



**Annual Quality Assurance Report  
for  
Academic Year 2017-2018**

**Submitted by**

**Symbiosis Centre for Management &  
Human Resource Development,  
Pune**

**Submitted to**



**SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)**

**(Established under section 3 of the UGC Act 1956, by  
notification No.F.9-12/2001-U3 Government of India)**

**Re-accredited by NAAC with 'A' Grade**

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## 2. IQAC Composition and Activities

2.0 Vice Chancellor	0
2.1 Number of Teachers	9
2.2 Number of Administrative/Technical	2
2.3 Number of students	0
2.4 Number of Management	1
2.5 Number of Alumni	2
2.6 Number of any other stakeholder and community representatives	1
2.7 Number of Employers/ Industrialists	2
2.8 Number of other External Experts	3
2.9 Coordinator	0
2.10 Total Number of members	13
2.11 Number of IQAC meetings held	2
2.12 Number of Quality related meetings with various stakeholders	

Faculty	4
Non-Teaching Staff Students	2
Alumni	2
Others	0
Total	0

2.13 Has IQAC received any funding from UGC during the year?

If YES, mention the amount

2.14 Seminars and Conferences (only quality related)

i) Number of Seminars/Conferences/ Workshops/Symposia

International	0
National	0
State	0
Institution Level	3
Total	3

ii) Themes of Conferences/  
Workshops/Symposia (Only Quality  
Related)

1. Research related workshop by Dr Yogesh Dwivedi of Swansea University, Canada
2. Research based workshop by Prof. Priya Raghbir, Dean Abraham L. Gitlow Professor of Business, Stern School of Business, New York University
3. Research talk by Dr. Rajeev Batra, S S kresge Professor of Marketing, University of Michigan

**2. IQAC Composition and Activities**

2.15 Significant Activities and contributions made by IQAC

No

2.16 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year

Plan of Action	Achievements
To continue with our quality improvement processes for securing the AACSB accreditation.	We have submitted our 2nd update on September 2017
Sustain and improve the research output in terms of quality and quantity (Scopus and ABDC ranking)	19 research papers with ABDC/ SCOPUS indexed published
Looking forward for International collaboration for learning and research	<ul style="list-style-type: none"> <li>• 1 Student participated in summer school at Berlin School of Economics &amp; Law and HEC Paris.</li> <li>• 2 students participated in summer school and 5 students participated in winter school at Telecom Ecole De Management, Paris.</li> <li>• 8 students participated in winter school at Berlin School of Economics &amp; Law</li> <li>• 1 student is currently enrolled in a semester exchange program at Leeds Beckett University</li> <li>• 1 faculty member was invited to Nottingham Trent University to deliver a knowledge sharing session on Sustainable Talent Management</li> <li>• Another faculty travelled to Deakin University in order to pursue further research in the area of sustainability.</li> <li>• One faculty member taught at Telecom Ecole De Management, Paris under exchange program.</li> <li>• Dr. Sonali &amp; Dr. Pratima have publications with international faculty.</li> </ul>
-	-
-	-

2.17 Whether the AQAR was placed in statutory body No

(If YES : Management :  Syndicate :  Any other body :

Provide the details of the action taken

-

## Criterion - I

### 1. Curricular Aspects

#### 1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added/career oriented programmes
PHD	0	0	0	0
PG	3	1	4	4
UG	0	0	0	0
PG Diploma	2	0	2	0
Advanced Diploma	0	0	0	0
Diploma	0	0	0	0
Certificate	0	0	0	0
Others	0	0	0	0
<b>Total</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>4</b>
Interdisciplinary	5	1	6	4
Innovative	0	1	1	1

A new Program MBA (Analytics) was started from the year 2017-19 with a maximum intake of 40 students per Batch

#### 1.2

(i) Flexibility of the Curriculum:

Core/Elective/CBCS

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	6
Trimester	0
Annual	0

#### 1.3 Feedback from stakeholders

	Mode Of Feedback (tick whichever is applicable)		
	Online	Manual	Co-operating Schools
Alumni	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Students	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

1. Feedback on curriculum from students are taken during Exit Feedback and Batch meets by the Director , Deputy Director, HODs.
2. Feedback of the faculty on curriculum is captured during Program Review Committee and Departmental meeting.
3. Feedback of alumni and recruiters are captured during PRC meeting, IQAC meeting and meetings of faculty with mentors during summer internship.

