



Yearly Status Report - 2019-2020

Part A

Data of the Institution

1. Name of the Institution	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.	02026058735
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

2. Institutional Status					
Affiliated / Constituent		Affiliated			
Type of Institution		Co-education			
Location		Urban			
Financial Status		Self financed			
Name of the IQAC co-ordinator/Director		Dr. Gauri Prabhu			
Phone no/Alternate Phone no.		02026058734			
Mobile no.		9823230898			
Registered Email		iqac@aissmsiom.org			
Alternate Email		gauri6474@gmail.com			
3. Website Address					
Web-link of the AQAR: (Previous Academic Year)		https://aissmsiom.org/wp-content/uploads/2021/12/AOAR-18-19-final.pdf			
4. Whether Academic Calendar prepared during the year		Yes			
if yes,whether it is uploaded in the institutional website: Weblink :		https://aissmsiom.org/wp-content/uploads/2021/12/Academic-Calendar-2019-2020.pdf			
5. Accrediation Details					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	A+	3.27	2019	04-Mar-2019	03-Mar-2024
6. Date of Establishment of IQAC			10-Aug-2017		
7. Internal Quality Assurance System					
Quality initiatives by IQAC during the year for promoting quality culture					
Item /Title of the quality initiative by IQAC	Date & Duration		Number of participants/ beneficiaries		

Webinar on 'Cloud Computing' by Mr. Satish Bora, CPO, Whizible, Pune	14-May-2020 1	188
Certificate Course on Entrepreneurship	02-Mar-2020 5	352
MDP on 'Financial Planning for Managers' for Bank of Maharashtra by Dr. Gauri Prabhu	20-Nov-2019 1	18
Online Workshop on 'Research Methodology' by Dr. Abhijit Mancharkar, Director, AISSMS IOM, Dr. Pooja Upadhyay, Research Centre Head, AISSMS IOM, Dr. Gauri Prabhu, IQAC Co-ordinator, AISSMS IOM, Pune	18-May-2020 5	149
Certificate Course on Employability Enhancement Course on 'Soft Skill' under Skilling Initiative by Mahindra Pride Classroom & Nandi Foundation	16-Sep-2019 13	171
Collaboration with Confederation of Indian Industries (CII)	26-Sep-2019 365	202
Establishment of Industry-Institute Interface Cell for MDP and Consultancy	19-Sep-2019 255	102
Establishment of Approved National Test Center of National Test Agency	15-Sep-2019 90	102
Establishment of Approved Study Centre for MBA Distance Education of School of Open Learning Savitribai Phule Pune University	13-Aug-2019 10	26
Faculty Development Program on 'Generic Electives - University Level Courses' for MBA 2019 Revised Curriculum based on OBE and CBCS & Grading System	10-Jul-2019 1	204
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
No Data Entered/Not Applicable!!!				
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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	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No

12. Significant contributions made by IQAC during the current year(maximum five bullets)
<ul style="list-style-type: none"> • Contribution and Effective Implementation of Revised MBA 2019 Pattern Curriculum of Savitribai Phule Pune University • Establishment of Approved Study Centre for MBA Distance Education of School of Open Learning, Savitribai Phule Pune University • Establishment of Approved National Test Centre of National Testing Agency • Establishment of Industry Institute Interface Cell for Conducting MDP and Consultancy Activities for Industries • Strengthened Relationship with Alumni through Alumni Engagement Activities

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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
Contribution and Effective Implementation of Revised MBA 2019 Curriculum of Savitribai Phule Pune University	a. The Director of the Institute is a member of the Core Committee established by Savitribai Phule Pune University for Revision of MBA 2019 Pattern Curriculum b. The faculty members have contributed in the meetings conducted for Revision of MBA 2019 Pattern Curriculum at Savitribai Phule Pune University based on the feedback collected from various

	<p>stakeholders. c. Organized Faculty Development Program on Generic Electives University Level Courses for MBA 2019 Revised Curriculum based on OBE and CBCS Grading System on 10th July 2019 d. The faculty members have participated in the FDPs for effective implementation of MBA 2019 Pattern Curriculum e. The teachinglearning process was transformed as per Outcome Based Education (OBE)</p>
<p>Exam Centre for Infrastructure Utilisation</p>	<p>Applied on 15th September 2019 and Established National Test Center approved by National Test Agency 13 December 2019. The Institute established the National Test Center to utilize the Available Institutional Set-up including Infrastructure and ICT facilities for Various examinations and activities.</p>
<p>Eductaional Program for Working Professionals</p>	<p>Applied on 13th August 2019 and received approval for Establishment of Study Centre for MBA Distance Education approved by School of Open Learning Savitribai Phule Pune University on 22 August 2019. The Establishment of Distance learning center shall help working professionals to enhance their educational qualification.</p>
<p>Industry-Institute Interaction and Management Development Programs (MDPs) and Consultancy</p>	<p>a. Establishment of Industry-Institute Interface Cell for MDP and Consultancy on 19th September 2019 b. Collaboration with Confederation of Indian Industries (CII) from 10th October 2019 c. Organized Industrial Visit to Windalls Precision Pvt. Ltd. On 12th October 2019. Industrial visit have helped the students in gaining practical exposure regarding current business practices. d. Conducted MDP on 'Team work for Bank Managers' for Bank of Maharashtra by Dr. Gauri Prabhu on 20th November 2019 e. Conducted MDP on 'Financial Planning for Managers' for Bank of Maharashtra by Dr. Gauri Prabhu on 21st November 2019 f. MDP on 'Selling Skills' for Yes Bank by Mrs. Ursula Sumant on 12th December 2019 g. Conducted MDP on 'Soft Skills For Management Professionals' for Excello Investment Consultancy Pvt. Ltd. by Prof. Gajanan Nerkar on 24th January 2020 h. Conducted MDP on 'Personal Selling Skills' for VIT's Software by Prof. Ursula Sumant & Dr. Farooqui A.S. on 05th February 2020 i. Conducted MDP on 'Strategic Business Decision Making' for Rushikesh Import</p>

	<p>Export by Prof. Gajanan Nerkar on 11th February 2020 j. Conducted MDP on 'Strategic Business Decision Making' for Rushikesh Import Export by Prof. Gajanan Nerkar 13th February 2020 k. Conducted MDP on 'Soft Skill for Entrepreneurs' for KJT & Associates by Prof. Gajanan Nerkar on 12th March 2020 l. Conducted MDP on 'Digital Marketing' for Impact India Media Consultants by Prof. Gajanan Nerkar on 1st April 2020 The Institute has initiated the MDPs and Consultancy to improve the quality of employees performance and strengthen relation with industry.</p>
<p>Entrepreneurship Development</p>	<p>a. Conducted Business Ideation Competition on 17th October 2019 b. Conducted Certification Course on 'Entrepreneurship' from 2nd March 2020 to 6th March 2020 Entrepreneurship Development Activities have resulted in developing and nurturing entrepreneurial spirit among student</p>
<p>Inculcating Reading Habits among Students</p>	<p>a. Organized Author Speaks Program by Mr. Yatin Chodnekar, Author of Two Best Seller Books Life of CXO Your Winning Formula, Mumbai on 13th March 2020. The program has given opportunity to students to learn from creation of authors. b. Marathi Bhasha Sanvardhan Pandharwada: Marathi Books Exhibition from 01st January 2020 to 15th January 2020 c. Subscription of Business Standard Newspaper and Budget Issue for students</p>
<p>Extension Activities and Social Initiatives</p>	<p>a. Guidance provided on Quality Initiatives and NAAC Accreditation Process to Marathwada Mitra Mandals Institute of Management Education, Research and Training (IMERT), Pune on 03rd June 2019 b. Organized Blood Donation Camp in collaboration with R.G. Gholap Memorial Blood Bank and Thalassemia Centre, Pune on 16th July 2019 c. Organized Visit to Paraplegic Rehabilitation Centre on the occasion of Independence Day (15th August 2019) d. Conducted One Day Labour Training Camp and Tree Plantation under Clean and Healthy Bharat Abhiyan at Savitribai Phule Pune University 18th August 2019 e. Organized Special Flood Relief Camp to Rebuild Kolhapur from 19th August 2019 to 22nd August 2019 f. Celebrated Sadbhavana Diwas on 20th August 2019 g. Organized Blood Donation Camp on the occasion of Teachers Day in</p>

collaboration with Sasoon Hospital, Pune on 04th September 2019 h. Celebrated NSS Day on 24th September 2019 i. Organized Tree Plantation Drive as a part of Maharashtra Governments Plantation Program on 27th September 2019 j. Conducted AntiPlastic Drive on 30th September 2019 organized Gandhi Jayanti: Swachh Bharat Abhiyan 02nd October 2019 l. Organized Swachh Bharat Abhiyan: Cleanliness Drive of MulaMutha River on 02nd October 2019 m. Organized Workshop on De Addiction on 04th October 2019 n. Organized Voters Awareness Campaign on 18th October 2019 o. Celebrated Rashtriya Ekta Divas on the occasion of Sardar Vallabhbai Patel Birth Anniversary Unity Day from 24th October 2019 to 31st October 2019 p. Organized Vigilance Awareness Week from 28th October 2019 to 02nd November 2019 q. Celebrated Samvidhan Divas on 26th November 2019 r. Marathi Bhasha Sanvardhan Pandharwada: Marathi Books Exhibition from 01st January 2020 to 15th January 2020 s. Organized NSS Camp at Pisrave Village from 11th January 2020 to 15th January 2020 t. Celebrated Lokshahi Pandharawada from 26th January 2020 to 10th February 2020 u. Pledge for EWaste Management on 02nd February 2020 v. Celebrated Wetland Day on 04th February 2020 x. Celebrated Marathi Bhasha Gaurav Din Vicharvinimay Charchasatra on 27th February 2020 y. Oath taking ceremony for Corona Nirmulan on 02nd April 2020 z. Pledge of Janata Curfew organized on 02nd April 2020 aa. Organized Covid19 Awareness by Poster Making Videos initiative from 14th April 2020 to 21st April 2020 ab. Organized Mask Making Distribution initiative on 21st April 2020 ac. Organized Grocery Distribution camp. From 13th April 2020 to 07th May 2020 ad. Organized Arogya Setu App / iGOT App Download Awareness Campaign from 18th April 2020 to 06th May 2020 ae. Conducted Maze Kutumb Mazi Jababdari: Health Survey of Families on 22nd April 2020 af. Participated in World Tobacco Day Quiz on 31st May 2020 ag. Spitting Kills Campaign to prevent spread of Covid 19 The extension activities and social initiatives have helped in sensitizing students towards social issues and contributing towards community development

