



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

INTERNATIONAL SCHOOL OF MANAGEMENT AND RESEARCH

**BYPASS PUNE SASWAD ROAD , SR. NO. 907 OPP. HOTEL VIJAY EXECUTIVE ,
GAIDHARA KANIFNATH COLLEGE ROAD WADKI, PUNE- 412308**

412308

www.ismrpune.edu.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

International School of Management and Research (ISMR) is a mission-oriented Institute, run by Sri Balaji Education Society since 2012, with a vision to provide world class infrastructure, and to achieve excellence in management education and research through continuous efforts in making students progressive enlightened with knowledge and wisdom.

We at ISMR are committed to implement our mission of “Placing You First”.

ISMR is affiliated to Savitribai Phule Pune University (SPPU), recognized by AICTE and approved by DTE (Govt. of Maharashtra). The institute offers a two year full time program of Masters of Business Administration (MBA) which is a choice-based credit system comprising various specializations.

The campus is spread in the 10 acres of the area surrounded by the Sahyadri ranges. A state-of-the art infrastructure facilitates academic excellence with the support of well qualified and dedicated faculties.

The institute adheres the operating philosophies of

- To ensure that education is accessible to all irrespective of the financial standings
- Provide application-oriented excellence in teaching and anticipate dynamic diversity enabling happy learning ambience
- Transform students to lead the economy of tomorrow equipped with abilities to overcome challenges of corporate world
- Empower students to grab the opportunity by choice and not by chance.

With a goal to create multi-skilled managers who are well equipped to perform effectively & efficiently in any environment, not only tries to instill the rigorous syllabi in the students but try to create a passion for knowledge and also attempt to teach them how to apply that knowledge in real-life situations.

Vision

To be a world class business school, achieving excellence in imparting management education and research through continuous competency building.

Mission

To provide managerial talent with risk taking ability, passion for lifelong learning; creative, innovative thinking and values in a rapidly evolving economic and social global environment.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- State of art Infrastructure
- ICT enabled Classrooms, smart classroom
- Excellent internet bandwidth and Wi-Fi
- E-Library resources
- Conduction of Student Centric Activities: Certificate Courses, Curricular and Extracurricular activities, domestic and international Industrial visits
- Placement Assistance
- Activities conducted under MoUs and collaborations: Placement, Internships, Seminars, Social activities
- Well qualified faculties
- Encouraging environment for students and faculties
- Support to faculties for pursuing PhD
- Eco-friendly Campus with excellent air quality index.
- Diversity in students (Outside Maharashtra Students)

Institutional Weakness

- Limited number of Consultancy
- Less number of Book Publications
- Less number of students participation in research
- As a professional programme, a smaller number of students participation in competitive exams.
- Public transport to reach institute

Institutional Opportunity

- Collaborations with National and International institutes/ companies.
- Improve the industry interaction.
- Strengthen the Alumni interaction and contribution.
- To represent the institute in social contribution along with academic excellence.
- To create the research awareness among the students.

Institutional Challenge

- To obtain the funds and grants for research.
- Adaptability toward the recent need of industry.
- To develop the employability skills among the students.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

International School of management and Research (ISMR) ensures effective curriculum delivery through the means of an institutionalised process which is a continuous process covering the entire academic calendar till the result analysis and courses-based on learning and outcome. The institute motivated its students to complete the various certification programs which added value to their regular curriculum. The institute follows a choice-based credit system implemented by Savitribai Phule Pune University, Pune to run its MBA programme and also serve the purpose of the objective of the university by introducing flexible approach in the elective subjects. Along with taking care of curriculum related to cross cutting issues like gender environment and sustainability, human values and professional ethics institute conducts sessions such as social and corporate etiquettes, gives them the exposure to interact with neighbourhood communities and to inculcate the human values along with the managerial skills. To enrich the student for enhancing employability the students must complete 30 hours of various certification courses and value-added programmes to enrich their overall skills. Summer internship and Industrial visits are the part of student centric activities. It is one of the practices which acts as a practice school beyond the institute. Apart from university curriculum ISMR is providing the opportunity to experience working experience through the various management programs development programmes. Structured feedback is collected and analysed from students, teachers, alumni and parents for designing and reviewing of curriculum as well as upgradation of institutional ambiance.

Teaching-learning and Evaluation

International School of Management and Research institute has adopted the admission process which is transparent and as per the guidelines provided by Maharashtra Government. Students have been admitted through a centralized Admission Process. The institute accommodates students from India and follows the reservation policy which has been laid down by the regulator. The entire academic calendar and teaching plan process is prepared before the commencement of each semester. The institute adopts different student centric teaching methods as per the necessity of the course. The Institute makes the efforts by applying experiential learning, participative learning, and problem-solving methodologies for the students, to enhance the level of understanding the concept with the application of the same in the real world. The institute has experienced, proficient and devoted teaching staff that constantly works towards the development of a student. The institute is equipped with ICT learning tools that make the learning process simpler and easier for the students. The Comprehensive concurrent evaluations in the semester are spread throughout the academic calendar as notified by the university. The mechanism of the internal and external assessment is transparent and redressal of the issue if any is timely bound. The Program outcomes and Course outcomes are well defined by applying the appropriate levels Bloom's Taxonomy. The attainment of the PO and CO measured by the completion of the program and the achievement of the students in various skill sets. All the students are encouraged to participate in the activities conducted at institute along with curriculum resulting in the more than 90% result for the MBA program completion.

Research, Innovations and Extension

International School of Management and Research continuously aims to upgrade the standard of academic deliverables through various efforts including inclination towards research activities that ranges from drafting and presenting research paper, presentation in conference and workshop, participation in start-up and

innovation cell activities, extension programs. Institute has organised various seminars, workshops for the students and faculties. Various topics and domains were studied like finance, marketing, IPR, research methodologies etc. in the workshop and seminars. Institute contributes in the completion of short projects as consultancy and gives hands on training and experience to the students. Institutes contribute to the society and have signed social MOUs with old age home and Umed Parivar to support the society and inculcate the social and human values among the students. Udan Club of the institute contributes toward the organisation of various Entrepreneurship Development programs to encourage the students for start-ups and enhance the skills and understanding of entrepreneurship. To bridge the gap between industries and education, the institute has made MOUs with various industry companies for Summer Internship Program (SIP) and Placement assistance. Institute also has educational institute collaboration for the student and faculty exchange program. The institute aims to enhance Industry-Institute Interaction, Industry Visits, SIP through regular interaction with various activities. This helps to identify the skill sets required by industry and effective delivery of the program.

Infrastructure and Learning Resources

International School of Management and Research believe the physical infrastructure plays a very significant role for development of the institute and achieving its vision and mission. The institute is surrounded with beautiful hills of Sahyadri ranges, greenery and eco-friendly campus with unique architecture. The campus along with the educational infrastructure accommodates green farms and lake views and sports ground. The institute's building is of two floors with an adequate number of fully equipped classrooms, well equipped Gym, up-to-date computer laboratory, tutorial room, conference hall, Seminar Hall as well as girls and boys separate common rooms and sick bay. The library has an excellent infrastructure and is well stocked with a collection of 4070 professional and self-help books, national and international journals. Library also maintains e-resources J-Gate, Pearson E-Books subscription, DELNET, summer internship project reports of students, audio visual collections etc. The library is automated with library management software. The institute's IT facility includes computers, printer, scanners, system software, photocopy machine and application Software. The institute has high speed Internet connectivity with a lease line of bandwidth of 130 Mbps. The whole institute is under electronic surveillance. The institute has an annual maintenance contract established for maintaining and utilising physical, academic and support facilities. Apart from AMC, the institute has a dedicated team of housekeepers for cleaning work, gardeners for gardening work, System administrator for IT work, transport coordinator and security etc.

Student Support and Progression

ISMR works passionately for the inclusive development of the students. The institute provides the facility to avail the scholarship and freeships provided by the government. The Institute Level Special Scholarship scheme is also provided at the Institute. The institute has robust training and development activities which encompasses subject specific guest lectures, specialisation orientation, mock interview, expert sessions, corporate interaction, corporate leaders talk series. For prevention of sexual harassment and ragging, institute has concrete mechanism whereby meeting conducted with members to discuss and investigate the matter related to sexual harassment and ragging. To install moral values among student's peer learning sessions are also organised. Main objective of the institute is to increase employability by bridging the gap between institute and industry training. Sound results and quality education of students is welcomed by reputed organisations. For holistic development of a student, we have Kautilya Club, Harmony Club and Udan club. Under the Kautilya club, our institute has initiated national and state seminars and workshops for students on various subjects, certificate courses, faculty development programmes for teaching and non-teaching. This has helped a

lot to improve the placement opportunities in different organisations across the industries. The Kautilya club has delivered the most value addition programs. Harmony Club as an extracurricular activity for the students. The students' overall development through social skills from social enrichment activities like blood donation camp, Tree plantation, National voters' day, e-waste collection drive etc. Through sports and culture activities we have boosted students' participative learning approach to real life. Udan Club is an Entrepreneurship development cell. Udan has built the creative thinking ability among the students. ISMR has a strong alumni who share their valuable experience with students and guide students for their future endeavours.

Governance, Leadership and Management

ISMR focuses on governing measures to establish good management of resources and functions at the institute. The leadership team right from visionary Chairman of Trust to the Director of the institute have always been eager to deploy the participative management approach to ensure the development policy at the institute. The faculty team is entrusted with responsibility of various committees to executive development programmes for the students. The students also get an opportunity to demonstrate the event management skills, which in due course inculcates the sense of leadership among them. The annual budgeting ensures an appropriate path of academic functioning and fund mobilisation leading to appropriate resource utilisation. The effective control system is reflected through the Annual Academic Audit. The IQAC is developing its deliverables. The institute's effective governance and leadership eventually gets witness through its goal of meeting the developmental needs of the staff and students. The Institute's collective effort of transparent Governance, innovative teaching learning processes, research inclination, Concurrent Evaluation process, Placement support and Progressive student development approach ultimately leads to attainment of its Vision and Mission.

Institutional Values and Best Practices

ISMR encourages human values and ethics in students to carve a better future and nation. Conservation of natural resources is done by educating people the value of natural resources. The institute has a proper rainwater management system. The building construction has a suitable rainwater harvesting structure and rainwater is allowed to go underground through these structures. Institute provides the CCTV cameras common room for boys and girls separately for safety and security of students. Various day celebrations conducted by the institute to preach moral and social values. Code of conduct is well in place for staff and students. During the induction programme the students were informed about all rules and regulations of the institute. College has a green campus with lots of greenery across campus. The institute has conducted Green Audit, Energy Audit and Environmental Audit reference to the environmental initiative.