1.4 Whether there is any revision/update of regulation or syllabi ,if yes, mention their salient aspects

Supply Chain management made elective. It is compulsory for all Operations students.

1.5 Any new Department/Centre introduced during the year. If yes, give details

No

## Criterion - II

### 2. Teaching, Learning and Evaluation

2.1 Total Number of permanent faculty

Professor	4
Assistant Professor	11
Associate Professor	8
Others	11
Total	34

2.2 Number of permanent faculty with Ph.D.

23

2.3 Number of Faculty Positions Recruited (R) and Vacant (V) during the year

	R	V
Professor	1	0
Associate Professors	0	0
Assistant professor	4	11
Others	1	0
Total	6	11

2.4 Number of faculty

Guest	24
Visiting	82
Temporary	NA

2.5 Faculty participation in conferences and symposia

Number of Faculty	International Level	National Level	State Level
Attended	44	14	0
Presented Papers	42	12	0
Resource Persons	0	2	0

2.6 Innovative processes adopted by the institution in Teaching and Learning

- SCMHRD has initiated digitization of its academic process. All sessions and evaluation plans, along with Assurance of Learning Process, are managed through a digital platform.
- Two faculty members from the Finance department adopted an innovative pedagogical approach. Smart books on Financial Accounting by Cengage and on Financial Management by McGraw-Hill Education (2017-19) were used for first year students
- An alumni formed part of three members assessment team beside faculty and industry mentor for assessing summer internship projects
- 'Teach A Child' initiated in order to make students socially aware. All students are sent to a neighbouring school for underprivileged children to teach for three days in a semester.
- Audit courses have been introduced for the MBA batch 2017-19 to provide an opportunity to students to gain knowledge in subjects over and above the required credits. 78 students availed themselves of the opportunity to opt for audit courses.

2.7 Total Number of actual teaching days during this academic year

202



## 2.8 Examination/ Evaluation Reforms initiated by the Institution

(for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

- SCMHRD has initiated digitization of its academic process. All sessions and evaluation plans, along with Assurance of Learning Process, are managed through a digital platform.
- An alumni formed part of three members assessment team besides faculty and industry mentor for assessing summer internship projects

## 2.9 Number of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Studies/Faculty/Curriculum Development workshop

	Numbers	Description
Board of Studies	3	Dr Pratima Sheorey Dr Ravi Kulkarni Dr Manoj Hudnurkar
Faculty Meetings	15	Dr. Aradhana Gandhi -Retail Dr. Gurudas Nulkar- Marketing & Strategy Dr. Pratima Sheorey- Marketing Dr. Vaishali Mahajan -Markketing Read More Dr. K. Rajagopal -Marketing Dr. Dipasha Sharma- Finance Dr. Pankaj Sharma-Finance Dr. Ravi Kulkarni -QS&A Dr. Manish Sinha -Economics Dr. Netra Neelam -HR Dr. Vinita Sinha -HR Dr. Sonali Bhattacharya -QS&A Dr. Manoj Hudnurkar -Operations Prakash Waknis - Sustainability & Infrastructure Rahul Hiremath - Sustainability & Infrastructure

Curriculum Development Workshop	7	Program Review Committee Dr Pratima Sheorey, Director and Chairperson Dr Netra Neelam, Deputy Director & Member Secretary Dr Ravi Kulkarni, Professor and member Dr Manoj Hudnurkar, Professor and member Dr Vaishali Mahajan, Associate Professor, Member-Full Time Program Dr Shantanu Prasad, Assistant Professor, Member-Part Time Program Dr Sonali Bhattachary, Professor and Member
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2.10 Average percentage of attendance of students 82.01

The results of completed Programs of AY 2017-18  
MBA (16-18)- pass percentage 95.05%  
MBA (IM) (16-18) pass percentage 100%  
PGDBA 2017-18 - pass percentage 64%  
PGDHRM 2017\_18 - pass percentage 68.18%  
MBA -E 2015-18 : pass percentage 66.67%

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes

We have the Assurance of Learning team (AOL) looking after development of learning goals and traits. Evaluation on each subject is linked with measuring the traits. The AOL team is advised by the Academic Review Committee. IQAC plays the monitoring role for the AOL team.  
The syllabus of each course provided to students before beginning of semester include the learning goals and traits to be measured under each learning goal and trait. The process now has been automated.  
The question papers, syllabus and trait-wise assessment can be done through online process. Results on all internal assessments are declared both as absolute scores and percentile scores.