<p>Certification Courses</p>	<p>a. Conducted Certification Course on 'Soft Skill Module II' from 26th August 2019 to 30th August 2019 b. Conducted Certification Course on 'Soft Skill Module I' from 20th January 2020 to 24th January 2020 c. Conducted 'Employability Enhancement Certification Course on 'Soft Skill' under Skilling Initiative by Mahindra Pride Classroom & Nandi Foundation from 16th September 2019 to 28th September 2019 d. Conducted Certification Course on Goods and Services Tax form 24nd August 2019 to 12 October 2019 conducted Certification Course on 'Digital Marketing' on 24th August to 12th October 2019 f. Conducted Certification Course on 'Employee Engagement and Retention Strategies' on 24th August to 12th October 2019 g. Conducted Certification Course on 'Entrepreneurship' from 2nd March 2020 to 6th March 2020 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>Seminars and Workshops</p>	<p>a. Conducted Seminar on 'Fitness Mantras for Good Health' as a part of Fit India Movement on the occasion of National Sports Day by Dr. Manisha Kondhare, Physical Director, AISSMS COE, Pune on 29th August 2019 b. Conducted Seminar on 'Campus to Corporate:-Career Opportunities in Insurance Field' by Mr. Balasaheb Kekaljawalekar, Branch Manager, LIC, Camp, Pune on 17th October 2019 c. Conducted Seminar on 'Pre Requisites in Information, Network Security & Security Management' by Adv. Ragas Pingle, Director, Netlawgic India Pvt Ltd., Pune on 17th October 2019 d. Conducted Seminar on 'CII Yuva Chapter Briefing Session' by Mr. Yogesh Desai, Operations Director, Perennial Technologies Pvt Ltd., Pune on 18th October 2019 e. Conducted Seminar on 'CII Session: Human Values for MBA Graduates' by Mr. Ashish Patil, Founder, Mind Shift Mentoring, Pune on 18th October 2019 g. Conducted Seminar on 'Campus to Corporate Industry Needs & Expectations' by Mr. Rohit Ghosh, Director, Skill Edge Pedagogy, Pune on 19th October 2019 h. Conducted Seminar on 'Human Rights' by Mr. Mr. Nishay</p>

Mhetrer, Human Rights Expert, Lokayat, Pune i. Conducted Seminar on 'IPR' on 26th October 2019 j. Conducted Workshop on 'E-Learning Resources' by Mrs. Bhakti Thakur, Librarian, AISSMS IOM, Pune on 13th November 2019 k. Conducted Seminar on 'Career Opportunities in Various Functional Areas of Management & Specialization Selection' by Dr. Chetan Chaudhary, Director, Dr. D.Y. Patil Global Business School & Research Center, Pune on 27th November 2019 l. Conducted Seminar on 'Competitive Exam Guidance' by Mr. Saurabh Sonawane, Pune on 16th November 2019 m. Conducted Seminar on 'career Opportunities in Various Functional Areas of Management & Specialization Selection' by Mr. Gaurav Ambedkar, Director, Merque HR Consultant, Pune on 27th November 2019 n. Conducted Workshop on 'Digital Business' by Dr. Milind Marathe, Professor, SIMCA, Pune on 3rd December 2019 o. Organized Workshop on 'Workshop on Business Research Methods' by Dr. Satish Ubale, Director, Matrix Business School, Pune on 06th December 2019 p. Organized Workshop on 'Workshop on Application of Statistics in Business Research' by Dr. Satish Ubale, Director, Matrix Business School, Pune on 06th December 2019 q. Conducted Seminar on 'Career Opportunities in Foreign Countries for Management Students' by Mr. Ravi Rathod, Kareer Krafters India Pvt. Ltd., Pune on 08th January 2020 r. Organized Workshop on 'CII Yuva Employability Enhancement Program' by Mr. Rahul Sharma & Ms. Radha Singh, Corporate Trainer and Happiness Coach, CII Yuva, Pune on 18th January 2020 s. Organized Seminar on 'Chhatrapati Shivaji Maharaja - The Management Guru' by Mr. Ajit Apte, Personnel Management, Administration & Public Relations Expert, Pune on 24th January 2020 t. Organized Workshop by 'CII Yuva Employability Enhancement Program' by Ms. Ankita Nandkeolykar, Founder & Chief Brand Strategist, Firebrand India, Pune on 25th January 2020 u. Organized Worksh

Psychometric Testing and Professional Counselling based on the Test Result

a. Conducted Psychometric Test for MBA I Year Sem I by IHHI from 12th to 14th October 2019 b. Conducted Psychometric Test Counseling Session for MBA I Year by IHHI 20th to 21st January 2020 The psychometric testing and professional

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.

[View File](#)

14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body	Meeting Date
College Development Committee	30-Jun-2021

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?

Yes

Date of Visit

05-Feb-2019

16. Whether institutional data submitted to AISHE:

Yes

Year of Submission

2020

Date of Submission

28-Jan-2020

17. Does the Institution have Management Information System ?

Yes

If yes, give a brief description and a list of modules currently operational (maximum 500 words)

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. 1) The Institute is presently using 'Enterprise Resource Planning (ERP)' software for MIS. The ERP Software 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 administrative planning, implementation and control. The ERP Software has helped the Institute to enhance productivity, to simplify process complexity, to adhere better communications, quick availability of secure 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: • Office Master • Academic Master • Account Master • General Master • My Profile • Establishment • Students • Fees • Teaching Module • LMS • Library • Leave Management • Communication • User • Students Report • Academic Report • Student Report 2) 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. 3) The library maintains data regarding learning resources and other administrative aspects of the library. The library uses 'SLIM21' software for automation of library. 4) 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 university revises curriculum after every three years. The MBA curriculum is revised in the year 2019-20. The Director and faculty members have contributed in revising curriculum at university level based on the feedback collected from various stakeholders. The revised curriculum focuses on 'Outcome Based Education (OBE)' while continuing 'Choice Based Credit System (CBCS) & Grading System (GS). The revised 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. For effective implementation of the revised curriculum, the Institute has encouraged faculty members to participate in the FDP's organized for orienting faculty members towards OBE and various types of newly introduced courses. IQAC has taken initiative in organizing one such FDP which paved way for successful implementation of revised curriculum. The Director conducts a meeting before start of every semester. The institute informs the students about start of the academic sessions through notice. Based on competency of the faculty, choice given by the faculty and university guidelines, 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 through notice. The curriculum specifies the program outcomes and course outcomes. The faculty members prepare lesson plan as per the curriculum 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. During pandemic online classes were conducted by faculty members using ICT tools. The institute uses ERP software. The faculty members use student centric learning methods and encourage participative and experiential learning. The effective curriculum delivery is ensured by classroom teaching supplemented by plethora of co-curricular, extra-curricular and extension activities for development of students' holistic personality. The institute offers value added courses and certification courses for enhancing employability and entrepreneurship ability of students. 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 university guidelines. The internal marks are displayed and feedback is given to the students for improvement. The university examination results are analysed and remedial classes are scheduled if required. The quality of education is improved based on the feedback collected from various stakeholders.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Soft Skill Module I	N.A.	20/01/2020	5	Employability	Soft Skills
Soft Skill Module II	N.A.	26/08/2019	5	Employability	Soft Skills

Soft Skill Course by Mahindra Pride Classroom	N.A.	16/09/2019	12	Employability	Soft Skills
Goods and Service Tax (GST)	N.A.	24/08/2019	8	Employability	Financial Laws
Digital Marketing	N.A.	24/08/2019	8	Employability and Entrepreneurship	Online Marketing Skills
Employee Engagement and Retention Strategy	N.A.	24/08/2019	8	Employability	Human Resource Retention Skills
Entrepreneurship	N.A.	02/03/2020	5	Entrepreneurship	Entrepreneurship Skills
Accounting Analysis	N.A.	20/08/2019	20	Employability	Financial Management
Certified Investment Banking Operations Professional	N.A.	15/04/2020	15	Employability	Banking
Customer Analytics	N.A.	01/08/2019	8	Employability	Marketing Analysis
Digital Marketing by GlobSyn Business School Online	N.A.	14/04/2020	30	Employability and Entrepreneurship	Online Marketing Skills
Financial Modelling	N.A.	06/04/2020	30	Employability	Financial Management
Foundations of Artificial Intelligence	N.A.	15/04/2020	15	Employability	Business Analytical Skills
Fundamentals of Digital Marketing	N.A.	17/08/2019	30	Employability and Entrepreneurship	Online Marketing Skills
Future and Options	N.A.	29/04/2020	1	Employability	Finance - Capital Markets
Google Analytics for Beginners	N.A.	10/05/2020	10	Employability and Entrepreneurship	Online Marketing Analytics