Best Practice 01: Read, Understand and Analyse Newspaper

Objectives of the Practice :

- To know the current affairs of the world.
- To enrich the clear understanding
- To increase reading and vocabulary skills.

Best Practice 02: Heal Body, Soul Mind

Objectives of the Practice :

- To enhance mental health with Physical health.
- To develop holistic development towards students.
- To increase awareness about mind, soul and healthy body.

Distinctiveness of The Institute: Management Development Programme (MDP)

Primary Objectives:

- To enhance and strengthen the leadership capabilities of the student.
- To make use of gained knowledge, skills, insights, and attitudes to manage organisations, managers, and workers efficiently and effectively.
- To assist students to become more proficient to be able to assume greater and more significant managerial duties and responsibilities.

The conduction of the best practice leads to the outcome of the entire MBA program for the students along with their regular curriculum.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	INTERNATIONAL SCHOOL OF MANAGEMENT AND RESEARCH
Address	Bypass Pune Saswad Road , Sr. No. 907 Opp. Hotel Vijay Executive , Gaidhara Kanifnath College Road Wadki, Pune- 412308
City	Pune
State	Maharashtra
Pin	412308
Website	www.ismrpune.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Anita Khatke	020-248619547	7030680680	020-248619547	director@ismrpune.edu.in
IQAC / CIQA coordinator	Sandeep Choudhari	-	8898029295	-	iqac@ismrpune.edu.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
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State	University name	Document
Maharashtra	Savitribai Phule Pune University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	25-06-2021	12	One year Continuation letter enclosed

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Bypass Pune Saswad Road , Sr. No. 907 Opp. Hotel Vijay Executive , Gaidhara Kanifnath College Road Wadki, Pune- 412308	Rural	10	3899

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Mba	24	Under Graduation	English	60	53

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				1				4			
Recruited	0	0	0	0	1	0	0	1	1	0	0	1
Yet to Recruit	0				0				3			
Sanctioned by the Management/Society or Other Authorized Bodies	1				0				4			
Recruited	0	1	0	1	0	0	0	0	2	2	0	4
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				1
Recruited	1	0	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				12
Recruited	5	7	0	12
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	1	0	0	1
Yet to Recruit				1

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	1	1	0	0	1	0	4
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	3	4	0	7
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	0	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	15	10	0	0	25
	Female	15	13	0	0	28
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	1	1	1	5
	Female	1	1	0	2
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	3	2	0	1
	Female	2	0	0	2
	Others	0	0	0	0
General	Male	11	32	21	15
	Female	3	15	17	13
	Others	0	0	0	0
Others	Male	0	0	0	1
	Female	0	0	0	0
	Others	0	0	0	0
Total		21	51	39	39

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	International School of Management and Research (ISMR) strives to adhere with its policies, vision and mission for the growth and overall development of the students and teachers. Our aim is to forecast future opportunities to understand challenges and to provide best environment so the students will be innovative, productive and cultured to face rapidly evolving economic and social global environment. As part of the management curriculum of agribusiness, Entrepreneurship Development, We emphasis and promote the Udan Cell [Entrepreneurship Development], Harmony Club [Social and Cultural engagement through different activities], Kautilya Club [Curricular activities and Co-curricular
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	<p>activities] which creates an impact on multidisciplinary approach namely it imbuing a unique value system, transparent work culture, excellent academic environment to accomplish the vision of the institute. The institute is affiliated to Savitribai Phule Pune University. We have to follow the curriculum assigned by the university wherein courses related to humanities, business ethics are given proper weightage so that we deliver a comprehensive approach which satisfies the management programme. The institute follows a credit based curriculum prescribed by the university. The students are regularly engaged in community development programs through social enrichment. The internship program and projects of second year are focused on multiple disciplinary sectors, which enhance the students approach towards industrial approach. We have also built a value based multidisciplinary education in the form of webinars, seminars, workshops, activities like yoga, induction program, expert lectures, certificate courses, national voters day activity are provided to the students with the intention of developing ethical, social, constitutional, intellectual and universal human values.</p>
2. Academic bank of credits (ABC):	<p>Our institute is affiliated to Savitribai Phule Pune University [SPPU] and the curriculum proposed by the university is strictly followed. The university recently updated the circular regarding ABC registration of the students in the academic year 2022-23. We have delivered a session about the updates and procedure of registration of ABC to all current academic year students. We have kept the point of ABC in mind well before we proceed the registrations and convey the importance of academic bank of credit which will be provided to utilise the fund for education. Few students and faculties have already participated in the NPTEL program and Swayam programs with their area of specialisation.</p>
3. Skill development:	<p>A step towards competency based learning that helps students to further improve their core skills, the Institute offers students consultancy services under MoU with Aspire Training Solutions, Pune in the form of soft skills training program like profiling and assessment of the students, language development module, Corporate skill module, Placement readiness module etc. This value added program is beyond the</p>

	<p>syllabus content of SPPU. We have conducted skill development sessions on soft skills. ICT/Computing skills, Language skills, Life Skills workshop, seminars and virtual guest lectures for upliftment of the students skills. We always facilitate the students with new innovative practices which help to think out of the box and deliver the results. We want to emphasize that our faculties should deliver the value of research to the students in today's world. We want to develop an innovative and research oriented approach.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>The curriculum is designed and instructed by SPPU which must be taught in the English language. We do speak in the national language Hindi as per the understanding of the students for concept actualization. We have students across different geographical locations with different cultures, values and beliefs. We have different cultural practices to conduct and deliver the cultural programs in an institute. Our institute has a harmony club through which many social and cultural activities are conducted like Ganpati festival, Diwali Celebration, Commemorative days celebration, Old age home visits, Blood donation camps etc.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>The Indian government wants to establish an education system that contributes to an equitable and holistic development by providing high-quality education to each and every student accompanied by an appropriate amount of exposure to the real business world. Our institute always promotes the activities or events conducted in any Club like Harmony, Kautilya and Udan etc. that must be showcased with a certain outcome based learning approach. Before planning and execution of any program we define the outcome of the program, make sure to gain the desired outcome. These learning could be Team building, Social etiquettes, Social Attitude, Social Morals and many more. As a management institute, we have a specific MDP [Management Development Program] which is defined since inception of the institute. The MDP has been created for the students to exchange their ideas to improve their practical learning through reducing the industrial gap by providing hands-on training to the students in industry. This program has cater the students with the outcome into their career opportunities through placement and career guidance</p>

	activities.
6. Distance education/online education:	Our institute always motivates students to get certification for massive open online courses (MOOCs), NPTEL etc. The institute uses online platforms like google classroom, Microsoft teams, Zoom etc. for teaching learning practice. The e-learning materials in the form of lecture notes and reference videos are shared with students. In the Covid pandemic times, certificate courses are conducted through online platforms. We have conducted online examinations, industrial talk series, and guest lectures for the upliftment of the students during the pandemic. The institute has optimized utilization of ICT facilities.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	We at ISMR have been consistently upgrading the facilities and activities to the students' so their personality will be enhanced and they will be made aware of the different issues rather than just curriculum. Hence we have established many clubs through which we promote and facilitate activities for the students' general awareness like National Voters Day, Constitutional Day, Literacy program etc. We have initiated a plan for the Electoral Literacy Club (ELC) for students concerned from the guidelines of SPPU and the Institute administration.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	The Institute is under consideration of establishing Electoral Literacy Club (ELC) but we have Harmony Club under which we conduct many co curricular activities like National Voters Day and other activities through which we try to deliver the conduction of any activity or event or program by appointing the student coordinator.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under	The National Voters Day and Constitutional day programs are arranged in different years to create an awareness about the value of the vote or power of individual vote, Voting rights, Our students visited different places to create awareness of casting a vote,th students also highlighted the importance of ethical voting.The students also visited under privileged sections of society for promoting the

<p>privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>participation of casting a vote. They have especially oriented and briefed the importance of voting to transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>We have conducted different programs, we would like to conduct the research activities and survey for polling and other issues. As some of the subjects in the curriculum project democratic values and moral based learning. Apart from that we are planning to develop EDC.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>We at ISMR an institute under post graduation management studies all students are above 18 years old. We have taken initiative to create an awareness about the national voters day and Constitutional values of the society with morals. We always respect the constitution of India and we want to deliver the knowledge to each and every stakeholder of the society.</p>

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
74	72	90	78	54

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 14

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
10	8	8	9	9

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
112.91	101.58	405.32	417.31	128.80

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

International Institute of Management and Research (ISMR) is affiliated to Savitribai Phule Pune University (SPPU), recognized by AICTE and approved by DTE (Govt. of Maharashtra). The institute offers a two years full time program of Masters of Business Administration (MBA) which is a choice-based credit system comprising various specializations. To maintain the efficiency & effectiveness in academic excellence the institute makes sure to follow the process.

Planning and Delivery:

ISMR is constituent college of Savitribai Phule Pune University, and so follows a predetermined syllabus set by the SPPU. The institute defines appropriate academic structures, committed to providing holistic development for its students. Academic and Activity calendar planned in the beginning of the academic year and gets followed throughout the year through CDC. For smooth conduction of academic's timetable, workload and other supporting administrative tasks prepared well in advance of teaching session. The systematic execution of the Management Development Programme [MDP], Events as well as Academic sessions monitored by event coordinators and director of the Institute. All the curricular and extracurricular event reports compiled at the end of every academic year.

Holistic Development of Student:

At the beginning of the year 7 days induction program has been arranged for newly admitted students which incorporates the details about the academic execution, extracurricular activities, introduction to the Programme outcomes (POs) and Course outcomes (COs) discussed.

The ideal way to deliver the syllabus objectives is through the use of a variety of teaching techniques, which faculties proactively implement to make lectures more innovative, interactive, and effective. In order to encourage open discussion and help students clarify their understanding of the subjects, faculties conduct icebreaker sessions and motivate students for MOOC.

At ISMR, ICT supports the instructional process. The institution uses technologically advanced infrastructure that is accessible to everyone. As a result, all students can participate in an effective teaching-learning process. It is explicitly encouraged that students gain experience through internships, projects, and field trips. To support the teaching and learning processes, the ISMR library offers users access to a good collection of international and national journals, reports, books, and other materials as well as electronic resources.