2.13 Initiatives undertaken towards faculty development Total : 32

Faculty / Staff Development Programmes	Number of faculty benefitted
Refresher Courses	25
UGC - Faculty Improvement Programme	2
HRD Programmes	1
Orientation Programmes	0
Faculty Exchange Programme	0
Staff Training Conducted by the University	1
Staff Training Conducted by Other Institutions	0
Summer / Winter Schools, Workshops, etc.	2
Others	1

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	31	0	6	0
Technical Staff	8	0	1	0

## Criterion - III

### 3. Research, Consultancy and Extension

#### 3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

SCMHRD is conducting regular monthly research round table sessions where faculty members present and discuss their research ideas. There have been eight round tables in the academic year. As per the 5 year summary report, 100% faculty in HR department, 86% faculty in Marketing, 50% of faculty in Finance, 75% faculty in Operations, and 100% faculty in General Management have published in SCOPUS or ABDC indexed journals.

#### 3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Numbers	0	0	0	0
Outlay in Rs. Lakhs	0.00	0.00	0.00	0.00

#### 3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Numbers	0	1	0	1
Outlay in Rs. Lakhs	0.00	0.00	0.00	1.50

#### 3.4 Details on research publications

	International	National	Others
Peer Review Journals	17	8	0
Non-Peer Review Journals	0	0	0
e-Journals	0	0	0
Conference proceedings	10	1	0

#### 3.5 Details on Impact factor of publications

Range	0-2.08
Average	0.77
h-index	18
Nos. in SCOPUS	15

#### 3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned (in Lakhs)	Total grant Received (in Lakhs)
Major projects	0	0	0.00	0.00
Minor Projects	1	SIU	1.50	1.50
Interdisciplinary Projects	0	0	0.00	0.00

Industry sponsored	1	Government of India	0.00	0.00
Projects sponsored by the University/ College	0	0	0.00	0.00
Students research projects(other than compulsory by the University)	134	Multiple companies	0.00	0.00
Any other(Specify)	0	0	0.00	0.00

3.7 Number of books published

i) With ISBN No.	0	Chapters in Edited Books	3
ii) Without ISBN No.	0		

3.8 Number of University Departments receiving funds

UGC-SAP	0
CAS	0
DST-FIST	0
DPE	0
DBT Scheme/funds	0

3.9 For colleges

Autonomy	0
CPE	0
DBT Star Scheme	0
INSPIRE	0
CE	0
Any Other (specify)	0

3.10 Revenue generated through consultancy

0.00 (Rs. In lakhs)

3.11 Number of conferences organized by the Institution

Level	Number	Sponsoring Agencies
International	0	
National	0	
State	0	
University		
College	0	

3.12 Number of faculty served as experts, chairpersons or resource persons

2

3.13 Number of collaborations

International	4
National	5
Any Other	2

3.14 Number of linkages created during this year

10

3.15 Total budget for research for current year in lakhs

From Funding agency	0.00
From Management of University/College	86.20
Total	86.20

3.16 Number of patents received this year

Type of Patent	Number	
	National	Applied
Granted		0
International	Applied	0
	Granted	0
Commercialised	Applied	0
	Granted	0

3.17 Number of research awards/ recognitions received by faculty and research fellows Of the institute in the year

International	2
National	2
State	0
University	0
Dist	0
College	0
Total	4

3.18 Number of faculty from the Institution

who are Ph. D. Guides	7
and students registered under them	4

3.19 Number of Ph.D. awarded by faculty from the Institution

3
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3.20 Number of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF	2
SRF	0
Project Fellows	0
Any other	0

3.21 Number of students Participated in NSS events

University level	State level	National level	International level
0	0	0	0

3.22 Number of students participated in NCC events

University level	State level	National level	International level
0	0	0	0

3.23 Number of Awards won in NSS

University level	State level	National level	International level
0	0	0	0

3.24 Number of Awards won in NCC

University level	State level	National level	International level
0	0	0	0

3.25 Number of Extension activities organized

University forum	College forum	NCC	NSS	Any Other
0	0	0	0	6

### 3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

Junior teams of CSR club INSPIRIT are being selected. Dr Dipasha Sharma will be the faculty-in-charge

1. Zero Food Waste Day was celebrated on 16th July. Total wastage came down to about 14.5 kgs, as compared to 18-19 kgs on other days.