GST	N.A.	02/05/2020	12	Employability	Financial Laws
Industry 4.0	N.A.	01/05/2020	21	Employability	Strategic Management
MS Excel Analytics for Business Owners	N.A.	01/04/2020	30	Employability	Analytical Skills
Operations Analytics	N.A.	10/08/2019	8	Employability	Operational Analytical Skills
People Analytics	N.A.	13/08/2019	10	Employability	HR Analytical Skills
Performance Management and Competency Mapping	N.A.	27/05/2020	3	Employability	HR Analytical Skills
TCS - Knockdown the Lockdown	N.A.	21/04/2020	1	Employability	Strategic Management
The Ultimate MySql Bootcamp Go From Beginner to Expert	N.A.	03/04/2020	10	Employability	Analytical Skills
Understand the Mind	N.A.	18/05/2020	1	Employability	HR Management
Accounting Fundamental	N.A.	11/05/2020	12	Employability	Financial Management
Covid-19 Training for Healthcare Worker	N.A.	13/08/2020	1	Employability	HR Management

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	Operations and Supply Chain Management, Business Analytics	01/07/2019
View File		

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
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MBA	Marketing, Finance, Human Resources, Operations and Supply Chain, Business Analytics	01/08/2013
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1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	352	0

1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
Soft Skill Module I	20/01/2020	181
Soft Skill Module II	26/08/2019	171
Soft Skill Course by Mahindra Pride Classroom	16/09/2019	171
Goods and Service Tax (GST)	24/08/2019	81
Digital Marketing	24/08/2019	37
Employee Engagement and Retention Strategy	24/08/2019	30
Entrepreneurship	02/03/2020	352
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1.3.2 – Field Projects / Internships undertaken 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 Management	171
MBA	Dissertation in Marketing, Finance, HRM, IT, International Business, Operations Management	171
MBA	Live Projects in Management	5
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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

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
MBA	Marketing,	180	1083	183

Finance, Human Resources, Operations and Supply Chain, Business Analytics

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2.2 – Catering to Student Diversity

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

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	0	354	0	19	0

2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
19	19	32	5	1	7

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

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

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. The faculty members act as a mentor for students. The mentoring process is given 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 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.

During Covid-19 pandemic online mentoring sessions were held. 5) Interaction and Guidance by Mentors: Although mentors conduct regular mentoring meeting, the mentors are approachable to mentees all the time regarding any doubt, 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 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. During pandemic online counselling sessions were held. 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
354	19	1:19

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
18	19	0	6	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
2019	Dr. Bhalchandra Bite	Assistant Professor	Best Teacher Award 2019 by InSc (Institute of Scholars) Awards 2019
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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	NA	IV Sem/ II Year	21/10/2020	14/12/2020
No file uploaded.				

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, the internal evaluation is done through CIE-I and CIE-II each of 25 marks. • For Half Credit Course, the internal evaluation is done through CIE-I and CIE-II each of 25marks. • The CIE for Summer Internship Project 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 from diverse set of evaluation components like - Case Study, Class Test, Group Discussion, Presentation, Role Play, Assignment, MCQs, Quiz, Project etc. • The CIE's are

designed as per the guidelines of the university so as to effectively implement outcome based education. • The CIE Exam papers are aligned with Bloom's Taxonomy and mapped with course outcomes. • During Covid-19 pandemic online mode of submission of answer sheets was used. • 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 CIE's are designed as per the guidelines of the university so as to effectively implement outcome based education. 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 examination is followed as per academic calendar. During Covid-19 pandemic online mode of submission of answer sheets was used. 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/2020/07/MBA-Syllabus-2019-pattern-Sem-I-to-IV.pdf>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
NA	MBA	Marketing, Finance, HRM, IT, Int	171	169	98.83

International
Business,
Operations
Management

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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/2021/12/Report-of-Student-Satisfaction-Survey-208-20.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
Industry sponsored Projects	59	A. T. Solutions	0.05	0.05
Projects sponsored by the University	1128	Savitribai Phule Pune University, Pune	0.7	0.25
Students Research Projects (Other than compulsory by the University)	60	Arrow Tools Pvt. Ltd.	0.05	0.05
Students Research Projects (Other than compulsory by the University)	60	B.G.Shirke Construction Technology Pvt Ltd	0.02	0.02
Students Research Projects (Other than compulsory by the University)	60	Busybees Logistics Solutions Private Limited	0.06	0.06
Students Research Projects (Other than compulsory by the University)	60	Dalal Street Investment Journal	0.06	0.06
Students Research Projects (Other than compulsory by the University)	60	H R Block India Pvt Ltd in Viman Nagar, Pune	0.2	0.2

University)				
Students Research Projects (Other than compulsory by the University)	60	Volkswagen India PVT LTD	0.05	0.05
Students Research Projects (Other than compulsory by the University)	60	Wisteria Real Vision Pvt.Ltd.	0.07	0.07
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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
Certificate course on Entrepreneurship	Management	02/03/2020
Orientation Program for MBA II Year Sem III	Management	26/08/2019
Soft Skill Module II	Management	26/08/2019
Seminar on Fitness Mantras for Good Health as a part of Fit India Movement on the occasion of National Sports Day by Dr. Manisha Kondhare, Physical Director, AISSMS COE, Pune	Management	29/08/2019
Orientation Program for MBA I Year Sem I	Management	16/09/2019
Workshop on De - Addiction	Management	04/10/2019
Industrial Visit to Windalls Precision Pvt. Ltd.	Management	12/10/2019
Seminar on Career Guidance as part of Alumni Interaction Series II	Management	18/05/2020
MDP on Team work for Bank Managers for Bank of Maharashtra by Dr. Gauri Prabhu	Management	20/11/2019
Seminar on Career Guidance as part of Alumni Interaction Series I	Management	18/05/2020

MDP on Financial Planning for Managers for Bank of Maharashtra by Dr. Gauri Prabhu	Management	20/11/2019
MDP on Selling Skills for Yes Bank by Mrs.Ursula Sumant	Management	12/12/2019
Seminar on Career Opportunities in Various Functional Areas of Management Specialization Selection by Dr. Chetan Chaudhary, Director, Dr. D.Y. Patil Global Business School Research Center, Pune	Management	27/11/2019
Seminar on Competitive Exam Guidance by Mr. Saurabh Sonawane, Pune	Management	16/11/2019
Seminar on Career Opportunities in Various Functional Areas of Management Specialization Selection by Mr. Gaurav Ambedkar, Director, Merque HR Consultant, Pune	Management	27/11/2019
Workshop on Digital Business by Dr. Milind Marathe, Professor, SIMCA, Pune	Management	03/12/2019
Workshop on Business Research Methods by Dr. Satish Ubale, Director, Matrix Business School, Pune	Management	06/12/2019
Workshop on Application of Statistics in Business Research' by Dr. Satish Ubale, Director, Matrix Business School, Pune	Management	06/12/2019
Seminar on Career Opportunities in Foreign Countries for Management Students by Mr. Ravi Rathod, KareerKrafters India Pvt. Ltd., Pune	Management	08/01/2020
Workshop on CII Yuva Employability Enhancement Program by Mr. Rahul Sharma Ms. Radha Singh, Corporate Trainer and Happiness Coach, CII Yuva, Pune	Management	18/01/2020

Soft Skill Module I	Management	20/01/2020
Seminar on Chhatrapati Shivaji Maharaj - The Management Guru by Mr. Ajit Apte, Personnel Management, Administration Public Relations Expert, Pune	Management	24/01/2020
Workshop by CII Yuva Employability Enhancement Program by Ms. Ankita Nandkeolykar, Founder Chief Brand Strategist, Firebrand India, Pune	Management	25/01/2020
Workshop on EBSCO	Management	24/02/2020
Coffee with Alumni Mr. Partha Joshi, AGM NPI, Bennett Coleman Co. Ltd. (Times Group)	Management	27/02/2020
Workshop by CII Yuva Employability Enhancement Program by Ms. Poonam Relwani, Digital Marketing Expert, CII Yuva, Pune	Management	29/02/2020
Author Speaks Program by Mr. Yatin Chodnekar, Author of Two Best Seller Books - Life of CXO Your Winning Formula, Mumbai	Management	13/03/2020
Hindustan Times Quiz on General Knowledge	Management	14/03/2020
Webinar on Cloud Computing by Mr. Satish Bora, CPO, Whizible, Pune	Management	14/05/2020
MDP on Soft Skills For Management Professionals for Excello Investment Consultancy Pvt. Ltd. by Prof. Gajanan Nerkar	Management	24/01/2020
MDP on Personal Selling Skills for VIT's Software by Prof. Ursula Sumant Dr. Farooqui A.S.	Management	05/02/2020
MDP on Strategic Business Decision Making for Rushikesh Import Export by Prof. Gajanan Nerkar	Management	11/02/2020
MDP on Soft Skill for Entrepreneurs for KJT Associates by Prof. Gajanan Nerkar	Management	12/03/2020