As a crucial component of Continuous Concurrent Evaluation (CCE), the institute holds internal exams and internal SIP/Dissertation viva-voce according to the tentative dates listed in the academic calendar.

Submission and activity schedule of CCE follows promptly.

Besides the academic credentials, value added and certificate courses conducted at the institute like Digital marketing, Negotiation skills, Advanced excel, Business Analytics, Investment Banking and Hedge Funds and Entrepreneurship Management. These courses impart life skills and are taught by professionals, giving students the chance to get practical experience and build connections with the working world.

Feedback Mechanism:

The feedback of the stakeholders are gathered before the end of the academic year, properly analysed, and then appropriate action is done. Guest lectures, industrial visits, etc. are held in order to incorporate the essential inputs into the curriculum for the improvement of the students in the form of various value-added courses.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 5

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 100

1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
74	72	90	78	54

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

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

Response:

ISMR stands for ideals such as empathy and a dedication to personal and societal growth. Students learn to engage constructively with socio-cultural concerns through the Institute's frequent socially relevant events and outreach programmes. Students can choose Generic Electives, Skill Enhancement Courses to help them critically evaluate gender, environmental, and ethical concerns. We are strong believers in the strict application of professional ethics; such as a professional dress code is prescribed by an institute to all students, students are taught the need for correct reference in assignments, reports, etc. As well as intellectual property rights issues, hence promoting the prevention of plagiarism.

Students are encouraged to attend social enrichment events / activities to visit Umed Pariwar, a total rehabilitation centre for Mentally Challenged and Cerebral Palsy persons. Students also visit an old age home [Ganga Tara Old age home] situated near the institute. This approach encourages students to become reflective practitioners and to realise the importance of inclusive pedagogies.

Our infrastructure has been meticulously constructed to prioritise environmental and ecosystem conservation. ISMR surroundings of Sahyadri range to have Kanifnath trek and adventure with a motto of

awareness about environment. Students with physical disabilities will find the building to be well-equipped.

We participated and conducted an e-waste awareness campaign and collecting drive. This has helped students to understand the e-waste and its harmful objectives while further processing such as recycling or decomposition which can lead to global warming issues.

Academics details as follows:

The SPPU curriculum is designed and defined with the overall perspective of student development and cross-cutting issues in real life. We have projected a few subjects enlisted below with their outcomes in the curriculum towards sustainable society.

Course Code	Name of Courses	Values Addressed	Course Outcomes	Link of the syllabus
102: Sem I	102 - Organisational Behaviour	Professional Ethics, Human Values,	Implications of organisational behaviour from the perspectives of employees, managers, leaders and the organisation.	Page no 34 of 273
206MKT: Sem II	206MKT: Consumer Behaviour	Professional Ethics	Consumer Behaviour and its Applications in Marketing	P No 79 of 273
301 Sem III	301- Strategic Management	Environment and Sustainability	Threats to sustainability, Integrating Social & environmental sustainability issues in strategic management	P NO 119-120 of 273
402 SemIV	Indian Ethos & Business EthicS	ProfessionalEthics and Human Values	Principles, Theories, Models and Framework of Indian ethos and business ethics in order to incorporate value systems in work culture and workplace.	P NO 123-124 of 273
408 SEM IV	Corporate Social Responsibility & Sustainability	Environment and Sustainability	Sustainable Development & Business Ethics: Sustainability	P No.134- 135 till 273

			reporting: The content of sustainability reports (also CSR reports, ESG reports, social and environmental reports) Social accountability standard - Security, Non - Violence, Cooperation, Rights and Duties, Ethics in Work life, Holistic relationship, Attitudes and Beliefs.	
SEM IV	413 FIN. -Rural & Micro Finance	Gender Equality	Identify Microfinance Models and their contribution towards Economic growth, poverty elimination, women empowerment and gender equality.	P No. 186 of 273

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

<p>1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)</p> <p>Response: 94.59</p>
<p>1.3.2.1 Number of students undertaking project work/field work / internships</p> <p>Response: 70</p>

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)

Response: Yes

File Description	Document
Upload supporting document	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 67.67

2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
53	21	51	39	39

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
60	60	60	60	60

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 23.33

2.1.2.1 Number of actual students admitted from the reserved categories year - wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
12	07	04	01	11

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
30	30	30	30	30

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio (Data for the latest completed academic year)

Response: 7.4

2.3 Teaching- Learning Process

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

Response:

The Professional Program like MBA needs the student's overall growth in the professional, industrial, business world. Thus International School of Management and Research (ISMR) focuses on the student centric activity to support students' holistic development along with the traditional teaching learning methodology. The Institute makes the efforts by applying experiential learning, participative learning, and problem-solving methodologies.

Institute organises various events to nurture the personality traits and mental agility like:

- 1.Seminar and Workshops
- 2.Management Development Programme
- 3.Certificate Courses
- 4.Value addition activity like Read, Understand and Analysed Newspaper
- 5.Heal body Soul Mind
- 6.Industrial Visit
- 7.Internships at Industry

8.Organise various competitions

9.Counselling and guidance for the career opportunities

10. Various MoU and the associated activities

11.Social and Outreach Activities

Institute conducts seminars, and workshops on the different current trends of the industry like Intellectual property rights, entrepreneur development, career guidance, capacity building. These activities become experiential and participative understanding for the students. MBA students are directly introduced to industry hence the Industry visits and internships at industry provide exposure to the students to nurture their skills.

The institute also is engaged with creativity enhancement by supporting the students for various sessions organised under capacity building program which covers soft skills, ICT tools, personality development etc. At the institute we offer various certificate courses for their general aptitude and value based activities. Management Development Program is being conducted with the vision to strengthen and transform students' being into successful leaders. The activities include Outdoor Management Activities, Industrial Hands on Training, Guest Lectures on Operational Performance, National and International Industrial Visits. The Institute has also signed more than 30 MOUs for the students' development in all dimensions. Institute has made MOUs with industries for placement and internships, Social MOUs helps towards the experiential learning and participative learning. These are effectively executed during internships as students will be updated with recent needs and they are guided according to methodology participative learning and problem-solving methodologies. The Institute is keen in exposing the students to such an industrial environment. Internship is one of such activities. It is like a practice school beyond the Institute. Students complete internships in various private, government industries successfully every year. Similarly, industrial visits are also arranged for the students every year. The institute is well equipped with the ICT facility. These classrooms include multimedia teaching aids such as LCD projectors, Wi-Fi/ internet connection, computer/laptop, audio system etc. The institute encourages the faculty members to use these recent teaching tools. These tools are to deliver the lectures to create the interest among the students, thus improving the effectiveness of the Teaching- learning process. Covid 19 pandemic was the major role changer in terms of use of ICT tools in teaching learning. Google Meet links were used for online classes as well as various guest lectures. In 2020 institute had organised an online series of corporate talk using the social platform of linkedin and Google meet.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years**Response:** 91.67**2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:**

2021-22	2020-21	2019-20	2018-19	2017-18
12	9	9	9	9

File Description**Document**

Upload supporting document

[View Document](#)**2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)****Response:** 38.64**2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
3	3	4	4	3

File Description**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)**2.5 Evaluation Process and Reforms****2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient****Response:**

- **Mechanism of internal/ external assessment:**

International School of Management and Research, affiliated to Savitribai Phule Pune University, is bound

to norms set by SPPU for internal assessment while designing curriculum. There is fifty percent weightage for internal assessment of the students. This assessment is done fairly and in an effective manner. It is conducted through the following evaluation methods:

Mechanism:

- Program structure and weightage of internal assessment is communicated to students at the beginning of the academic year.
- It is ensured by the teachers that the students are aware of the Internal Assessment Evaluation Criteria. In order to enhance transparency, evaluation criteria are discussed with students.
- Assignments and tests are regularly conducted to improve their performance.
- A variety of techniques and methods such as MCQs, Case studies, Classroom presentations, individual and group projects are employed.
- Remedial classes are also offered in various subjects to provide additional help.
- Students are encouraged to participate in interactive sessions, group discussions, PowerPoint presentations, projects and assignments.
- The examination committee takes care of conducting internal examinations. Prime responsibility of this committee is the smooth conduct of examinations.
- Internal Examination Question papers are set by respective subject teachers based on the prescribed syllabus.
- The time tables, seating arrangements of respective examinations are displayed on the college notice board.
- Generated question papers are securely delivered to the student at the time of examination.
- Under the supervision of the Director, internal marks are uploaded on the university web portal.
- The grievance redressal system:

The institution has a well-defined system to deal with examination related grievances in time and efficiently.

- Students are free to interact with the teacher to resolve grievances, if any, regarding the assessment marks.

- The concerned teachers are given primary authority and they can resolve the issue on the spot, for example, if there is a change in score, corrigendum will be made on the spot by the concerned teacher.
- The student can make verbal complaints and approach the teachers and/or submit their complaints to the internal examination mechanism through online mode or submission.
- If and when, there are certain cases where teachers cannot resolve issues, such matters will be taken to the Grievance Redressal Cell for immediate action.
- At the end of each semester, there is a final exam which is uniformly conducted for students across affiliated colleges of Savitribai Phule Pune University. If any error is detected in the final mark-sheet in spite of rigorous scrutiny, it is promptly reported to the University by the Institute.
- Any other issues related to the final examination are redressed by communicating with the university.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

Response:

The Program Outcomes (PO) and Course Outcomes (CO) for MBA Program are associated as per SPPU's guidelines. The PO and CO offered are explained to the students in the Induction Program and also displayed on the college website. Program Outcomes are the extent of skill, knowledge, creativity and right attitude which should have attained by students during the first and second year. For each course, Course Outcomes are defined which should be achieved by the student during the course of MBA.

Faculty members are well communicated about program outcomes and course outcomes through various FDPs and they implement the same while teaching and learning process. In the beginning of the lecture, the subject teacher explained about the course outcomes with its objectives and contents. Faculty members are involved in the fulfillment of COs. Placement Cell implemented various events which discussed the program outcome-based teaching learning program.

Outcome based Learning is connected with college vision and mission. As per the SPPU guidelines, it provides recent needs of learning which secure their future for their successful career like Managerial competence, proficiency in communication, ICT, Digital Literacy, teamwork, Entrepreneurship, Inter-disciplinary orientation etc.

