03/2019	26	30
Workshop on " Goal setting and Stress Handling"	22/09/2018	22/09/2018	43	48
Blood Donation on International Women's Day	08/03/2019	08/03/2019	52	71

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

Percentage of power requirement of the University met by the renewable energy sources
81.8

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Provision for lift	Yes	392
Ramp/Rails	Yes	392
Braille Software/facilities	Yes	392
Rest Rooms	Yes	392
Scribes for examination	Yes	360
Special skill development for differently abled students	Yes	360
Any other similar facility	Yes	360
Physical facilities	Yes	392

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages	Number of initiatives taken to engage with and	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
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	and disadvantages	contribute to local community					
2019	1	Nil	08/03/2019	1	Youthop ia- Activity on Gender Equality	Society Contribut ion	58
2019	Nil	1	19/01/2019	1	Road Safety Awareness Traffic Control	Ethical Values- Road Traffic And accid ental Issues	37
2019	Nil	1	19/01/2019	1	Railway Crossing Safety Awareness	Ethical Values- Rail Traffic And accid ental Issues	28
2018	Nil	1	05/09/2018	1	Blood Donation Camp	Health Hygiene	425
2018	Nil	1	02/10/2018	1	Swachh Bharat Abhiyan	Contrib ution Towards National Movement	131
2018	1	Nil	07/06/2018	24	Approved Facilitat ion Center of Directorate of Technical Education , Govt. of Mahara shtra for Career Co unseling and Document Verificat ion for MBA Admis sions	Counsel ing and Document Verificat ion for MBA Admis sions	272
2018	1	1	20/07/2018	1	Mega Job Fair	Employa bility	50351
2019	1	1	27/02/2019	1	Mahindra Pride Job	Employa bility	593

					Utsav		
2018	Nil	1	07/08/2018	1	Mosquito Vector Public Awareness under Swachh Bharat Abhiyan by IPCA	Health and Hygiene	61
2018	Nil	1	17/08/2018	1	Seminar on "Capital Market Awareness, Introduction to Mutual fund And Financial Planning" as a Part of Investor Awareness Program"	Employability	119
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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of Conduct Handbook	12/04/2018	The 'Code of Conduct' handbook for all stakeholders of Institute consists of - Code of Conduct for Students, Teaching Staff, Non-Teaching Staff, Director Social Media Guidelines, Code of Professional Ethics, Universal Declaration of Human Rights, Universal Moral Values of Life etc. It is communicated through website, programs and meetings. The Institute organises plethora of co-curricular, extra-curricular and extension activities to craft valued corporate professionals with strong human values and professional ethics. There is continuous

monitoring of behaviour of stakeholders to ensure that it is followed in letter and spirit.

#### 7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Mosquito Vector Public Awareness under Swachh Bharat Abhiyan by IPCA	07/08/2018	07/08/2018	61
International Yoga Day - Mental and Physical Health	21/06/2018	21/06/2018	151
Blood Donation Camp	05/09/2018	05/09/2018	425
Swachh Bharat Abhiyan	02/10/2018	02/10/2018	131
Seminar on Introduction to Human Right	29/09/2018	29/09/2018	88
Seminar on "IPR: An Introduction"	05/10/2018	05/10/2018	253
Women Empowerment Program- NSS Camp	08/01/2019	08/01/2019	140
Seminar on "Cyber Security"	10/01/2019	10/01/2019	135
Chhtrapati Shivaji Maharaj Jayanti	19/02/2019	19/02/2019	97
International Cross Cultural Interface	05/03/2019	05/03/2019	186

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

The Institute understands its social responsibility and maintains environment friendly campus. 1) Green Landscaping: The Institute has a lush-green and eco-friendly campus. The NSS Unit conducts community development activities like tree plantation in campus and nearby areas and spreads awareness among people about the importance of trees. A Gardner is appointed for protection, preservation and conservation of trees. 2) Solar Power Plant: The 'Solar Power Plant' is established by AISSM Society for the entire campus. For this purpose, solar panels are installed on the rooftop of the buildings. In this way the Institute encourages use of a renewable energy source. 3) Rain water Harvesting: The Institute has rainwater harvesting system. The water from rooftop of the Institute is collected through pipes. The rain water thus collected is diverted to common channel and conveyed for storage in an underground storage tank. This helps to recharge the bore-well dug in the campus. It increases the ground water table. The water stored in the underground tank is drawn through a pump and reused for gardening, maintaining of lawn etc. 4) Use of LED Lights: The Institute prefers use of LED lights over traditional lights in order to save electricity. 5) Plastic Free Campus: The

Institute encourages use of non-plastic items in canteen, store, office etc.

The Institute creates awareness among students and staff members to keep 'Plastic Free Campus'. 6) Paperless Office: The Institute uses ICT tools to reduce use of papers. The Institute uses ERP software system for academic and administrative purpose to reduce the use of paper. 7) Solid Waste Management: Waste bins are placed in the campus at various places. There is a Bio-Gas Plant in the campus and the generated gas is used by canteen. Old newspapers, both sides used papers and files etc. are given for recycling to external agencies.