MDP on Strategic Business Decision Making for Rushikesh Import Export by Prof. Gajanan Nerkar	Management	13/02/2020
MDP on Digital Marketing for Impact India Media Consultants by Prof. Gajanan Nerkar	Management	01/04/2020
Online Workshop on Research Methodology by Dr. Abhijit Mancharkar, Director, AISSMS IOM, Dr. Pooja Upadhyay, Research Centre Head, AISSMS IOM, Dr. Gauri Prabhu, IQAC Co-ordinator, AISSMS IOM, Pune	Management	18/05/2020
Faculty Development Program on Generic Electives - University Level Courses for MBA 2019 Revised Curriculum based on OBE and CBCS Grading System	Management	10/07/2019
Employability Enhancement Course on Soft Skill under Skilling Initiative by Mahindra Pride Classroom Nandi Foundation	Management	16/09/2019
Certificate course on Goods and Services Tax	Management	24/08/2019
Certificate course on Digital Marketing	Management	24/08/2019
Certificate course on Employee Engagement and Retention Strategies	Management	24/08/2019
Seminar on Campus to Corporate:-Career Opportunities in Insurance Field by Mr. Balasaheb Kekaljawalekar, Branch Manager, LIC, Camp, Pune	Management	17/10/2019
Seminar on Pre Requisites in Information, Network Security Security Management by Adv. Ragas Pingle, Director, Netlawgic India Pvt Ltd., Pune	Management	17/10/2019
Induction Program for MBA I Year	Management	18/10/2019

Seminar on CII Yuva Chapter Briefing Session by Mr. Yogesh Desai, Operations Director, Perennial Technologies Pvt Ltd., Pune	Management	18/10/2019
Seminar on CII Session: Human Values for MBA Graduates by Mr. Ashish Patil, Founder, Mind Shift Mentoring, Pune	Management	18/10/2019
Seminar on Campus to Corporate Industry Needs Expectations by Mr. Rohit Ghosh, Director, Skill Edge Pedagogy, Pune	Management	19/10/2019
Seminar on Human Rights by Mr. Mr. Nishay Mhetrer, Human Rights Expert, Lokayat, Pune	Management	19/10/2019
Seminar on IPR	Management	26/10/2019
Workshop on E-Learning Resources by Mrs. Bhakti Thakur, Librarian, AISSMS IOM, Pune	Management	13/11/2019

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
Certificate of Recognition by AISSMS, Pune	Dr. Bhagyashri Kanhere	AISSMS, Pune	26/06/2019	Education
Certificate of Recognition by AISSMS, Pune	Dr. Rashmi Phirake	AISSMS, Pune	26/06/2019	Education
Best Teachers Awards	Dr. Gauri Prabhu	AISSMS, Pune	05/09/2019	Education
AISSM society International Women's Day, 2020 Miss. AISSMS Creativity Award	Dr. Bhagyashri Kanhere	AISSMS, Pune	06/03/2020	Cultural
AISSMS-DIVA-2020	Dr. Pooja Upadhyay	AISSMS, Pune	08/03/2020	Cultural
Contribution in the field of Education and Completing Higher education i.e. Ph D after Marriage	Dr. Bhagyashri Kanhere	Rangat Sangat Karam Pratishtan	12/08/2019	Social

Certificate of Appreciation	Dr. Bhagyashri Kanhere	Marathwada Mitra Mandals Institute of Management Education Research Training	30/04/2020	Education
Contribution in the field of Education and Completing Higher education i.e. Ph D after Marriage	Dr. Rashmi Phirake	Rangat Sangat Karam Pratishthan	12/08/2019	Social
Recognition certificate for Core committee Member, MBA Curriculum Revision 2019-20 By Savitri Bai Phule Pune University, Pune	Dr. Abhijit Mancharkar	Savitribai Phule Pune University	13/10/2019	Education
Best Teachers Awards	Dr. Bhalchandra Bite	Institute of Scholars, Bengaluru	05/09/2019	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
Yes	Strat-up and Innovation Cell	AISSMS IOM and advisory support by Savitribai Phule Pune University, Pune	Foodie Hub	Restaurant	19/12/2019
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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	0

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

Type	Department	Number of Publication	Average Impact Factor (if any)
International	Management	12	6.15
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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
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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Information Communication Technology in Public Sector Banks: Bane or Boon	Dr. Gauri Prabhu	IJITEE	2020	0	AISSMS Institute of Management	0
Digital Branches- An Innovative Business Model in Branch Banking	Dr. Gauri Prabhu	Our Heritage	2020	0	AISSMS Institute of Management	0
Study and Analyses of Quality Management System	Dr. Bite Bhalchandra Balkrishna	Think India Journal	2019	0	AISSMS Institute of Management	0
Internet and Brand Outreach of Retail Supermarkets - A Study With Reference To Pune	Charulata Suryabhan Bhaire	ROSI	2020	0	AISSMS Institute of Management	0
Online pharma retail i.e e-pharmacy	Ms. Ursula Bhalchandra Sumant	Think India Journal	2019	0	AISSMS Institute of Management	0

is becoming the future battle field for e-commerce companies						
A Study on Relationship between Differences in Person-organizational Value and leaving intentions	Dr. Pooja Upadhyay	EDU INDEX	2020	0	AISSMS Institute of Management	0
A Study on Work Satisfaction with respect to Work Congruence	Dr. Pooja Upadhyay	Ongoing Research in Management and IT	2020	0	AISSMS Institute of Management	0
A Study of Occupational Health and Safety at Sudarshan Chemical Pvt Ltd. In Pune City	Dr. Mayur s Punde	International Journal of 360 Degree Management Review	2019	0	AISSMS Institute of Management	0
EVA: Performance measurement Yardsticks for wealth maximization with reference to selected IT cos listed on BSE	Dr. Gauri Prabhu	Shodh Sarita	2020	0	AISSMS Institute of Management	0
Impact of Recession on the Automobile Components Industryin	Dr. Gauri PrabhuDr. Gauri Prabhu	Shodh Sarita	2020	0	AISSMS Institute of Management	0

Pune
Region

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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	Dr. Bhalchandra Bite	Global Journal of Management and Business Research	2019	2	15	AISSMS Institute of Management, Pune

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

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	56	72	92	60
Presented papers	1	3	0	0
Resource persons	3	4	19	28

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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
NSS Camp at Pissarve Village	AISSMS IOM	7	25
Education Exhibition organised by Sakal	Sakal	2	26
National Testing Center	National Testing agency	2	100
Tree Plantation as apart of government Maharashtra 33 crore Plantation Programme	AISSMS IOM	2	103
Blood Donation Camp in collaboration with R.G. Gholap	R.G Gholap Blood bank	1	10

Memorial Blood Bank and Thalassaemia Centre, Pune			
Vigilance Awareness Week	Central Vigilance Commission	1	103
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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 on the occasion of Teachers Day in collaboration with Sasoon Hospital, Pune	Recognition	Sasoon General Hospital, Pune	150
Vigilance Awareness Week	Recognition	Central Vigilance Commission and Savitribai Phule Pune University Pune	103
Swaccha Bharat Abhiyan: Cleanliness Drive of Mula -Mutha River	Recognition	We PuneKars and Savitribai Phule Pune University Pune	39
Tree Plantation as apart of government Maharashtras 33 crore Plantation Programme	Recognition	Government of Maharashtra Forest department	153
Marathi Bhasha Sanvardhan Pandharwada: Marathi Books Exhibition	Recognition	Savitribai Phule Pune University	112
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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 College of Engineering, Pune	Workshop De-Addiction	1	86
NSS	AISSMS Society and Sasoon Hospital	Blood Donation Camp on the occasion of Teachers Day	2	150

		in collaboration with Sasoon Hospital, Pune		
NSS	ACF, Caring Friends NSS	Spitting Kills Campaign to prevent spread of Covid 19	1	25
NSS	We PuneKars and Savitribai Phule Pune University	Swaccha Bharat Abhiyan: Cleanliness Drive of Mula-Mutha River	2	39
Student Welfare	AISSMS IOM	Anti Plastic Drive	1	33
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3.5 – Collaborations

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

Nature of activity	Participant	Source of financial support	Duration
Membership of of British Council as learning resource for research activities	352	Self Financed	365
Membership of e-shodhsindhu as learning resource for research activities	352	Self Financed	365
Membership of National Digital Library as Learning resource for research activities	352	Self Financed	365
Membership of National Institute of Personnel Managemnet (NIPM) as learning resource for research activities	352	Self Financed	365
Membership of learning resource for research of Maratha Chamber Of Commerce Industries Agriculture (MCCIA)	352	Self Financed	365
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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
Employability Enhancement Course on Soft Skill under Skilling Initiative by Mahindra Pride Classroom Nandi Foundation	Employability Enhancement Course on Soft Skill under Skilling Initiative by Mahindra Pride Classroom Nandi Foundation	Mahindra Pride Classroom Nandi Foundation	16/09/2019	28/09/2019	171
As a Member of Corporate Advisory Board and as a 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 and final	Kirloskar Oil Engines Limited Mr. Amit Panchal Mr R.R. Deshpandeas Kirloskar Oil Engine Limited, Laxmanrao Kirloskar Rd, Khadki, Pune, Maharashtra 411003	20/04/2016	31/05/2020	9
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	METRO Accounting Centre of Excellence Pvt Ltd Cluster D, Wing 2, 6th Floor, EON Free Zone Plot No.1, Survey No. 77 MIDC Kharadi	11/03/2016	31/05/2020	12

with METRO Accounting Centre of Excellence Pvt Ltd through Mr. Clinton Mathenda -Member of Corporate Advisory Board	Knowledge Park Pune - 411014 Maharashtra, India. Board - 91 20 6733 9555 Direct - 91 20 6733 9557
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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
Confederation of Indian Industries (CII)	26/09/2019	a) Seminar, b) Research Projects c) Summer Internship / Winter Internship. d) Placements e) Training Program, etc	202
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	135
Institute of Holistic Healing India	15/12/2015	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	352