Institute has implemented various programs to enrich the faculty members to attain the outcomes while teaching learning in the classes. Faculty members take active participation in workshops organized by the university for syllabus revision. So, the faculty members are well aware about the syllabus with its outcome and outcome takes place in exact manner and excel the quality of teaching learning. The Learning Outcome based syllabus is intended to match the current needs of the students in terms of securing their future career growth towards their higher studies. Institute arranges guest lectures and career guidance lectures by successful alumni for present students where alumni share how their course shaped their successful career which helps existing students align better with the specified course outcomes.

The institute evaluates the performance of students through methods of checking the attainment of each of the Program Outcomes and Course Outcomes. Evaluation conducted through University Examinations, internal exams, home assignments, unit tests, surprise tests, open book tests, etc. Faculty maintain the performance record of each student for further coaching.

Institute uses an evaluation matrix for measuring attainments. Comprehensive Evaluation that is Annual and End Semester University Examination measures program outcomes based on the course attainment level fixed by the program. Internal Assessment like assignments, written components are mostly aligned with Program Outcomes of the respective subject. Institutional continual evaluation conduct through Pre, Mid and Post Semester by taking case studies, Project, seminar, viva, quiz etc. are analyzed for assessing the attainment level of program outcomes. Internships, projects, field work, role play, GD, Study tour etc helps students to obtain necessary skills and practical experience in their selected optional subject. Institute has an active Placement Cell which catches the demands of companies from different sectors. Also, many students have started with their new startups.

As per Program Outcomes, Institutes develop competent management professionals with strong ethical values, right thinking attitude and aligned with the national priorities where they can employ or can start their own enterprise, startups, venture for research and consultancy.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2 Pass percentage of Students during last five years

Response: 98.79

2.6.2.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
20	50	39	39	15

2.6.2.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
21	51	39	39	15

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.78

File Description	Document
Upload database of all students on roll	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

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

Response: 2.5

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
0.75000	0	1.25000	0.50000	0

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

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

Response:

We at the International School of Management and Research have been continuously emphasizing on the different initiatives to make students think out of the box. This approach has transformed the students' thought process and has helped to practice and boost the Entrepreneurship development cell in the institute.

We have started an Entrepreneurship Development Cell (EDC) in the year 2015-16. Since the establishment of the institute, the institute has given many entrepreneurs to the society. Their ventures are contributing to boost the Indian economy. The EDC activities like workshops, seminars, Programs have become a best practice in the coming years. Though these activities we have achieved our objectives of the ED Cell [Incubation Center for Entrepreneurs]

In the year 2017-18, "Role of Innovation in Entrepreneurship Development was conducted by a resource person Mr Vivek Bidgar, Young Entrepreneur Award winner, Founder and Distributor, Vivek Bidgar Associates with certain objectives to motivate out of the box thinking, to understand the importance of innovation, to learn how the brand can be developed using innovative ideas.

In the academic year 2018-19, our institute has witnessed the drastic difference in terms of the interest and

passion towards entrepreneurship among students. This has given a chance to rethink and redefine the objectives of entrepreneurship development cell. We have initiated a discussion and conduction of an event with Maharashtra Centre for Entrepreneurship Development [MCED] and started a UDAN Club. The Udan Club had focused on learning the aspirant entrepreneurs about how to set up their new business with the understanding about legal, financial and operational practices of setting up a new IT /ITES sector. For the workshop the resource person was Suresh Umap, Regional Officer, MCED Cell Pune.

In the year 2019-20, One day Workshop on “Awareness of Entrepreneurship Skills to succeed in the 21st century” was organized with an objective to be aware about various entrepreneurship skills. The workshop was started with Introduction of Chief guest Mr Shrijit Nair, Regional officer, MCED Cell Pune. He explained how a good entrepreneur possesses a set of key skills and advised adopting new skills and to develop leadership skills to face new challenges or grab any opportunity in their business as this has become crucial to a company's success.

In the year 2020-21, due to COVID-19 pandemic situation institute has conducted guest lectures and activities through ICT tools such as online platform. Even lecture series through industrial expert through linkedin.

The enterprenurship cell initiated under UDAN Club has helped students to change their thought process to start new ventures. Few student entrepreneur alumni have reached the institute and act as a resource person under UDAN Club. This practice has boosted the morale and confidence among the new students.

File Description	Document
Upload Additional information	View Document

3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 19

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
4	2	4	5	4

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 1.79

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
3	7	4	5	6

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.07

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1	0	0	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.4 Extension Activities

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

Response:

It is very essential for each and every part of the society to carry out social responsibilities. International School of Management and Research also plays its role by reaching out in the society by various activities. We see extension is an integral part of education, and hence our institute offers various extension activities. Harmony club conducts all the social activities. Our institute carries out extension activities in the neighborhood, community, sensitizing students to social issues, for their holistic development. Through these activities our students get to know the social and economic problems of the less privileged section of the society in the neighborhood community. Since ours is an educational institution, sensitizing students with social issues for their holistic development is the main thrust of extension activities. These activities are conducted on and off campus in the form of various social campaigns and awareness drives. Major activities include: Kanifnath trek, Environmental Awareness drives, Meditation and Yoga activities, Tree Plantation drives, Creation and selling of Diwali lamp with Umed Pariwar (Persons with Intellectual Developmental Disability) on the occasion of Diwali clothes, Health Awareness activities, Covid-19 Awareness activities, Awareness activities on AIDS, Heal Your Mind and Body activities, Traffic and Road Safety Awareness drive, E-waste Collection drive, Visit to Old Age Home, organization of Jayanthi's of social workers and freedom fighters, Constitution Day celebration, etc. These activities provide students opportunities for social outreach where they learn to think out of the box which enables them to develop themselves as good citizens. Every year in the month of Ashad there is a tradition of Ashadi Wari from Pune to Pandharpur. Our institution takes part in it very enthusiastically. Our students get an opportunity to interact with the warkaris and it makes them aware of the long back tradition of our country. We also distribute some necessary material among the warkaris. We also have signed lifetime MOU's with the social organizations serving for Persons with Intellectual Developmental Disability (Umed Pariwar) and Old Age Home of Ganga Tara Foundation , Green Thumb. This also enables our students to contribute in service towards society.

All the extension activities we conduct help us in holistic development of our students and they become committed towards the development of the society as a responsible civilian.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

We at ISMR committed to educate in the management education fraternity, with social responsibility. We also ensure that our students should get first-hand experience and understanding of the challenges. The challenges create good opportunities and we train our students to face these challenges so they will be able to shoulder the responsibilities of their life in particular and community/society/nation at large. Our students are inspired to develop a sensitivity which will enable them to become successful business leaders through recognition.

Our institute has received many awards and recognition from government and Non-government organisations.

We strongly believe in a practical approach and relevant knowledge that serves the need and requirement of the industry. The Institution has been regularly inviting faculties and small manufacturing enterprises from renowned organisations and universities which give our students a global exposure and provide learning experience in different Cross-cultural business environments. This has boosted the student's placement and received the Best Management College in Maharashtra for Industry Interface 2021-22. The Award for Outstanding and Exemplary contribution towards education, Skill Development by government recognised body CEGR, Delhi.

In the year 2020-21, the institute has created a global image through international industrial visits and created a mark in the education industry to showcase the world business exposure among the students which has recognised 20th ranking in IIM Top 100 B school survey report in the year 2020-21 awarded.

In the year 2019-20, this year we have received two awards. An award for best extension activities which has performed under the social connections at Pandharpur Wari (A Social gathering where students provided a service to thousands of pilgrims with Food, water and medication help and other necessary) this extension activity has received a recognition and award from “ Business School of the year 2019. The second award received from the Higher Education Digest for the year 2019-20. Higher education and Human resources conclave Pune by Digital learning and is awarded certificate of excellence in education sector for digitalization.

In the year 2018-19, the institute is awarded “Excellence in Students Placements for 2018 for the best placement for foreign placement assistant in industry, which is recognized by an organization name called Education worldwide-India. This is a unique opportunity given to the students to explore industry placement.

In the year 2017-18, awarded with Best Business School Award in 2017 and Top Private Management Institute in Western India by 24 MRC Award – For Excellence in Higher Education. This award is recognized for best educational governance and best practices towards social activities. This year institute has applied Association of Indian Management Schools [AIMS] which is recognized government body given “Life time award for Recognized institute”

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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

Response: 29

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

2021-22	2020-21	2019-20	2018-19	2017-18
8	0	8	7	6

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.5 Collaboration

3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 51

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

Infrastructure Details:

ISMR B-School campus buildings are spacious with facilities that enable students to enjoy a successful academic and social life. The Institute has an adequate number of classrooms, tutorial rooms, well-equipped computer labs, an air-conditioned seminar hall with an ICT facility, and a full-fledged library with an internet facility and reading area. The Institute has a canteen with an adequate seating arrangement for students. Common rooms for girls and boys are available on the college campus. In addition, the Institute has sports facilities, and an open playground, which is available to the students as and when required.

The facilities of our campus are described below.

Room type (mention Classroom/Lab/Toilet etc.)	Carpet Area (Sq. mts)
Class Room-1	70.18
Class Room-2	71.24
Class Room-3	66.03
Class Room-4	66.03
Class Room-5	71.24
Class Room-6	70.18
Library	209.97
Computer lab	150
Seminar Hall- 1+1	268
Auditorium	250
Placement Office	46
Faculty Room	45.55
Toilet Ladies & Gents	179.18
Reprography/photocopy Room	13.48
First Aid Cum Sick Room	13.48
Boys Common Room	80
Girls Common Room	80
Toilet Ladies & Gents	179.18

1. Classrooms

We have 6 classrooms for students. Well furnished with projectors, proper lights & seating arrangements. All Class rooms are proper ventilated with adequate number of fans.

The classes are conducted between 10am to 5:00 pm. During this all classrooms are effectively utilized for academic purposes.

2. Computing Equipment: All Computers in the campuses are connected through LAN. More than 80 computers for the use of students with Intel processors are connected through a LAN system; they are installed for use in the Computer Lab. The Institution has 1 computer laboratory. They have been provided with Internet facilities connected with the Electric Generator System to keep it in use even after a power shut from MSEDCL. The campus has Wi-Fi facilities. The Wi-Fi is highly secure with Sophos Firewall. Internet Bandwidth of 130MBPS Bhagirathi Agencies is provided which is more than statutory norms.

3. Seminar Halls and Smart Class Room:

College has two well-equipped seminar halls and one smart classroom with adequate seating capacity, with facilities like LCD projectors, whiteboards, with internet facility to make it suitable for the big gatherings in the department.