2. 'Tag the band' contest was held on 17th July by SHAPATH team.

3. Both the junior teams of SHAPATH and Inspirit (formerly Prayatna) were selected and will work under guidance of Dr Dipasha Sharma and Prof Gauri Joshi

1. INSPIRIT

Out of 90 children, a total of 74 students were selected for Inspirit Evening Tutorial Program. They were shortlisted on the basis of basic tests and observation of general discipline. 39 old students have been retained along with the admission of 35 new, out of which 54 students (English and Semi-English Medium Schools) are being taught and assisted on all the core subjects of their academic curriculum. Students were divided in various batches based on their class, age group and medium (English, Semi-English, Marathi) in order to have a structured mechanism where attention is paid to each and every student. Progress reports of most of the students have been collected and documented to track how INSPIRIT has been beneficial for their overall development and progress.

2. SHAPATH: All students of first year participated in E.A.R.N campaign on 13th and 14th August

1. SCMHRD visited NGO - Savali (School for patients of Cerebral Palsy/ Mentally challenged) on Sept 7th 2017. It is located in Bhusari colony Paud road.

2. Children are not things to be moulded but people to be unfolded - Jess Lair

INSPIRIT team encouraged underprivileged kids to imagine and create as a part of Origami classes, something different from the monotonous schedule!

Team S.H.A.P.A.T.H. has taken an initiative to create awareness about Cerebral Palsy (CP), a permanent mental and/or physical impairment, the impact of which ranges from weakness in one hand to almost complete lack of voluntary movement.

With this initiative, we want to celebrate and express pride in the lives and achievements of those with Cerebral Palsy and those who support them. We want to ignite a spark that would create a powerful voice for those with Cerebral Palsy to improve their lives and change their world.

1. Zero Food waste day is celebrated on 16th of every month in which students and staff of SIC campus are consciously encouraged not to waste food

2. Inspirit team celebrated Children's day on 14th November by conducting a sports event for the underprivileged children

Team S.H.A.P.A.T.H. went to Lavarde Village to conduct a clothes donation with an effort to reach out to the people there and help them improve their lives in a small way. The clothes were donated by our Senior Batch and we distributed 690 clothes. With this initiative, not only did we feel the happiness of giving and helping the people, but also tried to understand their daily life struggles. On interaction with the residents of the village, some of the major issues identified were poor healthcare and sanitation facilities and lack of infrastructure

Zero Food Waste Day was celebrated

This year, INSPIRIT has taken an initiative of "Teach A Child" program. During this event each student of 2017-19 Batch participate and visit nearby municipal corporation run schools which are majorly for underprivileged section of society. Student teams prepare modules on general awareness, importance of education, cleanliness, sanitation, mannerism, water conservation and government initiatives on promotion of education and skill development and deliver to the preprimary, primary and secondary level students. Faculty also volunteer for this cause and visit to all such community schools to understand the basic needs, requirements for better quality education via interacting with the teachers and principals.

1. Zero Food waste day was celebrated on 16th February in which students and staff of SIC campus were consciously encouraged not to waste food

2. Students under leadership of a few faculty visited a municipality school in Hinjewadi Chowk and interacted with children and teachers. Some of the gaps realized were need of training on English Speaking, Career Counseling and Soft skills which will be taken care of team of faculty and students in next few months S.H.A.P.A.T.H conducted a month long cloth donation campaign in month of March. The clothes will be donated to the tribal population of village Lavarde

1. Zero Food waste day is celebrated on 16th of every month in which students and staff of SIC campus are consciously encouraged not to waste food

Te.A.Ch. initiative got attention of many such NGOs and organization working in the field of Right to Education (RTE) in Pune and other cities of country. The faculty team was invited by the PuneCollab (Collaboration of Pune based NGOs) and RTERC (RTE Resource centre) of IIM Ahemadabad to interact with the young interns working in the area of Education to share the case. Young interns were really interested to understand the model, its viability and future scope