		Programs	
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	350
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	3
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	161
Anexpertise	22/02/2018	a) Industry Visits, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects. f) Summer	5

		Internship / Winter Internship g) Placements	
Suryadatta Group of Institutes	04/05/2018	a) Library Learning Resource, b) Guest Lectures, c) Workshops / Seminars / Conferences, d) Faculty Development Programs / Management Development Program e) Research Projects.	33

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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
15	7.78

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
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
Others	Existing
Laboratories	Existing
Seminar halls with ICT facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Classrooms with LCD facilities	Existing
Campus Area	Existing

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4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
System for Library Information Management (SLIM) 21	Fully	3.6.0.31681	2012

4.2.2 – Library Services

Library Service Type	Existing	Newly Added	Total

Text Books	5403	216141	193	102583	5596	318724
Reference Books	4034	161376	176	142851	4210	304227
e-Books	867	0	9685	75600	10552	75600
Journals	0	0	27	109075	27	109075
e-Journals	0	0	19180	338614	19180	338614
CD & Video	332	0	26	0	358	0
Library Automation	0	0	1	27435	1	27435
Weeding (hard & soft)	407	0	0	0	407	0
View File						

4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Nil	Nil	Nil	Nil
No file uploaded.			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	186	21	186	2	111	5	50	60	29
Added	0	0	0	0	0	0	0	0	0
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	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical
----------------------------------------	-------------------------------------------------	----------------------------------------	-------------------------------------------------

	facilities		facilities
72.56	62.55	54.69	49.48

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 and journals 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. • 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. • 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 SDPs. • 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. • Facilities like hostels, transportation, canteen, stationary store, ATM etc. are used by students and staff on regular basis. • The AISSM Society provides play-ground, classrooms, computer centre etc. to various organizations depending on availability for organizing cultural and sports activities, exhibitions, examinations etc.

<https://aissmsiom.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	200	11400127.35
b) International	NIL	0	0
View File			

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

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Mentoring	30/08/2019	352	All Faculty Members of the Institute
Personal Counseling	14/10/2019	352	Institute of Holistic Healing India
Yoga Meditation	21/06/2019	98	Bhartiya Yog Sansthan
Bridge Course	16/09/2019	133	Orientation Program organized by AISSMS Institute of Management
Language Lab	26/08/2019	352	e Tail Networks Ltd.
Remedial Coaching	26/08/2019	37	Faculty members of AISSMS Institute of Management
Soft Skill Development	16/09/2019	171	Mahindra Pride Classroom: Naandi Foundation
Soft Skill Development	18/01/2020	159	Workshop on CII Yuva Employability Enhancement by Mr. Rahul Sharma Ms. Radha Singh
Soft Skill Development	26/08/2019	352	Institute of Holistic Healing India
View File			

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

Year	Name of the scheme	Number of benefited students for	Number of benefited students by	Number of students who have passed in	Number of students placed

		competitive examination	career counseling activities	the comp. exam	
2019	Guidance for Competitive Examinations	168	0	49	0
2019	Career Counselling	0	352	0	102
View File					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

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

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
HDFC Life Canara HSB HCL Services Tech Mahindra Ltd Mphasis Limited. Tata AIG General Insurance Co. Ltd. Cognizant Technology Solutions LIC Deloitte India USI Godrej Boyce Mfg. Ltd	171	71	WNS Global Services Pvt Ltd Angel Broking Ltd Northern Trust Operating Services Pvt Ltd Webnish Software LLP Devtech M2M Ltd R7E Multiy Pvt Ltd Tech Mahindra Wilderness Café IDP Education India Pvt Ltd Suma Soft Pvt Ltd Mphasis Ltd Capita India Pvt L	92	31
View File					

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

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
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2019	1	MBA	AISSMS Instiute of Management	Kingston University, London	MSc Intern ational Business Management with Project Management
2019	1	MBA	AISSMS Instiute of Management	AISSMS Instiute of Management	Ph. D.
2019	15	MBA	AISSMS Instiute of Management	AISSMS Instiute of Management	MBA Dual
View File					

5.2.3 – Students qualifying in state/ national/ international level examinations during the year
(eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	49
View File	

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

Activity	Level	Number of Participants
ED Fair	Intra Collegiate	54
Flames - Cultural - Group Dance	Intra Collegiate	38
Flames - Sports - Cricket Match Boys	Intra Collegiate	30
Business Idea Presentation Competition By Startup Innovation Centre	Intra Collegiate	22
Specialization Club Competition - Skit Presentations on Social Awareness	Intra Collegiate	45
Blood Donation Camp - Rangoli Competition	Inter Institute	25
View File		

5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	SPPU Bal lbadminton Competitio n Winner	National	1	Nill	129	Ashish Shinde
View File						

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 SDO looks after Student Council. 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. 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) Coffee with Alumni: The Institute has started an innovative initiative called 'Coffee with Alumni'. The activity provides platform for students to interact with alumni and learn from their success stories g) 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. The institute has introduced career guidance through alumni interaction series. h) Support in Placement Activities: Alumni contribute significantly in supporting placement activities 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. i) 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:

1926

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

183000

5.4.4 – Meetings/activities organized by Alumni Association :

The Institute has registered 'Alumni Association' known as AISSMS IOM Alumni Association. Alumni Association has significantly contributed for the

development of the Institute. a) Alumni Association Meeting: The Alumni Association meeting was organized on 29th February 2020. The alumni have shared their experiences and provided valuable suggestions for improving quality. b) Alumni Meet: 'Alumni Meet - Milaap 2020' was organised on 7th March 2020. Many alumni have participated in the event. Alumni Meet has provided a classic platform to existing students and alumni for interacting and networking. 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 CDC meeting 17th January 2020. The alumni representative has provided suggestions for overall development. d) Participation in Internal Quality Assurance Cell (IQAC) Meeting: Alumni representative has participated in the two IQAC meetings on 8th July 2019 and 3rd January 2020. 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 29th February 2020. The alumni representative has provided valuable inputs for quality improvement. f) Coffee with Alumni: The Institute has started a novel initiative called 'Coffee with Alumni'. The activity provides platform to students to interact with alumni and learn from their success stories. The alumni participated in 'Coffee with Alumni' program and guided students on 27th February 2020. g) Seminar on 'Career Guidance' as part of Alumni Interaction: The Institute has started a new initiative called 'Career Guidance' as part of Alumni Interaction. The activity aims to provide career guidance to students through alumni interaction. The alumni participated in the two alumni interaction series on 18th May to 22nd May 2020. h) 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 16th September 2019 and 26th August 2019. Alumni have participated in induction program and shared their experiences on 18th October 2019. Alumni have contributed in various cultural, sports and entrepreneurship activities. i) Support in Placement Activities: Alumni have contributed significantly in supporting placement activities. Alumni have supported in offering internships final placements opportunities to students. j) 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.

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 as team and involves all stakeholders in planning and execution of activities. Two such practices in the year are given below. 1) FDP, Seminar and Workshop for Faculty Development: The Institute promotes a culture of continuous learning and up-gradation of faculty members so that they stay abreast with emerging trends. The Institute organizes FDP, Seminars and Workshops for developing the knowledge and skills of the faculty members. The MBA curriculum was revised by University in year 2019-20. This revised curriculum is transformational as it embarks outcome based education. Hence, IQAC of the Institute has taken initiative to organize a FDP on 'Generic Electives: University Level Courses' for revised curriculum. The objective was to orient faculty members towards revolutionary changes in the curriculum and to provide guideline for effective implementation of the same. Many faculty members of reputed institutes actively participated in the FDP.

All the teaching and non-teaching staff members were involved and provided valuable contribution in making the event a grand success. The Institute constituted various committees to look after different aspects like registrations, welcome, formal program, session wise arrangements, technical support, certificates, feedback, hospitality etc. Some of the faculty members of the Institute were resource persons. Due to Covid-19 pandemic and subsequent lockdowns the Institute shifted to work from home mode. The situation provided classic opportunity for upgradation, upskilling and reskilling of the faculty members. The Institute has organized a webinar on 'Cloud Computing' and online workshop on 'Research Methodology' for faculty members. In both these events faculty members from various institutes all over the country participated. The Institute used participative style of management for these activities. The Institute organizes 'Internal FDP' every year. The activity provides a platform to faculty members for knowledge sharing and learning from peers. The faculty co-ordinator for Internal FDP is appointed. All the faculty members conduct FDP on a particular topic for colleagues either individually or in team. The participative style of management have helped to create a strong bond among all faculty members resulting in team building.

2) Seminars and Workshops for Student Development: The Institute strongly believes in developing holistic personality of students in enhancing their employability. In this quest, the Institute organizes many seminars and workshops for students to develop their knowledge and skills as per the requirements of the business world. The stalwarts from the industry and academia are invited as resource persons. The topics are generally related to emerging trends in management. Training and Placement Officer is the overall looks after the overall co-ordination. All the faculty members are involved in organizing various seminars and workshops. A schedule of responsibility allocation is prepared and circulated among faculty members. The respective faculty members look after guest correspondence, notices, infrastructure arrangement, anchoring, feedback, photographs etc. related to the allotted seminar or workshop along with student volunteers. In this way decentralized system and participative style of management is followed by the Institute.