4. Library:

Institute has full-fledged library with internet facility and reading area. The Institute has subscriptions to various databases like DELNET, J-GATE & National Digital Library of India. Thousands of e-books and e-journals can be accessed by students and faculty members for academic and research purposes.

5. Training and Placement Cell:

Central Placement Cell is established for training and placement activity and is well equipped to carry out skill development activities etc.

6. Faculty Rooms:

All faculty members are allotted with one PC for academic & research purpose with full

Internet access. All PCs are connected to a printer for staff to use. Adjacent to the seating place is drawer & small cupboard, a bigger storage space is also allotted to each staff.

7. Washroom and Drinking Water Facility:

Adequate Gents and Ladies washrooms are available in every floor along with cooler facility.

8. Hostel Facility:

We have outsource Separate hostel accommodation for girls and boys With 50 capacity each.

Other Facilities:

Canteen facility, Photocopy center and online payment system are also available in the campus.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 10.71

4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
19.44	28.56	32.23	31.64	13.04

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

ISMR uses an automated integrated library management system is Autolib software and the system is automated. ISMR has initiated the use of Autolib software version NG.

The description of ILMS is as follows:

Name of ILMS Software	Version	Amount	Year of automation
Autolib	Autolib	70,000	2012-13 to 2020-21
Autolib NG	Autolib NG	1,35,200	2021-22

Web OPAC (Online Public Access Catalogue) facility is made available through Autolib Library Management Software to know the bibliographical details about the collection. Users can search the library resources as per follows: Title, Author, Subject, Publisher, ISBN, Classification, and Keywords. All its operations are computerized using the Autolib NG software System. It consists of Acquisition, Cataloguing, Circulation, etc. Barcode-based circulation is provided. The overall Library management includes vital functions like Acquisition and processing of newly purchased books, generation of barcodes, classification, entering the main subject and keywords, Indexing, Issuing and returning of books, penalty generation, stock verification, tracing lost books, recovery of lost books, etc. are carried out through the Autolib software.

Subscription of E-resources/ Purchase of books/Print journals:

The Institute has subscriptions to various databases like J-GATE, Pearson e-books, and DELNET enclosing thousands of e-books and e-journals that can be accessed by students and faculty members for academic and research purposes. and also subscribed every year of print journals and print books.

Year	E-Resources	Print Journal	Books
2017-18	• J-Gate-Amount- 67,522	36,000	1,39,99
2018-19	• J-Gate-Amount- 67,522	36,500	2,57,98
2019-20	• J-Gate-Amount- 64,900 • Pearson E-Books-Amount- 55,817	57,500	
2020-21	• J-Gate-Amount- 67,522 • Pearson E-Books-Amount- 64,190	36,500	
2021-22	• J-Gate-Amount- 67,522 • Pearson E-Books-Amount- 1,03,233 • DELNET-Amount- 19,470	36,500	2,00,24

Per day usage of the library by teachers and students:

Through Circulation Statistics & Usage Register (Electronic & Print Entries) per day usage of the library by teachers is -5 and students - 17 and through e-access is-4. Library follows open access system that allows users direct access to the library collection. The reading room is well furnished to accommodate students at a time and provides a conducive environment for study and news reading.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Response:

Our institute has given more focus on students' IT facilities and infrastructure availability since the beginning of the institute. This infrastructure has helped the students to reach maximum usage of the facilities in and around the institute. The last academic year institute has hired an agency for the IT upgradation facilities named bhagirathi agency from pune. We always seek to fulfil the required bandwidth for IT resources at our campus. We have an enterprise mini leased line with 130 Mbps bandwidth.

Regarding IT upgradation facility as below:

IT Asset Consolidated Report		
Computer Report 1.1-1.4		
Sr No	Description	Available Qty
1	Total Servers Available in Server Room	03-Servers
2	Total Available PC's for Faculty	17-PC's
3	Total Management PC's Available	03-PC's
4	Total Available PC's in Classrooms	08-Pcs
5	Total Available Pc's Iin Seminar Hall	02-PC's
6	Total Available PC's For Student in Computer Lab-1 & Lab-2	40 PC,s + 40PC's = 80 PC's 30-PC's using for Language Lab
	Total Available PC's for Office Administration	08-PC's
Printers Report 2.1		
Sr No	Description	Available Qty
1	Total No,s of Printer Available For faculty	05-Printer
2	Total No's of colour printer	01-Printer

	Available Staff	
3	Total No's of Centralise Printer Available for campus	01-Printer
Projector Report 3.1		
Sr No	Description	Available Qty
1	Total No's of Projector Available In Classroom	06 Projector
Software Report 4.1		
Sr No	Description	Available Qty
1	Total NO's of System Softwares Available	02- System Softwares
2	Total NO's of Application Softwares Available	11-Application Software
Internet & LAN Report 5.1		
Sr No	Description	Available Speed in Mbps
1	Total Internet speed Available in Mbps	130-Mbps
2	All PC's are connected to LAN	
WiFi Device Report 5.2		
Sr No	Description	Available Qty
1	Total NO's of WiFi Device Available in Campus	08-Qty
Sound System 6.1		
Sr No	Description	Available Qty
1	Total NO's of Sound Device Available in Campus	06-Qty
File Description		Document
Upload Additional information		View Document
Provide Link for Additional information		View Document

4.3.2 Student – Computer ratio (Data for the latest completed academic year)**Response:** 0.93**4.3.2.1 Number of computers available for students usage during the latest completed academic year:****Response:** 80

File Description	Document
Upload supporting document	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

Response: 4.53

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

2021-22	2020-21	2019-20	2018-19	2017-18
10.14	6.51	10.31	18.03	7.84

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 14.13

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
12	12	12	15	1

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 75

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
21	62	51	91	51

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 61.21

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
15	33	25	21	7

5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
21	51	39	39	15

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 0

5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

5.2.2.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.3 Student Participation and Activities

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

Response: 2

5.3.1.1 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 wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1	0	0	1	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 4.4

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
9	00	7	3	3

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

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

Response:

In order to develop a good relationship, the institute keeps regular contact with the alumni through various social media like email groups and social networking sites. Alumni are enthusiastic to participate in institute activities for motivating current students in different ways. They are active in promoting, guiding and mentoring the recent students of the institute. Institute conducted various motivational talks, workshops, guest lectures, career guidance lectures etc. It has worked extensively in connecting the alumni with different activities by eminent Alumni at various levels.

Independently, various cells and specialization departments have conducted interactions which have facilitated the strengthening and widening of the ISMR family. Every year conducted guest lectures and career guidance lectures by eminent alumni. The lectures were a great success in terms of the numbers who attended the lectures. Guest lectures were creative and informative because alumni who had distinguished themselves in different fields came together to exchange their career and life journey for the benefit of younger students. The objective was to build a strong alumni network which will be helpful for current students for their career development. During the lecture sessions alumni interacted with the present students sharing their experience and also shared their knowledge on the many options available for students from different specializations. Alumni lectures and interactions with present students played an active role in institutional improvement, placement and networking. In 2017 an alumni lecture was conducted for counseling the students for new start up and ventures. In 2018 and 2021, we arranged lectures for “financial and investment management” and “Investment strategy and returns of Mutual Funds” for finance specialization students and interested students as many students would like to invest in stock and money markets. Lecture subjects have been selected which will be helpful in nurturing the students in various skill development programs and also help them in terms of final placement through campus interviews.

Other than technical subjects like soft skills, positive thinking for successful career, career counseling, creative thinking skills for successful managers, leadership skills etc. these lectures arranged for their overall development and behaviors. For successful futures these skills play an important role for personality development. A supportive and strong alumni network is important for the success and growth of the institute for many reasons. Alumni contribution plays valuable roles and thus a strong relationship with them brings many benefits to the college. ISMR is having an active participation from alumni which provide their knowledge and skill for different skill development programs, summer internship, for new start up and provide assistance in functioning of Entrepreneurship Development Cell. . The main objective is to utilize the rich experience of old students for the progress of the present students. Alumni also feel proud and get a chance to reconnect with the institute and interact with the new students. The platform for networking and sharing new trends with current affairs in the corporate world. ISMR has registered the Alumni Association in July 2022 and is looking for more participation from the Alumni students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

The vision of International School of Management and Research (ISMR) is “To be a world class business school, achieving excellence in imparting management education and research through continuous competency building” The Institute is emerged and firmly grounded on the belief that Management Education is one of the sectors in which students have the potential, capabilities and responsibility to change the outlook of any organization. Therefore, the Institute adheres to policies to improve academics, facilitate best infrastructure and facilities so the student will enrich their personalities to stay focused and confident to face any situation in their personal as well as professional career. To achieve this the governance of the college is keen towards implementing the assigned curriculum by SPPU as well as the Governing body facilitates and encourages extra-curricular activities in an academic year. To achieve this institute supports the collaboration with Industries [MoU’s] and other stakeholders from the societies including NGOs along with the regular conduction of academics.

As aligned with vision, the mission of the Institute is “To provide managerial talent with risk taking ability, passion for lifelong learning; creative, innovative thinking and values in rapidly evolving economic and social global environment” The Institute imparts Education of Global standards by inculcating innovation, research, creativity in teaching –learning methodology, industry visits, etc. This is reflected in the activities & events conducted for students at the Institute.

The Operating Philosophy:

- Ensure that education is accessible to all irrespective of the financial standings.
- Provide application-oriented excellence in teaching and anticipate dynamic diversities enabling ‘Happy Learning’ ambience.
- Transform students to lead the economy of tomorrow equipped with abilities to overcome challenges of the corporate world.
- Empower students to grab the opportunity by choice and not by chance.

Governance of the Institution is attained through the structured & transparent execution of committees formed for respective functioning cells. The Institution’s Administrative department ensures the compliance of the statutory bodies like AICTE, DTE, and University. The College Development Committee (CDC) is entrusted with the responsibility of planning & executing the plan for the academic progress at the Institute. The Admission Cell , Research and Incubation Cell ,Training and Placement Cell, Examination Committee, Internal Complaint Committee, Udan Club(Entrepreneurship Cell), Kautilya Club which organises all the activities related to the curriculum like workshops, seminars, guest lectures

and many more , Harmony Club which conducts extracurricular and social activities for students holistic development to imbibe and cultivate the ethics and human values.