## Criterion - IV

### 4. Infrastructure and Learning Resources

#### 4.1 Details of increase in infrastructure facilities

Facilities	Existing	Newly created	Source of Fund	Total
Campus area (in Acres)	8	0	0	8
Class rooms (in Numbers)	24	0	0	24
Laboratories (in Numbers)	7	0	Self	7
Seminar Halls (in Numbers)	4	0	0	4
Number of important equipments purchased ( 1-0 lakh) during the current year	9	135	Self	144
Value of the equipment purchased during the year (Rs. in Lakhs)	17.10	52.89	0	69.99
Others	0	0	0	0

#### 4.2 Computerization of administration and library

Academic administration has been automated through an online portal

#### 4.3 Library services

	Existing		Newly added		Total	
	Number	Value (in Lakhs)	Number	Value (in Lakhs)	Number	Value (in Lakhs)
Text / General Books	23098	29.66	188	0.98	23286	30.64
Reference Books	4495	82.07	53	2.76	4548	84.83
Journals	8	0.09	1	0.03	9	0.12
e-Journals	0	0.00	0	0.00	0	0.00
Digital Database	5	12.18	0	19.91	5	32.09
CD & Video	2228	2.95	0	0.00	2228	2.95
e-Books	0	0.00	0	0.00	0	0.00



#### 4.4 Technology up gradation (overall)

	Existing	Added	Total
Total Computers	365	14	379
Computer Labs	7	0	7
Internet (in Mbps)	20	40	60
Browsing Centres	0	0	0
Computer Centres	0	0	0
Office	0	0	0
Departments	0	0	0
Others	0	0	0

#### 4.5 Computer, Internet access, training to teachers and students and any other programme for technology

1. Students had training on R, Advanced Excel before placement.
2. Faculty were trained on Basic Econometrics and Time Series Data Analysis with help STLRC
3. CMIE, EBSCO, Frost & Sullivan, Emerald organised by SIU and conducted in SCMHRD by Library(Online Databases)

#### 4.6 Amount spent on maintenance in Rupees lakhs

<b>i) ICT</b>	128.01
<b>ii) Campus Infrastructure and facilities</b>	0.00
<b>iii) Equipments</b>	2.69
<b>iv) Others</b>	8.95
<b>Total</b>	139.65

## Criterion - V

### 5. Student Support and Progression

#### 5.1 Contribution of IQAC in enhancing awareness about Student Support Services

1. Students are communicated about various support services and introduced with various committees looking after student affairs during the induction by the Director and Head, students affairs. All information is available on the Student Manual circulated to the students on the first day of their joining.
2. Students are appraised about the learning traits on which they will be evaluated in various subjects at the beginning of the semester by the faculty.
3. Students are introduced about the available databases during induction.

#### 5.2 Efforts made by the institution for tracking the progression

The assurance of learning process helps in tracking performance of students in their two-year life cycle. The Institute expects 70% of students are meeting the Quality assurance criterion as laid out by the faculty for each learning trait. If more than 30% students are performing unsatisfactorily on a particular learning trait then corrective actions are taken to close the loop. Corrective actions to reinforce the trait can be more experiential learning pedagogy such as use of cases, tutorial/remedial sessions, change of faculty etc

#### 5.3

a) Total Number of students	UG	0																														
	PG	630																														
	Ph.D	0																														
	Other	48																														
b) Number of students outside the state	493																															
c) Number of international students	54																															
Men	Number	%																														
	462	68.14																														
Women	Number	%																														
	216	31.86																														
<table border="1"> <thead> <tr> <th></th> <th>Last Year</th> <th>This Year</th> </tr> </thead> <tbody> <tr> <td>International</td> <td>59</td> <td>54</td> </tr> <tr> <td>Freeship</td> <td>0</td> <td>0</td> </tr> <tr> <td>Jammu &amp; Kashmir</td> <td>0</td> <td>0</td> </tr> <tr> <td>Discretionary Quota</td> <td>48</td> <td>30</td> </tr> <tr> <td>Scheduled Caste</td> <td>53</td> <td>56</td> </tr> <tr> <td>Scheduled Tribe</td> <td>24</td> <td>27</td> </tr> <tr> <td>Open / General</td> <td>359</td> <td>497</td> </tr> <tr> <td>Differently abled</td> <td>8</td> <td>7</td> </tr> <tr> <td>Kashmiri Migrants</td> <td>6</td> <td>7</td> </tr> </tbody> </table>				Last Year	This Year	International	59	54	Freeship	0	0	Jammu & Kashmir	0	0	Discretionary Quota	48	30	Scheduled Caste	53	56	Scheduled Tribe	24	27	Open / General	359	497	Differently abled	8	7	Kashmiri Migrants	6	7
	Last Year	This Year																														
International	59	54																														
Freeship	0	0																														
Jammu & Kashmir	0	0																														
Discretionary Quota	48	30																														
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Scheduled Tribe	24	27																														
Open / General	359	497																														
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<b>Total</b>	<b>557</b>	<b>678</b>
Demand Ratio	68.44	
Dropout (in %)	3.23	