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

Yes

6.2 – Strategy Development and Deployment

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

Strategy Type	Details
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.

Research and Development

The Institute has created an ecosystem 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' acts as a bridge between Institute and University. The faculty members undertake sponsored research projects. The teachers present/publish research papers and cases in reputed national and international conferences/journals. The teachers author books. The students are encouraged to do research projects. The students are encouraged for innovation and entrepreneurship. Seminars and workshops are arranged for developing research abilities. Library has resources for research work.

Industry Interaction / Collaboration

The Institute has established strong linkages with reputed industries to bridge gap between institute and industry. TPO has established good connect with prestigious companies for providing lucrative career opportunities to students. MoU's are signed with companies. Industry representatives and alumni are invited as resource persons for programs. The Institute organizes industrial visits. The Institute organizes programs like 'HR Meet', 'Coffee with Alumni' and 'Career Guidance' through alumni interaction series. Industry representatives are members of important committees of the Institute. Industry-Institute Interface Committee is established for focusing on MDP and Consultancy. The industry representatives provide feedback for improving overall quality.

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 to enhance learning experience. The teaching-learning process is aligned with outcome based education. The value added 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. During Covid-19 pandemic the Institute continued education in online mode.

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 theory examination. The Institute follows guidelines of the university regarding CIE. The faculty members use variety of CIE components. The examination system is aligned with outcome based education. The schedules of examinations are communicated to students through notices well in advance. The mechanism about examination related grievances is time-bound and efficient. The internal marks are displayed and feedback is given to students for improvement. During Covid-19 pandemic the examinations were conducted in online mode.

Library, ICT and Physical Infrastructure / Instrumentation

The state-of-art physical infrastructure has ICT enabled classrooms, ICT enabled seminar hall, computer centre, language lab, library, placement, IQAC etc. There is play

ground, gymnasium, stationary store, canteen, hostels etc. There are 186 computers, 16 printers, 13 LCD projectors, LED TV and CCTV. There is 60 Mbps leased line and Wi-Fi facility. ICT tools are used for online teaching and examination during Covid-19 pandemic. ERP is used for MIS and SLIM 21 software 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.

Human Resource Management

The Institute has well qualified and experienced human resources. The human resources are managed to attract, train, motivate retain staff members. Recruitment and selection is done as per norms. Institute organizes and encourages staff members to participate in professional development programs. Institute gives timely salary, leaves, provident fund, and gratuity as per norms. Institute provides loan facility. The Institute has medical support facility. During Covid-19 pandemic Institute has followed safety protocol and given facility to staff for work from home. Counseling facility to staff members is provided through professional counselors. The parent society rewards staff members for their achievements.

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

E-governance area	Details
<p>Student Admission and Support</p>	<p>The Institute uses digital media for promotion 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.</p>
<p>Examination</p>	<p>The students fill examination form and pay fees online through portal of</p>

university. 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 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 reevaluation and class improvement online through portal. During Covid-19 pandemic examinations were conducted in online mode.

Finance and Accounts

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 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.

Planning and Development

The ERP is used for effective planning and development. ERP 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 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. During Covid-19 pandemic various ICT tools were used for planning and development.

Administration

The ERP is used for effective

management of administrative activities. The Institute follows all 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, e-mails are used for administration. During Covid-19 pandemic various ICT tools were used for administration.

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
2019	All Faculties	NA	Confederation of Indian Industries (CII)	21240
2019	Dr. Bhalchandra Bite	National Conference	NA	1500
2019	Dr. Mayur Punde	Two days Residential Program on Grow Glow held by JCI	NA	2000
2019	Dr. Gauri Prabhu	International Conference on Multidisciplinary Research on Sustainable Development at BMCC.	NA	4500
2019	Dr. Gauri Prabhu	National Seminar on Innovative Best Practices in Higher Education	NA	1000
2019	Dr. Gauri Prabhu	International Conference on	NA	3450

		Management and Information at Bangkok		
2020	Dr Gauri Prabhu	International Conference on Current Trends in Management	NA	3000
2019	All Faculties	NA	National Institute of Personnel Management (NIPM) Membership	17700
2019	All Faculties	NA	British Council Library Institutional Membership	8500
2019	All Faculties	NA	Maharashtra Chamber of Commerce, Industry and Agriculture, Pune	2360
View File				

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

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2020	Internal Faculty Development Program	NA	25/05/2020	29/05/2020	19	Nil
2019	Faculty Development Program on Generic Electives - University Level Courses for MBA 2019 Revised Curriculum based on OBE and CBCS Grading	NA	10/07/2019	10/07/2019	204	Nil

	System					
2019	FDP on Effective Use of Media by Ms. Shasha Shelke, Media Head, AISSMS	NA	15/07/2019	15/07/2019	19	Nil
2019	Internal Faculty Development Program	NA	25/11/2019	29/11/2019	19	Nil
2019	Personal Counseling for Staff by IHHI	Personal Counseling for Staff by IHHI	14/10/2019	31/03/2020	19	14
2019	NA	Internal Staff Development Program on Teamwork	19/12/2019	19/12/2019	Nil	14
2019	NA	Internal Staff Development Program on ERP and its Application for Office Use	20/12/2019	20/12/2019	Nil	6
2020	Webinar on Cloud Computing by Mr. Satish Bora, CPO, Whizible, Pune	NA	14/05/2020	14/05/2020	188	Nil
2020	Online Workshop on Research Methodology	NA	18/05/2020	22/05/2020	149	Nil
View File						

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
Faculty Development	1	15/07/2019	20/09/2019	68

Program - Decision Making using Financial Accounting				
Workshop on ETI -Training- NSS Orientation Course	1	16/08/2019	22/08/2019	7
Bharatiya Yuva Shakti Trust's (BYST) Mentor Development Program (BYST Online Learning Module) Accredited by The City Guilds of London Institute	1	12/12/2019	05/03/2020	85
Refresher Course on Annual Refresher Program in Teaching	1	01/01/2020	03/05/2020	151
National Institute of Securities Market Certified Research Analyst (NISM Series XV)	1	25/01/2020	03/02/2020	10
Introduction to Psychology by Yale University, United States	1	15/02/2020	26/05/2020	102
Online FDP Series on Learning, Pedagogy and Effective Use of Case Methodology	9	17/04/2020	21/04/2020	5
Online FDP on Drupal	1	20/04/2020	27/04/2020	8
Ph.D. Course Work	2	10/06/2019	21/06/2019	12
Fundamentals in Digital Marketing by Google Digital	1	15/07/2019	28/09/2019	76

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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	19	10	14

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
<ul style="list-style-type: none"> • Reimbursement of registration fees of professional development programs • Organise professional development programs • Timely salary as per norms • Provident fund • Gratuity • Travel allowance • Compensatory leaves, medical leaves, duty leaves, maternity leaves • Loan facility through AISSMS Co-operative Credit Society • Laptops • Wi-Fi facility • Gymnasium • Sports facility • First Aid and Sick Room for emergencies • Dispensary • Doctor on call facility • Driver is provided to Director • Organises programs related to health awareness, yoga etc. • Canteen facility • Stationary store • ATM facility • CCTV facility • Fire safety equipment • Security facility • Professional counseling facility • Appreciation award for achievements • Work from home during Covid-19 pandemic 	<ul style="list-style-type: none"> • Reimbursement of registration fees of staff development programs • Organise staff development programs • Timely salary • Provident fund • Gratuity • Travel allowance • Earned leaves, medical leaves, duty leaves, maternity leaves • Loan facility through AISSMS Co-operative Credit Society • Uniforms for class IV staff • Computer facility • Wi-Fi facility • Gymnasium • Sports facility • First Aid and Sick Room for emergencies • Dispensary • Doctor on call facility • Organises programs related to health awareness, yoga etc. • Canteen facility • Stationary store • ATM facility • CCTV facility • Fire safety equipment • Security facility • Appreciation award for achievements • Work from home during Covid-19 pandemic 	<ul style="list-style-type: none"> • Reimbursement of registration fees of participation in competitions • Professional counseling facility • Psychometric testing and counseling • Mentoring facility • Organise value addition courses, certification courses • Organise seminars, workshops, industrial visits • Organise co-curricular, extra-curricular and extension activities • Wi-Fi facility • Gymnasium • Sports facility • Placement assistance • Entrepreneurial support • Installment facility for fees as per need • Group insurance • First Aid and Sick Room for emergencies • Dispensary • Doctor on call facility • Organises programs related to health awareness, yoga etc. • Hostel facility • Transportation facility • Free separate parking facility • Canteen facility • Stationary store • ATM facility • CCTV facility • Fire safety equipment • Security facility • Appreciation award for achievements • Online teaching and examination during Covid-19 pandemic

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
NA	0	NA
No file uploaded.		