The Director and IQAC strengthen the overall functioning of the Institution. The institute has innovative programs like Management Development Program (MDP), Certificate Course which supports in achieving excellence in management education through continuous competency building events. The Research Inclination is evident by the progress in the form of Research paper publications and participation in various seminars, workshops, and FDPs.

The documentation of all these activities and reports prepared and analysed. Conduction and execution of all these activities achieves the fulfilment of institution Vision and Mission.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

International School of Management and Research (ISMR) is being recognized Institute within the vicinity for effective and efficient implementation and execution of the policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan for the overall growth of students, faculty and the Institute and on the larger sale the country itself. The Institute has adopted the policy to impart best knowledge through best teachers, to improve academics, facilitate best infrastructure and facilities so the students will enrich their personalities.

Institute effectively work for quality improvement in the areas of:

Institute defines the strategic plan at the beginning of every academic year. To adhere to the Plan, the academic and activity calendar was prepared and approved by the College Development Committee (CDC). The various activities and events get planned which supports students' growth and development. Review of all activities taken and analysed at the end of the academic year by conducting Annual Academic Audit and Annual Report to understand the outcome of the Prospective Plan.

Deployment of the Prospective Plan:

- Conduction of various Faculty Development Program and Seminar, workshops at Institute level to

fulfil the industry need along with understanding of curriculum

- Conduction of Various Certificate courses for even and odd semesters.
- MoUs signed with various industries for internship, training and placements for the students
- Social tie-ups with old age home and Umed Parivar to inculcate the social values among the students
- Emphasis on use of ICT for teaching methodologies.
- Subscription of e-library NDLI Club <https://ndl.iitkgp.ac.in/> and e books Pearson e-books: elibrary.in.pearson.com

Administrative procedure

The effective execution of the prospective plan aligned with the Management and College Development Committee (CDC) as the decision makers for the Institute. Director shoulders the responsibility to propose and deploy the prospective plan along with the teaching and nonteaching faculties of the institute for the betterment of students.

The institute has a well developed administrative setup. Some of the committees are as

- Admission Cell
- Research Cell
- Library
- Anti-Ragging Committee
- Reservation Committee
- Student Grievance Cell
- Internal Complaint Committee
- Alumni Cell
- Examination lead by college exam officer (CEO)

These various committees are headed by faculty members. Effective and efficient conduction of academics is monitored by IQAC and Director. Institution rules and regulations, leave details, code of conduct are discussed, informed and disseminated to teaching and non-teaching staff at the time of joining. The institute has a well designed website with all updated and important information. The institute has appointed a registrar for smooth functioning of administrative setup. Faculty requirement, maintaining

scholarship data of students, issuing of bonafide certificates is coordinated by the administrative staff. Examination section takes care of internal and external exams with the coordination of SPPU. The institute has a college exam officer (CEO) for University exams conduction and results, Librarian for Institute Library. The account section maintains the records of all financial transactions, student fee collection, and staff salary disbursement. It also conducts internal and external financial audits.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2.2 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

6.3 Faculty Empowerment Strategies

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

Response:

The institution always emphasizes the well being of teaching and non teaching staff.

ISMR welfare measures enlisted below:

Staff Welfare Scheme at ISMR:

- 12 days of casual leave are provided to both teaching and non-teaching staff.
- Half Pay leave/Medical leave for both teaching and nonteaching staff
- Maternity leave of 180 days for women staff
- Duty leaves to the teaching staff are provided to attend various Orientation/Refresher/ Seminar /workshops/Training Programs

- Financial Support to the teaching staff are provided to attend various Orientation/Refresher/Seminar /workshops/Training Programs
- Dress code/ Uniform
- General Insurance for Faculty

Common Facilities available at ISMR:

- Faculty Room
- Potable Water supply and outlets for drinking water at strategic location
- Canteen
- Electric Supply and Backup Electric Supply
- Sewage Disposal
- Telephone and FAX
- Vehicle Parking
- Safety provisions including fire and other calamities
- Facilities such as lifts, ramps
- CCTV Security System
- Outdoor and indoor Gymnasium facilities
- Annual Staff Picnic
- Transport and Ambulance service (in case emergency)
- Grievance redressal Cell

Faculty Development Programmes

- Faculty Enhancement programmes for skill up-gradation and training are organized for both teaching and non-teaching staff.
- e-skill development of non-teaching through various workshops
- Computer Training workshops are provided for teachers to help them

Performance Appraisal System for teaching and non-teaching staff

The institute has a Performance Appraisal system for both teaching and non-teaching.

Teaching Staff must submit the appraisal form at the end of academic year and the personal interview with Chairman and Director for the final decision of appraisal. Appraisal of the Non-teaching analysed by the personal interview session and overall contribution throughout the year.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 36.36

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	6	0	5	5

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

Response: 52.78

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
10	8	8	8	4

6.3.3.2 Number of non-teaching staff year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
7	0	0	15	6

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

International School of Management Research is a private institution. Main source of Revenue is student's fees. All expenditure needs to be fulfilled by students' fees. So, the Institution keeps track for effective and efficient utilization of financial resources. Before any expenditure or event, the budget gets finalized and sanctioned by the management. Management check and verify the details and approve the budget. Every expenditure voucher is supported with authentic proof. Main object of utilization of funds is for development of the institute. For allocation of funds Management gives priority for teaching learning spending. Adequate amount of funds is utilized for induction, guest lectures, industrial visits, workshops, social activities, sports activities etc. These programs underscore a major role in students' educational career as they relate to social outfit and gain practical knowledge for their future development. Institute focuses on overall development of students by conducting and financing various student centric programs. Institute provides best infrastructure facilities by spending enough on ICT rooms, Computer Lab, smart classroom, well equipped gymnasium, library etc. As per requirement, the institute purchases updated reference books and journals and pays subscriptions for e-journal and e-book. As per requirements funds are utilized for repairs and maintenance and for the regular maintenance of infrastructure facilities at the institute. Institute makes provisions for student's extension activities.

Institute uses Tally ERP software for transacting all monetary transactions. Major part of Institute income is Tuition Fees

Other than students' activities institutes mobilized revenue by different heads as follows

1. Salary Expenses:

- Teaching and Non-teaching Staff

1. Administrative Expenses

- Students' examination Expenses, Affiliation and Recognitions fees, Printing & Stationery Expenses, Software Expenses, Hostel Expenses, Repairs and maintenance, telephone & Internet Expenses

1. Infrastructure Augmentation:

- As per the requirement the infrastructure is provided and regular AMC for regular repair and maintenance.

1. Educational Expenses

- Educational Fair Expenses, Students Activities, Student Seminars, Workshops & Conference, Student certification Expenses, Student gathering/picnic/birthday expenses, students visit expenses, Petrol Diesel/Insurance expenses

Institute conducted internal and external financial audits regularly.

File Description	Document
Upload Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The Internal Quality Assurance Cell (IQAC) is an administrative cell which administers, initiates, plans and executes academic and outreach activities to enhance and upgrade quality education at the institute. The IQAC was established in May 2022 at ISMR. IQAC is contributing to defining strategies for betterment of education, faculty improvement, and student development by setting a benchmark in the education system. IQAC has defined the vision and objectives:

Vision of IQAC:

To offer students a high-quality education by systematically implementing the development strategy for their overall growth and development

Objectives:

? To create a structure for deliberate, persistent, and transformative action to enhance the institution's performance in both academics and administration

? To Build an organised methodology of documentation and internal communication

IQAC Initiatives and Function:

- Facilitate a learner centric environment conducive of quality education in the institute

The IQAC is a facilitator in implementation of teaching learning processes, structures, and methodologies in academic progression. It designs measures for achieving the goals of academic excellence. It encourages, introduces, implements activities like communication skills, personality development, leadership.

IQAC monitors the academics of the institute. IQAC had initiated the External Academic Audit for the year 2021-22. The audit was conducted by a Board of Studies Member (Management) from Parent University (SPPU). The recommendations from the external auditor will be incorporated for the quality improvement in the academics.

- Arrangement of Feedback mechanism, analysis, and implementation

IQAC has established a feedback mechanism and makes it mandatory to collect feedback from stakeholders. IQAC also initiated the online feedback of the students for academic performance and ambience of the institution.

- Implementing the curriculum and engaging the students in interactive activities to build a value system

IQAC emphasises on the conduction and completion of certificate courses. Also ensures the students get benefited with the various activities like seminar, workshop and guest lectures.

IQAC promotes sports and cultural activities for overall development and improvement of managerial

skills.

- The improvement and incorporation of modern teaching and learning methodologies

IQAC ensures the successful execution of the academic calendar and monitors the execution of teaching plans and systematic conduction of academics. IQAC also encourages faculties to attend various online / offline programs.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
2. Collaborative quality initiatives with other institution(s)/ membership of international networks
3. Participation in NIRF
4. any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc

Response: B. Any 3 of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

Promotions of Gender Equity

We at the International school of management and research create a safe space for our students and provide a gender sensitive and empowering education. The teaching methods of gender sensitization are not limited to classrooms only. The institute has organized events every year related to gender sensitization. The events are in the form of lectures, guest lectures, and workshops are organized throughout the year that aim to provide a combination approach in creating awareness amongst students about the Inequalities in all genders.

Safety and Security [ISMR]

We have strict round the clock security of high standards at the college gate to create a safe campus. Well trained guards are employed by the college on a 24 hour roster. The security guards at the gate, stationed two at a time, check the IDs of everyone entering the campus. While the college has a total of two gates, only one is used for regular passage with security guards manning the gates at all times. The other gates remain locked, except on special occasions and with monitoring. The walls of the campus also prevent the trespassers from entering the college premises. The safety and security of students is a priority at ICMR during events and fests when the outsiders are also invited to the college campus. Apart from the presence of the security guards, the college teaching and non-teaching staff Volunteers along with student volunteers shoulder the responsibility of security on fest days to ensure a safe college campus. Our well attended fests have been conducted without any incidents, encouraging both parents and students to feel comfortable in participating and enjoying all events that extend late into the evening at campus.

Grievance Redressal Cell

We recognize that counseling is important for students to navigate these demands and achieve their academic potential. In keeping with its mission to provide for the all-round holistic development of students. A senior faculty Counselor at ISMR defines deals with Time, Stress, Family Problems, Career Counseling faced by students. In order to address the mental health needs of students. Career guidance sessions are organized by placement cell to apprise the students about the career opportunities in their specific field. This has helped students understand the significance of counseling.