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

Students are trained for CFA, CAPM, APICS, Lean Six Sigma and other international competitive exam. They receive scholarship partially by organizations such as PMI (INR 5000) and institute (INR 7000) for appearing in the exam.

Number of students beneficiaries :

40

<b>NET</b>	<b>0</b>
<b>SET/SLET</b>	<b>0</b>
<b>GATE</b>	<b>0</b>
<b>CAT</b>	<b>0</b>
<b>IAS/IPS etc</b>	<b>0</b>
<b>State PSC</b>	<b>0</b>
<b>UPSC</b>	<b>0</b>
<b>Others</b>	<b>40</b>

5.5 Number of students qualified in these examinations

5.6 Details of student counselling and career guidance

All students of the full time Programs of Batch 2017-19 were allotted one faculty and two seniors as mentors for counselling and career guidance.

Interested students were administered Kolb's Learning Assessment tool and were given career guidance based on the assessment.

Number of students benefitted :

273

5.7 Details of campus placement

On Campus			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
100	221	189	1

1 student opted for entrepreneurship

5.8 Details of gender sensitization programmes

Gender Sensitization Program with the 2016-18 HR batch was taken by Philip Coelho as part of the course on Labour Law, while dealing with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

5.9 Students Activities

5.9.1 Number of students participated

	State/University Level	National Level	International Level
in Sports, Games and other events	119	83	9
in Cultural	0	1	0

5.9.2 Number of medals /awards won by students

	State/University Level	National Level	International Level
in Sports, Games and other events	1	43	4
in Cultural	0	1	0

5.10 Scholarships and Financial Support

	Number of Students	Amount
Financial support from institution	7	1,217,750.00
Financial support from government	0	0.00
Financial support from other sources	2	400,000.00
Number of students who received International/ National recognitions	3	3,210,000.00

5.11 Student organised / initiatives

	State/University Level	National Level	International Level
Fairs	0	1	0
Exhibitions	0	4	0

5.12 Number of social initiatives undertaken by the students

13

5.13 Major grievances of students (if any) redressed

1

## Criterion - VI

### 6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

6.2 Does the Institution has a management Information System

6.3 Quality improvement strategies adopted by the institution for each of the following

6.3.1 Curriculum Development

Two faculty members from the Finance department adopted an innovative pedagogical approach. Smart books on Financial Accounting by Cengage and on Financial Management by McGraw-Hill Education (2017-19) were used for first year students.

6.3.2 Teaching and Learning

1. 'Teach A Child' initiated in order to make students socially aware. All the students went to a neighboring school in underprivileged to teach children for three days in a semester. The outcome ensured a better and deeper understanding of social responsibility among students.

2. A pre-audit form in the SCMHRD ERP system has been designed with components such as Session plan, Evaluation plan, Internal assessment marks, Faculty Feedback from students and Course completion status. The system has ensured systematic flow of information. Timely updates are available to faculty members for corrective action.

6.3.3 Examination and Evaluation

To bring in third party perspective, industry experts were invited during summer project viva.

6.3.4 Research and Development

Conducting regular monthly research round table sessions where faculty members present and discuss their research ideas. Research papers were published/communicated in ABDC/ Scopus journals and presented in International Conferences based on the feedback.

6.3.5 Library, ICT and physical infrastructure / instrumentation

A pre-audit form in the SCMHRD ERP system has been designed with components such as Session plan, Evaluation plan, Internal assessment marks, Faculty Feedback from students and Course completion status. The system has ensured systematic flow of information.

6.3.6 Human Resource Management

23 faculty have attended 105 Faculty Development Programs. Four staff development programs were arranged for non-teaching staff.  
Two faculty have been promoted.  
Three non-teaching staff were promoted.