6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	1. Dr. Chetan Choudhary, Director. Global Business School and Research Centre, Pune 2. Dr. Milind Marathe , Professor Sinhagad Institute of Management and Computer Application, Pune	Yes	IQAC, AISSMS IOM
Administrative	Yes	1. Dr. Chetan Choudhary, Director. Global Business School and Research Centre. Pune 2. Dr. Milind Marathe ,	Yes	IQAC, AISSMS IOM

Professor
Sinhagad
Institute of
Management and
Computer
Application,
Pune

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

1) Participation of parents in 'Parents Meet' on 6th March 2020. 2) Participation of parents in the meeting of Reservation Grievance Committee 3) Participation of parents in the meeting of Students and Parents Grievance Redressal Committee 4) Feedback about curriculum was given by parents 5) 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) Counseling for Staff by Professional Counselors (IHHI) from 14th October 2019 onwards. 2) Internal Staff Development Program on 'Teamwork' on 19th December 2019 3) Internal Staff Development Program on 'ERP' from 20th December 2019 4) Participation of Staff in 'International Yoga Day' on 21st June 2019

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

1) Contribution and Effective Implementation of Revised MBA 1019 Pattern Curriculum of Savitribai Phule Pune University 2) Transformation of Teaching-Learning Process and Evaluation as per Outcome Based Education (OBE) 3) Establishment of 'Study Centre' for MBA Distance Education Program for Working Professionals: Approved by School of Open Learning, Savitribai Phule Pune University 4) Establishment of National Test Centre of National Testing Agency for conducting various exams 5) Psychometric Test and Professional Counseling Based on the Test Results as a Step to Develop Holistic Personality of Students 6) Seminars and Workshops on Emerging Trends in Management to Enrich Knowledge and Skills of Students 7) Certification Courses for Employability Enhancement 8) Development of Reading Habit among Students through Activities like Interaction with Authors, Book Exhibition etc. 9) Extension Activities and Social Initiatives for Sensitising Students towards Social Issues and Inculcating Spirit of Social Responsibility in them. 10) Specialisation Club Activities for Developing Holistic Personality of Students. 11) Entrepreneurship Development Activities for Inculcating and Nurturing Entrepreneurial Spirit among Students 12) Establishment of Industry-Institute Interface Cell for focusing on Professional Services like MDP, Consultancy etc. to Industries 13) Strengthening Alumni Involvement in Institutional Activities 14) Strengthening Research Activities under Ph.D. Research Centre 15) Augmentation of E-Learning Resources 16) Academic and Administrative Audit 17) Participation in Various B-School Surveys conducted by NIRF, AISHE, Reputed Business Magazines etc. 18) FDPs, Staff Development Programs, Seminars, Workshops for Development of Knowledge and Skills of Faculty and Staff Members

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
2019	Contribution and Effective Implementation of Revised MBA 2019 Pattern Curriculum of Savitribai Phule Pune University	01/07/2019	01/07/2019	31/05/2020	202
2019	Faculty Development Program on Generic Electives - University Level Courses for MBA 2019 Revised Curriculum based on OBE and CBCS Grading System	10/07/2019	10/07/2019	10/07/2019	204
2019	Establishment of Approved Study Centre for MBA Distance Education of School of Open Learning Savitribai Phule Pune University	13/08/2019	13/08/2019	22/08/2019	26
2019	Establishment of Approved National Test Center of National Test Agency	15/09/2019	15/09/2019	13/12/2019	100
2019	Establishment of Industry-Institute Interface Cell for MDP	19/09/2019	19/09/2019	31/05/2020	102

	and Consultancy				
2019	MoU with Confederation of Indian Industries (CII)	26/09/2019	26/09/2019	25/09/2020	202
2019	MDP on Financial Planning for Managers for Bank of Maharashtra by Dr. Gauri Prabhu	20/11/2019	20/11/2019	20/11/2019	18
2020	Certificate Course on Entrepreneurship	02/03/2020	02/03/2020	06/03/2020	352
2020	Webinar on Cloud Computing by Mr. Satish Bora, CPO, Whizible, Pune	14/05/2020	14/05/2020	14/05/2020	188
2020	Online Workshop on Research Methodology by Dr. Abhijit Mancharkar, Director, AISSMS IOM, Dr. Pooja Upadhyay, Research Centre Head, AISSMS IOM, Dr. Gauri Prabhu, IQAC Co-ordinator, AISSMS IOM, Pune	18/05/2020	18/05/2020	22/05/2020	149
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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	Period from	Period To	Number of Participants
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programme			Female	Male
Samvidhan Divas	26/11/2019	26/11/2019	36	24
Workshop by 'CII Yuva Employability Enhancement Program' by Ms. Ankita Nandkeolykar, Founder and Chief Brand Strategist, Firebrand India, Pune	25/01/2020	25/01/2020	70	67
Lokshahi Pandharawada	26/01/2020	10/02/2020	34	41
Workshop by 'CII Yuva Employability Enhancement Program' by Ms. Poonam Relwani, Digital Marketing Expert, CII Yuva, Pune	29/02/2020	29/02/2020	42	40
Certificate course in Entrepreneurship	02/03/2020	06/03/2020	164	188
International Womens' Day-AISSMS's DIVA Competition	06/03/2020	06/03/2020	14	0
Seminar on 'Career Guidance' as part of Alumni Interaction Series I	18/05/2020	22/05/2020	90	87
Seminar on 'Career Guidance' as part of Alumni Interaction Series II'	18/05/2020	22/05/2020	84	88
International Yoga Day	21/06/2019	21/06/2019	40	58
Sadbhavana Diwas	20/08/2019	20/08/2019	17	12
Blood Donation Camp	16/07/2019	16/07/2019	1	9

in collaboration with R.G. Gholap Memorial Blood Bank and Thalasemia Centre, Pune				
Seminar on 'Fitness Mantras for Good Health' as a part of Fit India Movement on the occasion of National Sports Day by Dr. Manisha Kondhare, Physical Director, AISSMS COE, Pune	29/08/2019	29/08/2019	45	61
Blood Donation Camp on the occasion of Teachers' Day in collaboration with Sasoon Hospital, Pune	04/09/2019	04/09/2019	67	83
Psychometric Test for MBA I Year Sem I by IHHI	12/10/2019	14/10/2019	84	97
Personal Counseling for MBA I and II Year Students by IHHI	14/10/2019	31/03/2020	116	132
Business Ideation Competition	17/10/2019	17/10/2019	99	115
Seminar on 'Campus to Corporate:-Career Opportunities in Insurance Field' by Mr. Balasaheb Kekaljawalekar, Branch Manager, LIC, Camp, Pune	17/10/2019	17/10/2019	39	42
Seminar on 'CII Yuva Chapter Brifing	18/10/2019	18/10/2019	68	73

Session' by Mr. Yogesh Desai, Operations Director, Perennial Technologies Pvt Ltd., Pune				
Seminar on 'CII Session: Human Values for MBA Graduates' by Mr. Ashish Patil, Founder, Mind Shift Mentoring, Pune	18/10/2019	18/10/2019	68	73
Voters Awareness Campaign	18/10/2019	18/10/2019	41	63
Seminar on 'Campus to Corporate Industry Needs & Expectations' by Mr. Rohit Ghosh, Director, Skill Edge Pedagogy, Pune	19/10/2019	19/10/2019	70	64
Seminar on 'Human Rights' by Mr. Nishay Mhetrer, Human Rights Expert, Lokayat, Pune	19/10/2019	19/10/2019	76	68
Rashtriya Ekta Divas on the occasion of Sardar Vallabhbhai Patel Birth Anniversary - Unity Day	24/10/2019	31/10/2019	52	64
Seminar on 'Competitive Exam Guidance' by Mr. Saurabh Sonawane, Pune	16/11/2019	16/11/2019	85	83
Seminar on 'Career Opportunities in Various Functional Areas of	27/11/2019	27/11/2019	75	78

Management and Specialization Selection' by Dr. Chetan Chaudhary, Director, Dr. D.Y. Patil Global Business School & Research Center, Pune				
Seminar on 'Carrer Opportunities in Various Functional Areas of Management & Specialization Selection' by Mr. Gaurav Ambedkar, Director, Merque HR Consultant, Pune	27/11/2019	27/11/2019	80	81
Seminar on 'Career Opportunities in Foreign Countries for Management Students' by Mr. Ravi Rathod, KareerKrafters India Pvt. Ltd., Pune	08/01/2020	08/01/2020	63	85
Personal Counseling for Staff by IHHI	14/10/2019	31/03/2020	16	17
NSS Special Winter Camp Activity-Awareness Camping For Cleanliness, Against Alcohol Comsumption, Women Empowerment, Girl Child,etc.	13/01/2020	13/01/2020	13	14
NSS Special Winter Camp Activity-Maintain and	13/01/2020	13/01/2020	13	14

2019	1	1	10/04/2019	1	Phd Research Center approved by Savitribai Phule Pune University Pune (SPPU)	Contribution Towards Society	10
2019	1	Nil	01/07/2019	78	Facilitation Center	MBA Admissions	249
2019	1	Nil	08/06/2019	2	RTO Clerk Entrance Examination	Contribution Towards Society	176
2019	1	Nil	05/08/2019	5	Srujan Super Cup Invitational Football Tournament	Physical Health Outdoor Sports	250
2019	1	1	22/08/2019	1	Study Center for MBA in Distance Education Approved by School of Open Learning (SOL), Savitribai Phule Pune University Pune (SPPU)	Contribution Towards Society	26
2019	1	1	13/12/2019	1	National Testing Center Approved by National Testing Agency	Contribution Towards Society	102
2019	Nil	1	04/09/2019	1	Blood Donation Camp on	Contribution Towards	152

					the occasion of Teachers Day in collaboration with Sasoon Hospital, Pune	Society	
2019	Nil	1	19/08/2020	4	Special Flood Relief Camp to Rebuild Koplhapur	Contribution Towards Society	17
2019	Nil	1	30/09/2020	1	Anti Plastic Drive	Ethical Values Cleanliness	34
2019	Nil	1	18/10/2019	1	Voters Awareness Campaign	Contribution Towards Society	138