8) Liquid Waste Management: Since, the Institute is Management Institute, liquid waste like chemical waste etc. is not generated. Liquid Waste generated from washroom is conveyed to the municipal sewage line. There is a 'Waste Water Treatment Plant' in the campus. 9) e-Waste Management: The Institute being aware of e-Waste and its hazards takes initiative to dispose e-waste in proper way. 10) Use of Bicycles, Public Transport and Pedestrian friendly Roads: The state transport bus stand, railway station, transport, airport and city bus stand are located near to the Institute. The Institute encourages students and staff members to use public transport to reduce environment pollution. The Institute provides bus transport facility to students staying in hostel.

Vehicle pooling system is followed by some staff members to save energy resources and reduce pollution. Many students use bicycles and pedestrian friendly roads to reach the Institute. 11) Green Audit: The green audit is conducted for the purpose of assessment and maintenance of green practices on regular basis.

## 7.2 – Best Practices

### 7.2.1 – Describe at least two institutional best practices

**BEST PRACTICE 1:** 1) Title: Specialization Club Competition for Student Enrichment 2) Objectives of the Practice: a) To develop holistic personality of students to transform them into valued management professionals. b) To foster student learning and development by participating in activities. c) To enhance various qualities and skills like team spirit, creativity, innovativeness, planning, decision making, communication skills, presentation skills, leadership skills amongst the students. d) To provide platform for students to participate in competition, showcase talent and learn from each others. 3) The Context: a) The management professionals are required to work in teams and lead the organization towards achievement of goals. b) The management professionals are require ability to effectively communicate in cross-cultural settings, especially in the business context and with society at large. c) Effective Communication, Leadership and Teamwork are Program Outcomes for MBA Program. The Specialization Club Competition is an attempt to develop communication skill, leadership ability and teamwork among students. d) Business world is very competitive. The future management professionals need to learn how to have healthy and fair competition. It also gives them classic opportunity to learn from competitors by setting benchmarks. 4) The Practice: a) In Specialization Club Competition first year students are divided in various groups like Div A, Div B, Div C and second year students are divided in Marketing, HR, Finance specialization groups. In this activity students compete in groups. b) Under Specialization Club Activity students showcase their talent through various competitions throughout the year like Book Review, Movie Review, Poster Making, Magazine Cover Page Design, Street Play, Repositioning Brand India, Make in India, Best out of Waste, Project Presentations, Gender Equality etc. c) Two prizes are given for the Specialization Club Competitions- Winner and Runner up Teams and Rolling Trophy. 5) Evidence of Success: a) The Specialization Club Competition is remarkably successful because students learn to work in teams. They don't hesitate to work with anyone from any group. The students form a strong bond amongst themselves. b) Students become ready to work even for long hours as they enjoy each other's company while working in teams. c) The

students have developed a healthy spirit of competition and fair play. 6) Problem Encountered and Resource Required: a) In case of Specialization Club Competition students wanted to work with their friends from other specialization according to their comfort zone. It is difficult to make the students come out of their comfort zone and work with peers. It takes some time but at the end all students become ready to work in teams and their performance improves over time. b) The resources required for the activity are less. 7) Other Information: The practice of Specialization Club Activity results in enriching holistic personality of students and transforming them into competent management professionals. BEST PRACTICE 2 1) Title: Internal Faculty Development Program 2) Objectives: a) To inculcate the culture of knowledge sharing in order to foster development of faculty members. b) To provide platform to faculty members for knowledge collaboration and learning from peers. c) It embarks a culture of continuous learning and up-gradation among faculty members to stay updated with emerging trends. d) It is a unique platform to develop faculty member's self confidence to take up higher assignments and corporate training. 3) The Context: a) The faculty members are required to go beyond the gamut of university prescribed syllabus and provide valuable inputs to students about contemporary trends in management. This is only possible if faculty members keep themselves aware and updated about current trends. b) The Institute has started the practice of Internal Faculty Development Program to provide platform to faculty members to explore and understand current trends and learn from peers. 4) The Practice: a) To encourage continuous learning, Internal Faculty Development Program is organized every year especially after completion of the academic term. b) Internal FDP is planned while preparing Academic Calendar. The faculty co-ordinator for Internal FDP is decided. c) All the faculty members conduct FDP for teaching staff either individually or in team. d) The faculty members select topic of FDP which is related to new concept or emerging trend in management. The faculty members communicate the topic to FDP co-ordinators in advance. e) Internal FDP timetable is circulated well in advance. f) The faculty members prepare rigorously and conduct FDP. The faculty member/s who conducts FDP arranges light refreshment for all at the end which encourages team spirit. g) The faculty members cover various topics related to teaching pedagogy like - Experiential Learning, Case Presentations, Parables - An Effective Teaching Tool, Management Games etc. h) Faculty members cover various topics like Team Building, Leadership rediscovered through Communication Skills, VUCA World, Turn Around Strategies, etc. i) To enhance the mental strength of the faculty members various topics are explored like Miracle of Yoga, How to Develop Positive Mental Attitude, Visualization: Taping the Hidden Power of Mind, Lets Connect the Soul, Six Thinking Hats, Critical Thinking, Neuro Linguistic Program and Creativity etc. j) To gain the knowledge about new trends in various fields of Management, variety of topics are covered like Current Trends in Finance: GST, Demonetization, Emotional Intelligence, CSR, Workforce Agility, Work Life Balance, Social Media Marketing, Guerilla Marketing, Talent Management, Cloud Computing, etc. 5) Evidence of Success: a) The Internal Faculty Development Program has resulted in learning new concepts and emerging trends in management and teaching pedagogy. b) The knowledge gained in Internal Faculty Development program in turn help the faculty members to improve quality of teaching. c) The Internal Faculty Development Program has helped faculty members to boost up their confidence, enhance knowledge and improve their presentation skills. d) The faculty development activities have helped to create the strong bond among all faculty members resulting in team building. 6) Problem Encountered and Resource required: a) Initial inertia among faculty members for knowledge sharing and cross functional collaboration. But over a period of time the faculty members realize the joy of sharing and learning from each other. b) There is time constraint due to the semester pattern. c) For Internal FDP very less resources are required. 7) Other