Common Rooms [Boys and Girls]

ISMR campus itself provides comfortable spaces for students. There are two formal common rooms that are easily accessible and centrally located close to the canteen, library, gymnasium and class rooms. Both the common rooms are of sizable capacity.

Commemorative Days and Events and Festival

ISMR has holistic development of the students through different events and festivals participation every year as mentioned below:

- Wari for Social Work Pilgrims in Maharashtra, India.
- Indian Independence Day Celebration.
- Republic Day Celebration.
- Constitution Day (Samvidhan Diwas) Celebration.
- World Earth Day Celebration: Kanifnath Trek.
- Dahi Handi Festival.
- National Voters Day and many more.

File Description	Document
Upload Additional information	View Document

7.1.2 The Institution has facilities and initiatives for

1. Alternate sources of energy and energy conservation measures
2. Management of the various types of degradable and nondegradable waste
3. Water conservation
4. Green campus initiatives
5. Disabled-friendly, barrier free environment

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	View Document

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

International School of Management and Research (ISMR) understands the value and importance of holistic development of the student. The institute, hence, since its inception has focused on several activities through which students will get the environment in which they will understand the values towards humanity, rights of being responsible citizens of India. Also the students are made aware of being tolerant and harmonious towards cultural, regional, linguistic and communal socioeconomic responsibilities.

The efforts of the institute towards providing an inclusive environment are quite obvious in the activities conducted since establishment of the Institute. The harmonious environment is generated through the programs like cultural activities which inculcate the value of team spirit, respect for everyone's culture and religious sentiments. The activities related towards religious harmony are attained by conducting the programs like Wari for Social Work, Ganesh Festival, Diwali Celebration also we do celebrate National hero's birth anniversary to commemorate their deeds and sacrifice for the nation. Such activities help not only to commemorate days but to generate the feelings of being one and social harmony. The socioeconomic activities like inviting guest lecturers to deliver a session on current issues related to trends and technology that helped our students to take steps towards economic development of the nation. The institute has been successful to deliver best programs like Day Celebration, Kanifnath Trek, E-Waste, Collection Drive, National Voters Day Celebration, India's Republic Day Celebration, and Visit to Old Age Home, Indian Independence Day Celebration, Visit to Umed Pariwar (Persons with Intellectual Developmental Disability), Constitution Day (Samvidhan Diwas) Celebration, Awareness Activities on Aids Day, India's Republic Day Celebration through which the Institute provided the ground for holistic development of the students.

Besides academic and curricular activities, the Institute has provided the best infrastructures for different sports activities for the physical and mental development of the students. The institute is keen towards students' mental equilibrium by engaging motivational lectures of eminent persons from the fields for all-round development of the students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.2 Best Practices

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

Response:

Best Practice 01: Read, Understand and Analyze Newspaper

We at International School of Management and Research have a unique practice of newspaper reading which helps to increase and enhance one's vocabulary, creativity ,critical thinking and analyzing. It also helps to understand global awareness economic, social, political, cultural events that enlighten us for better comprehension and self-growth.

Objectives of the Practice:

- To know the current affairs of the world.**
- To enrich and analyse the clear impact of the news.**
- To increase reading and vocabulary skills.**

The Context:

Newspaper hour practice helps the students to increase their thoughts to develop daily reading habits. Thus, we have initiated this practice in 2014 till date and would continue ahead. Initially, we had a thought to make students understand the value of newspaper reading and current affairs. The next year, we had designed the news hours reading as a part of our college time table, which is compulsory for all students to participate. We had collected feedback among the students. This has countered the first challenge on selection of newspapers. On the feedback of the students we have started an Economic Times Paper .

The Practice:

We have appointed a Librarian as a Coordinator for the practice. Everyday students who come to college start reading the newspaper for an hour i.e. 9.30 am – 10.00 am. Coordinator has created a group of 4-5 students in each group. These groups are framed according to the students ID. Group mentors are given with an article or news or any audited statements to finance groups from economic times news paper. All groups will read the specific content for 30 min. Afterword's all students will join the class as per the lecture hours. These groups can discuss the content among the group in lunch break or free time and prepare a presentation. This presentation has to be

delivered in front of all students as per coordinators guidelines.

Evidences of Success:

- **The newspaper reading slot in our time table has really helped the students to increase and enhance the knowledge, information which can be seen during internship and final placement at ISMR.**
- **While giving the presentation students have started giving the examples of the industry or corporates among the discussion.**
- **While reading the startup Articles / News among the top young entrepreneurs got motivated and started their new ventures after completion of the course.**

Problems Encountered:

1.Students Attitude and Reading ability:

At ISMR, we have students with different backgrounds and cultures. We have observed the problem of understanding business articles, news or Statement reading etc. Many students come with different undergraduate courses like Arts, Commerce, Science, Engineering, Pharmacy and many more. They are not found suitable to read and understand the economic times. Slowly we have seen the change in the language and cofortability of the students and their approach towards this activity.

1.Making Presentation as a Task :

Making a presentation with the entire group within a stipulated time span. We have seen the problem of cordination and team work and leadership qualities of mentor in all other activities or events. We have asked students to give oral presentations and if possible PPTs would be appreciated.

Best Practice 02: Heal Body, Soul Mind

International School of Management and Research (ISMR) is established with the vision and mission of students' upliftment and personality growth. With this aim and objective with great consideration and thoughtful decision we have started a practice to develop a sound mind and body: a practice named as "Heal Body Soul Mind ". We have come up with a complete plan of action which is discussed in each induction program. The meditation, yoga and sports combined the nature of the practice.

Objectives of the Practice:

- **To enhance mental health with Physical health.**
- **To develop holistic development towards students.**
- **To increase awareness about mind, soul and healthy body.**

The Context:

We at ISMR have a 21 acres of campus in a quiet and sound environment, which has created thought to develop a sound mind and body practice. This practice is not covered in any syllabus of the university. We began with a meditation program for students. We had prepared a SOP for Heal Body, Sound Mind.

We started this activity five years back at our institute. This has helped us to enrich the students' personality, peacefulness, thinking process, innovative approach, patience level and many more. This has completely changed the behaviour of the student to deal with today 's affairs. This activity contains different meditation exercises, yoga and sports programs for the students in the college.

The Practice:

In the beginning of the academic year, we give a brief note on the activity. The Activity coordinator is appointed by an institute to execute the Act appropriately as per SOP. This practice we have incorporated in the time table after lecture hours i.e. 5.00 pm till 6.00 pm. We always give a student's space to choose their area of interest while choosing the sports. We have indoor facilities with table tennis, Gymnasium, Carom, Chess board etc. We have outdoor facilities with Cricket, Basketball, Badminton, Running track, Volley ball inside the campus. Every day students will do a meditation session before sports activity. We do conduct the yoga session as per the resource availability. The resource availability is assigned by the coordinator, which is conveyed to the students well before the activity.

Evidences of Success:

- **Students having the wellbeing of the mind and body generates the energy for the students**
- **Students with good physical and mental health have higher energy levels, can also enjoy better sleep.**

Problems Encountered:

1. Meditation and Yoga:

We have seen many students who were not interested in doing meditation. We had appointed a special resource trainer for such students who have created interest in performing yoga.

1. Special Interest in Specific Games:

Many students were interested in playing only Cricket or Basketball. This is not a problem as such but we have seen this problem differently and encountered it with other games competitions like volleyball, chess, carom, traditional sports like tug of war.

File Description	Document
Any other relevant information	View Document
Best practices as hosted on the Institutional website	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

ISMR Institute is established with a clear vision and mission of empowering students with new horizons, perspective, understanding, motivation, communication skills and soft skills in the field of higher education. The Institute strives to challenge itself for upgrading with current trends in technology, education and industry and also forecast the emerging requirements for the futuristic probabilities so the students should stay ahead and firmly grounded to their acquired beliefs and knowledge. With these objectives in the mind the Institute has evolved itself in nurturing, creating and framing the life of our students.

While pursuing the objective to uplift the standard of the Institute and the students we have confronted many hurdles in teaching and learning process in these academic years. On the basis of our observation the Institute has done the survey among the students and found the areas where the Institute requires improving to fulfill the current needs of industry. With our findings we understood that students require multiple skills like team spirit, leadership qualities, entrepreneurship, customer orientation, strategic decision-making, behavioral aspects etc. Therefore the Institute has developed and designed a Management Development Program through different approaches to enrich the students.

Our Vision:

“To strengthen and transform students for management level and into successful leaders”

Our Mission:

- Dynamic training program that is designed to enhance and strengthen students' leadership capabilities.
- To ensure students should have the skills, knowledge and resources that they should be able to lead effectively, engage the task, to be focused in their enterprise.

Primary Objectives:

- To enhance and strengthen the leadership capabilities of a student.
- To make use of gained knowledge, skills, insights, and attitudes to manage organizations, managers and workers efficiently and effectively.

Secondary Objectives:

- To streamline the process of management training and ensure fast growth in student career.
- To improve the high competency and cross promotional functionality among students.

The Management Development Program details as follows:

1. Outdoor Management Activities:

Outdoor activities are beneficial to the students. Outdoor activities have psychological advantages such as stress relief, confidence, trust, creativity, decision making, positive attitude, adaptability to the situation and to be adventures to face the challenges in their life

We had certain objectives for outdoor Management Activities:

- To increase the academic performance.
- To improve bonding and teamwork among the students.
- To provide unique practical experience and to think out of the box.

Outdoor activity has given a scope to the student to know the environmental factors and the awareness towards the environment. Our students have become more concerned, responsible and conscious about environmental issues. The students are exposed to society to make significant contributions in protecting nature and environment. This has largely contributed to have bond with community and county in general

Beneficial to one's health it is also helpful for the students to learn in natural surroundings that has benefited their physiological and psychological growth. Our body needs to be energetic and outdoor activities play that role very efficiently. We have observed this importance of the activities and planned multiple activities which cater student's enrichment through academic performance and placements.

2. Industrial Hands on Training :

Industrial collaboration through multiple industrial sectors has provided opportunities to our students to get industrial hands-on training. This practice has helped to achieve our objective of industrial expertise with our students.

We planned certain objectives for industrial hands on training as follows:

- To provide a learning platform for students, where they can enhance their skills and prepare them for the future.
- To develop their theoretical knowledge into practical experience.
- To build their self-confidence.

This hands-on training gives an overview of the organization, its structure, job responsibilities to the students. It equips the students with the necessary skills-set required to perform a particular job which helps in building their self-confidence. Industrial Training is given in almost every sector, be it government or be it private sectors.