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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 and Handbook	12/04/2018	<p>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. During Covid-19 pandemic the Institute has designed 'Safety Protocol' for stakeholders. It is communicated through website, programs and meetings. The Institute crafts 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</p>

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Lokshahi Pandharawada	26/01/2020	10/02/2020	75
Rajarshi Chhtrapati Shahu Maharaj Jayanti	26/06/2019	26/06/2019	81
Sadbhavana Diwas	20/08/2019	20/08/2019	29
Seminar on Fitness Mantras for Good Health as a part of Fit India Movement on the occasion of National Sports Day by Dr. Manisha Kondhare, Physical Director, AISSMS COE, Pune	29/08/2019	29/08/2019	106
Anti Plastic Drive	30/09/2019	30/09/2019	33
Swachh Bharat Abhiyan: Cleanliness Drive of Mula-Mutha River	02/10/2019	02/10/2019	39
Workshop on De - Addiction	04/10/2019	04/10/2019	86
Voters Awareness Campaign	18/10/2019	18/10/2019	104
Rashtriya Ekta Divas on the occasion of Sardar Vallabhbhai Patel Birth Anniversary - Unity Day	24/10/2019	31/10/2019	116
Samvidhan Divas	26/11/2019	10/02/2020	60

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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: Psychometric Test and Counseling: Fundamental Step Towards Personality Development 2) Objectives of the Practice: a) To assess the personality of students. b) To assess the cognitive skills and behavioural traits of students. c) To make the students understand their aptitude and personality. d) To make the students aware about their traits, skillset and capabilities. e) To make the students realize their strengths and weakness. f) To provide guidance to students so as to develop their holistic personality. 3) The Context: a) The management education is professional education which is intended to transform students into competent management professionals. b) The management education is expected to provide students with latest knowledge, required skills, right attitude and revered values. c) The outcome of management education is to develop holistic personality of students so that they take up managerial positions in the corporate world and contribute towards socio-economic development. d) Knowing the personality is the first step towards development of the personality. According to Aristotle, knowing yourself is the beginning of all wisdom. e) Psychometric tests are standardized and scientifically developed tools for measuring individuals psychological attributes such as aptitude, personality, values and abilities. f) Counseling is intended to provide professional guidance to develop overall personality of students. 4) The Practice: a) The psychometric test is conducted for the students of MBA program in the first semester. b) The psychometric test of students is conducted online. c) Before conducting psychometric test, orientation program is conducted for the students to make them understand the objectives and nature of the test. d) The schedule of the psychometric test is displayed in the form of the notice. The students appear for the psychometric test accordingly. e) After the psychometric test, an exhaustive report of the

test is communicated to the student, counselor and mentor faculty member. f) The psychometric test assesses aptitude of the students' w.r.t. key abilities - cognitive ability, numerical ability, reasoning ability, verbal ability, rapid evaluation ability and spatial ability. g) The psychometric test assesses personality of the students' w.r.t. following dimensions - extroversion, introversion, sensing, intuition, thinking, feeling, judging and perceiving. h) After the psychometric test, counseling based on psychometric test report is provided to the students by professional counselors. i) The schedule of the counseling is displayed in the form of the notice. The students attend the counseling sessions accordingly. j) The Institute has tied-up with professional agency for psychometric test and counseling.

5) Evidence of Success: a) After the psychometric test, a comprehensive report is given to the students, counselor and mentor faculty member. b) The psychometric test report contains complete profile of the students w.r.t. aptitude and personality. c) The psychometric test report make the students understand their personality and become aware about their strengths and weaknesses. d) The psychometric test and counseling acts as a fundamental step to realize self-potential. Self-awareness leads to self-development. e) Professional counselors guide students to overcome weaknesses and develop overall personality. f) Mentor faculty members also guide students to develop their personalities. g) The Institute understands learning levels, capabilities and skills of the students. Further, it helps in understanding slow and advance learners. It helps the Institute in planning student development initiatives according to the need. 6) Problem Encountered and Resource Required: a) Test anxiety among students can lead to invalid results. b) The success of psychometric test depend on how honestly students have answered the questions. c) Sometimes reliability of the psychometric test is doubtful. d) Sometimes validity of the results is questionable. e) One faculty member is appointed as co-ordinator for the test and counseling. f) Professional counselors are required for counseling which are provided by professional agency. g) The AISSM Society provides guidelines and policy regarding professional charges to be paid to the approved agency. 7) Other Information: The practice of Psychometric Test and Counseling results in self-awareness among students and guides towards personality development.

BEST PRACTICE 2

1) Title: Inculcating Sense of Social Responsibility through Extension and Social Activities for Community Development

2) Objectives: a) To inculcate the sense of social responsibility among students. b) To sensitize students towards social issues and concerns. c) To instill ethical and moral values among students. d) To enhance the sense of belongingness towards the society. e) To contribute towards community development and welfare of the society. f) To transform students into responsible citizen by following universal values. g) To carry forward the legacy of social work of the founder through Institutional Social Responsibility.

3) The Context: a) The management education is intended to transform students into competent management professionals with strong ethical values. b) The management professionals have the responsibility of sustainable development of business organizations. c) The companies need to contribute towards community development through 'Corporate Social Responsibility (CSR)'. d) The educational institutes also have 'Institutional Social Responsibility (ISR)'. e) The Institute is proud part of heritage group of institutes founded by Rajarshi Chhatrapati Shahu Maharaj. He was a social reformer and king. The Institute intends to carry forward this legacy of social work. f) Two of the Program Outcomes of MBA Program are Environment and Sustainability, Social Responsiveness and Ethics. g) Ethical, Value Oriented and Socially Responsible Behaviour is one of the Graduate Attributes of the MBA Program. h) The Institute intends to develop sense of social responsibility and also contribute towards community development.

4) The Practice: a) The Institute has established a unit of 'National Service Scheme (NSS)'. b) The NSS Unit is approved by Savitribai Phule Pune University. c) The NSS Unit is looked after by NSS Program Officer and 50 students are volunteers.

d) The NSS Unit undertakes plethora of social activities for community development. e) The Institute has 'Student Development Officer' approved by Savitribai Phule Pune University. f) The NSS Unit organizes 'NSS Winter Camp' every year in nearby village. The Faculty members and student volunteers undertake rural development work during the camp. g) The NSS Unit and SDO undertakes extension and social activities like - Blood Donation Camps, Tree Plantation Drives, Swachh Bharat Abhiyan or Cleanliness Drives, Health Check-up Camps, Programs to promote Gender Equality, Road and Rail Safety Awareness Programs, Anti-Plastic Drives, Drug-Free India Campaigns, Workshop on 'De-Addiction', Special Camps to Rebuild Cities affected by Floods, Social Work with NGO's, Voter Awareness Campaigns, Vigilance Awareness Week, Samvidhan Diwas, Lokshahi Pandharawada, Sadbhavana Divas, Unity Day, Wetland Day, E-Waste Pledge etc. h) During Covid-19 Pandemic the NSS unit has done commendable social work like - Covid-19 Awareness Campaign by Poster Making and Videos, Mask Making and Distribution, Health Camps, Grocery Distribution to the Needy People, ArogyaSetu/iGOT App Download Awareness Campaign, Oath of Corona Nirmulan, Pledge of Janata Curfew, Health Survey of Families through Maze Kutumb Mazi Jababadari Campaign of State Government etc.

5) Evidence of Success: a) The extension activities carried out by NSS unit of the Institute have sensitized the students towards social issues and concerns. b) The extension activities have developed sense of social responsibility among students. c) The extension activities have contributed towards community development. d) The social activities have also developed skills like communication skills, leadership skills, teamwork etc. among students. e) The social activities have developed strong ethical and moral values among students.

6) Problem Encountered and Resource required: a) There is time constraint due to the semester pattern. b) Initially there is hesitation on the part of the students for social work. But once the students understand the significance and benefit for the society they actively take part in the same. c) The NSS Unit is looked after by NSS Program Officer and 50 students are volunteers. Depending upon nature of the activity, other students are involved. d) The 'Student Development Officer' involves student volunteers for various activities. e) The monetary resources are provided partially by university and rest contributed by the Institute.

7) Other Information: The practice of extension and social activities has led to inculcating sense of social responsibility and community development.

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/best-practice-2019-20.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 teaching-learning process is aligned with outcome based education.
- 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 and SDO organises extension and social activities like - Tree Plantation, Blood Donation, Swachh Bharat Abhiyan, Anti-Plastic Drive, 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 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 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/institutional.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 ensure effective implementation of the curriculum revision at institute level. 2) To ensure effective use of ICT tools in online mode of teaching-learning and evaluation in the context of Covid-19 pandemic. 3) To organise effective co-curricular, extra-curricular and extension activities in online mode in the context of Covid-19 pandemic. 4) To develop industry-relevant skills to enhance employability of students. 5) To undertake appropriate extension activities for community development in the context of Covid-19 pandemic. 6) To focus on building closer relationship with alumni. 7) To give more thrust on developing entrepreneurial spirit among students. 8) To establish ties with reputed industries. 9) To strengthen research activities of the institute. 10) To provide MDP and Consultancy services to industries.