Information: The practice of Internal Faculty Development Program has lead to enrichment of faculty members to improve quality of education.

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

<https://aissmsiom.org/wp-content/uploads/2021/12/2.-Best-Practices.pdf>

### 7.3 – Institutional Distinctiveness

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

Development of Holistic Personality of Students for Employability Enhancement and Entrepreneurial Development: In line with vision mission, objectives of MBA Program and national priorities the Institute gives priority and thrust on employability enhancement and entrepreneurship development. The Institute's distinctiveness is in developing holistic personality of students for employability enhancement and entrepreneurial development. • The Institute equips students with leading knowledge, right attitude, required skills and revered values to develop holistic personality of students. • The teachers use innovative, interactive and ICT enabled teaching-learning process to make education meaningful, understandable and interesting. • The teachers use student centric methods - experiential learning, participative learning, activity based learning, problem solving methodologies etc. so that students acquire lifelong learning. • The teachers use role plays, case discussions, presentations, group discussions, projects, situation analysis, news analysis, field work etc. to enhance learning experience. • The Institute inculcates research culture among students through internship project, dissertation, research projects, case analysis etc. • The library is knowledge repository and provides variety of enriched learning resources including e-resources to students. • 'Psychometric Test' is conducted for assessment of personality and aptitude of students. • Professional counselling is provided to students to understand personality of students and guide them towards holistic development.

• The mentoring activity is conducted for students to understand their potential and channelize it in right direction towards achieving success in the career. • The co-curricular activities like - seminars, workshops, conferences, industrial visits, specialisation club activities, international cross-cultural sessions etc. are organised to make the students understand emerging global trends. • The institute offers certification courses on topics beyond curriculum like - Digital Marketing, Employee Engagement and Retention Strategies, GST etc. for enhancing corporate readiness of students. • The 'Soft Skill' course is conducted for students to develop skills required by corporate world. The Language Lab is used for improving English communication skills. • The extra-curricular activities like cultural and sports activities are organised to develop overall personality of students. • For physical, mental and spiritual well-being of students yoga and meditation sessions are organised. • The national festivals and days are celebrated to imbibe human values among students. • NSS unit organises extension activities like - Tree Plantation, Blood Donation, Swachh Bharat Abhiyan, Road Rail Safety Awareness, Drug Free India Campaign, Gender Equality, etc. for community development. Students are socially sensitised through these activities making them socially responsible citizen. • The tie-ups with reputed companies support in offering internship and employment opportunities to students. • Alumni are successful as corporate managers entrepreneurs and contribute in placements. • The job fairs are organised for providing employment opportunities to students. • The prestigious business organizations are recruiters of students. • The 'Start-up and Innovation Centre' inculcates entrepreneurial culture among students and encourages them to become entrepreneurs. • The entrepreneurship development activities like - Certificate Course on 'Entrepreneurship', Business Idea

Presentation Competition, Mini-Project on Successful Entrepreneurs etc. are organised. • The Institute develops competent managers and entrepreneurs who would provide leadership in bringing socio-economic development.

Provide the weblink of the institution

<https://aissmsiom.org/wp-content/uploads/2021/12/1.-Institutiinal-Distinctiveness.pdf>

### **8.Future Plans of Actions for Next Academic Year**

In line with vision, mission, quality policy and core values, the Institute has chalked out plans to continue its quest for excellence for education. The Institute has following plans for next academic year. 1) To contribute towards curriculum revision at university level and effective implementation of the same at institute level. 2) To transform the teaching-learning and evaluation as per outcome based education. 3) To develop industry-relevant skills to enhance employability of students. 4) To undertake diversified extension activities for community development. 5) To focus on building closer relationship with alumni. 6) To give more thrust on developing entrepreneurial spirit among students. 7) To establish ties with reputed industries. 8) To strengthen research activities of the institute. 9) To provide MDP and Consultancy services to industries.