3. Guest Lectures on Operational Performance

The ISMR is keen to deliver best results through optimized resources from the various corporate sectors across the country. Keeping in mind the upliftment of the students we do arrange expert guest lecturers from reputed organizations for our students. This practice helps students in critical, analytical thinking and also boosts their confidence for marching towards their goal.

The guest lecture of experienced people from the corporate world enhance students' understanding of the corporate structure, work pressure, efficient management policies and also come to know about real world life experiences. This inculcates in our students the value of passion, dedication and perseverance. These guest lectures turn out to be a path breaking experience for our students as they get an insight and different perspective of the guest lecturers' specific domain. This also allows our students to have interaction with these experts. It helped a lot in fostering amongst the students the skills like discussions, interpersonal competence and communicative skills.

4. National and International Industrial Visit and Sessions:

The Institute has always been involved in planning and execution of interaction between industry experts and resource people of specific domains for our students. The progress of students is doubled when they are directly involved with the corporate/industrial world. Therefore we have arranged many guest lecturers for our students by these professionals from the corporate world. As a part of the curriculum and also an innovative practice adopted by the Institute every year we have invited specific industries from service sectors to offer the guidance and training and the students are introduced to a live working industrial environment. The students are offered industrial tours/visits within and outside the country. This practice has enhanced the understanding and confidence of the students. Their creativity also has increased to perform better even while pursuing their MBA. Thus this practice has provided an exposure to the students towards future opportunities and areas of interest. Our students got an opportunity to create an impact through international industrial visits at Tata Steel plant and other service sector companies in the international market.

File Description	Document
Any other relevant information	View Document
Appropriate web in the Institutional website	View Document

5. CONCLUSION

Additional Information :

- Institute conducts a seven day induction program for newly admitted students every academic year.
- Institute made a tie up with all different sectors like manufacturing industry, Service Sector, Consultancy Services, Social Sector, etc for students' holistic development through the activities / programs.
- Establishment of Harmony Club, Kautilya Club and Udan Club for conduction of co- curricular and extracurricular activities.
- Institute achieved various excellence awards in the education fraternity.

Concluding Remarks :

The challenges of the 21st century require leaders who can adapt to a rapidly changing environment, understand situations and find innovative solutions to problems, and then lead their organisations forward. We aim to develop exceptional global leaders in a carefully learning community, diverse in background but sharing an international perspective and high aspirations.

We at ISMR ensure effective curriculum delivery through the means of an institutionalised process which is a continuous process covering extent from academic calendar to outcome. We conduct certificate courses and internships and industrial visits.

Institute provides well equipped classrooms and tutorial rooms with ICT facilities.

Faculties ensure the holistic development of the students through the effective student centric activities and teaching learning methodologies.

Good number of research papers, publications and consultancy is the strength of the institute. The Institutes have done more than 30 MOUs and their activities. ISMR campus vibrates with varied co-curricular activities like Seminars, workshops, Student Competitions, Guest Lectures, Management Development Programmes, Outbound Programmes, Industry Interface & Cultural Activities and Placement assistance.

The institute provides state of art infrastructure and physical facilities. Appropriate budget provided for the infrastructure and maintenance.

The institute has well established governance for academic and administrative procedures. Institute provides staff welfare schemes for ug gradation and support to the faculties.

We have endeavoured to provide the best facilities, infrastructure, faculties to make a great future for the students. This pursuit of excellence will be a continuous process for the ISMR.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																														
1.2.1	<p>Number of Add on /Certificate/Value added programs offered during the last five years</p> <p>Answer before DVV Verification :</p> <p>Answer After DVV Verification :5</p> <p>Remark : After removing multiple count DVV input is recommended.</p>																														
1.2.2	<p>Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years</p> <p>1.2.2.1. Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>74</td> <td>72</td> <td>90</td> <td>78</td> <td>54</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>74</td> <td>72</td> <td>90</td> <td>78</td> <td>54</td> </tr> </tbody> </table> <p>Remark : As per the data provided by HEI, DVV input is recommended.</p>	2021-22	2020-21	2019-20	2018-19	2017-18	74	72	90	78	54	2021-22	2020-21	2019-20	2018-19	2017-18	74	72	90	78	54										
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74	72	90	78	54																											
2021-22	2020-21	2019-20	2018-19	2017-18																											
74	72	90	78	54																											
2.1.2	<p>Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)</p> <p>2.1.2.1. Number of actual students admitted from the reserved categories year - wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>13</td> <td>07</td> <td>04</td> <td>01</td> <td>11</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>12</td> <td>07</td> <td>04</td> <td>01</td> <td>11</td> </tr> </tbody> </table> <p>2.1.2.2. Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	13	07	04	01	11	2021-22	2020-21	2019-20	2018-19	2017-18	12	07	04	01	11	2021-22	2020-21	2019-20	2018-19	2017-18					
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12	07	04	01	11																											
2021-22	2020-21	2019-20	2018-19	2017-18																											

20	20	20	20	20
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Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
30	30	30	30	30

Remark : AS per the revised supporting documents and data received from HEI, based on that DVV input is recommended.

2.4.2 **Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)**

2.4.2.1. **Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
4	3	4	4	3

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
3	3	4	4	3

Remark : AS per the revised data and clarification received from HEI, based on that DVV input is recommended.

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

3.1.1.1. **Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
75000	0	125000	50000	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
0.75000	0	1.25000	0.50000	0

Remark : As per the data and supporting documents received from HEI, based on that DVV input is recommended.

3.2.2	<p><i>Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years</i></p> <p>3.2.2.1. Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="306 430 1046 564"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>2</td> <td>4</td> <td>5</td> <td>4</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="306 645 1046 779"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>2</td> <td>4</td> <td>5</td> <td>4</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	4	2	4	5	4	2021-22	2020-21	2019-20	2018-19	2017-18	4	2	4	5	4
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4	2	4	5	4																	
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4	2	4	5	4																	
3.3.1	<p><i>Number of research papers published per teacher in the Journals notified on UGC care list during the last five years</i></p> <p>3.3.1.1. Number of research papers in the Journals notified on UGC CARE list year wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="306 1057 1046 1191"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>7</td> <td>3</td> <td>4</td> <td>10</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="306 1272 1046 1406"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>7</td> <td>4</td> <td>5</td> <td>6</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	4	7	3	4	10	2021-22	2020-21	2019-20	2018-19	2017-18	3	7	4	5	6
2021-22	2020-21	2019-20	2018-19	2017-18																	
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2021-22	2020-21	2019-20	2018-19	2017-18																	
3	7	4	5	6																	
3.3.2	<p><i>Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years</i></p> <p>3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="306 1684 1046 1818"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="306 1899 1046 2033"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	1	0	0	0	0	2021-22	2020-21	2019-20	2018-19	2017-18	1	0	0	0	0
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1	0	0	0	0																	
2021-22	2020-21	2019-20	2018-19	2017-18																	
1	0	0	0	0																	

3.4.3	<p>Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organised in collaboration with industry, community and NGOs) during the last five years</p> <p>3.4.3.1. Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 510 1046 645"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>8</td> <td>0</td> <td>8</td> <td>7</td> <td>6</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="304 723 1046 857"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>8</td> <td>0</td> <td>8</td> <td>7</td> <td>6</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	8	0	8	7	6	2021-22	2020-21	2019-20	2018-19	2017-18	8	0	8	7	6
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8	0	8	7	6																	
2021-22	2020-21	2019-20	2018-19	2017-18																	
8	0	8	7	6																	
4.1.2	<p>Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)</p> <p>4.1.2.1. Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 1137 1046 1272"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>19</td> <td>28</td> <td>32</td> <td>31</td> <td>13</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="304 1350 1046 1485"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>19.44</td> <td>28.56</td> <td>32.23</td> <td>31.64</td> <td>13.04</td> </tr> </tbody> </table> <p>Remark : AS per the data and supporting documents received from HEI, based on that DVV input is recommended.</p>	2021-22	2020-21	2019-20	2018-19	2017-18	19	28	32	31	13	2021-22	2020-21	2019-20	2018-19	2017-18	19.44	28.56	32.23	31.64	13.04
2021-22	2020-21	2019-20	2018-19	2017-18																	
19	28	32	31	13																	
2021-22	2020-21	2019-20	2018-19	2017-18																	
19.44	28.56	32.23	31.64	13.04																	
4.4.1	<p>Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)</p> <p>4.4.1.1. Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 1921 1046 2056"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>2</td> <td>4</td> <td>7</td> <td>1</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	3	2	4	7	1										
2021-22	2020-21	2019-20	2018-19	2017-18																	
3	2	4	7	1																	

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
10.14	6.51	10.31	18.03	7.84

Remark : AS per the revised data and supporting documents received from HEI, based on that DVV input is recommended.

5.3.1 **Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years**

5.3.1.1. *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 wise during the last five years*

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	1	1	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
1	0	0	1	0

Remark : AS per the revised data and supporting documents received from HEI, based on that DVV input is recommended.

5.3.2 **Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)**

5.3.2.1. **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
136	00	103	60	54

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
9	00	7	3	3

6.3.3 **Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the**

last five years**6.3.3.1. Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
17	8	8	17	10

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
10	8	8	8	4

6.3.3.2. Number of non-teaching staff year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
7	0	0	15	6

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
7	0	0	15	6

Remark : AS per the revised data and supporting documents received from HEI, based on that DVV input is recommended.

2.Extended Profile Deviations

ID	Extended Questions																				
1.1	Number of teaching staff / full time teachers during the last five years (Without repeat count): Answer before DVV Verification : 15 Answer after DVV Verification : 14																				
1.2	Number of teaching staff / full time teachers year wise during the last five years Answer before DVV Verification: <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>11</td> <td>8</td> <td>8</td> <td>9</td> <td>9</td> </tr> </tbody> </table> Answer After DVV Verification: <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>8</td> <td>8</td> <td>9</td> <td>9</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	11	8	8	9	9	2021-22	2020-21	2019-20	2018-19	2017-18	10	8	8	9	9
2021-22	2020-21	2019-20	2018-19	2017-18																	
11	8	8	9	9																	
2021-22	2020-21	2019-20	2018-19	2017-18																	
10	8	8	9	9																	

2.1 **Expenditure excluding salary component year wise during the last five years (INR in lakhs)**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
112	101	405	417	128

Answer After DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
112.91	101.58	405.32	417.31	128.80