### 6.3.7 Faculty and Staff recruitment

Four new faculty were recruited. There is a faculty-in-charge who looks after the process of recruitment. Each shortlisted candidate has to take demo session followed by interview. There were five new recruits among non-teaching staff.

### 6.3.8 Industry Interaction / Collaboration

Further, some students are working on live projects with Pune Metropolitan Regional Development Authority (PMRDA), Government of India, implementing developmental plans for semi and peri urban areas around the city of Pune. 130 industry projects were completed by students. Industry experts were invited during Management Conclave, Six Sigma Awards, and Infrastructure Summit. Faculty participated in industry immersion program at IBM. Industry experts are part of part of Program Review Committee and IQAC.

### 6.3.9 Admission of Students

- The Admission process at SCMHRD is continuously refined to select the best b-school aspirants from the country. SCMHRD recorded 100% slot booking during GE-PI process in the current year
- The criteria for selection of students are determined and continually revised on the basis of feedback consistently taken from various stakeholders like alumni, corporate bodies, faculty members and students.
- Based on inputs received, a new competency -Emotional Maturity - has been identified and added to the student selection criteria in the current year.

6.4 Welfare schemes for

Teaching

- |   |   |                   |
|---|---|-------------------|
| 1. Dedicated Research Budget  | 3. Transportation facility  | 6. Duty           |
| 2. Mediclaim Policy   |   | 7. Organizing     |
| 4. Maternity leave policy   |   | 8. Celebration of |
| 5. Support provided in pursuing PhD in terms of fee concession<br>leave for attending FDP's workshops and Conferences<br>common Breakfast and Lunch on certain occasions<br>birthdays | 9. Research Incentives<br>of research through online access to journals subscribed by SIU | 10. Promotion     |
| 11. Annual Health checkups  | 13. FDPs by STLRC   |                   |
| 12. Festival Gifts  |   |                   |
| 14. Institutional membership of professional bodies   |   |                   |

Non teaching

- Suggested measures could in the nature of:
- |  |  |
|--|--|
| 1. Mediclaim Policy  | 6. Financial assistance                  |
| 2. Transportation  | 7. Non-teaching staff training programme |
| 3. Maternity leave policy  |  |
| 4. Support for pursuing further studies  |  |
| 5. Organizing common Breakfast and Lunch on certain occasions<br>for Housing and Marriage. |  |

Students

- |   |
|---|
| 1. Recreation and Wellness Facility           |
| 2. Bus facility                               |
| 3. Mess & Cafeteria                           |
| 4. Health Insurance                           |
| 5. Annual Health Check up                     |
| 6. Outbound Learning                          |
| 7. Health Seminars                            |
| 8. Value added sessions such as Art of Living |

6.5 Total corpus fund generated (Amount Rs. in Cr.)

6.6 Whether annual financial audit has been done

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	-	Yes	SIU
Administrative	No	-	Yes	SIU

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes	Yes
For PG Programmes	Yes

#### 6.9 What efforts are made by the University for Examination Reforms?

SCMHRD uses Assurance of Learning Committees recommendation for assessment planning, decision on evaluation criteria, measurement and review. Management of internal assessment has now been fully automated: Uploading of question paper, scheduling of exam, uploading of assessment score( both absolute and percentile) and AOL.

In order to ensure that the internal evaluation system adopted is credible and acceptable, faculty members design their components for the courses handled by them. Open book exams that aim at developing the skills of critical and creative thinking have been used as a mode on internal evaluation component for select courses. Diverse components of evaluation including Case Analysis, Essays, Seminar Presentations, Viva- Voce, Quiz, Moot Court, Mock Trials, online tests and simulated Interviews have been conducted to ensure comprehensive evaluation. For select courses, to bring in third party perspective, industry experts were invited during summer project viva. Evaluation based on experiential learning has also been introduced. Jury based evaluation has also been adopted for courses relating to Design, media and Communication. Research based projects and assignments are given to students.

An assignment and evaluation portal enables online submission and uploading of marks. Paperless documentation of take-home assessments have been adopted through Google Drive. Innovations in the internal evaluations include online certifications, integrated evaluation of multiple courses in form of Mock Investor Summit. E-resources such as HBR simulation and skill based internal assessment have also been used.

To check unfair means and help to maintain discipline during internal exams, internal squad teams of faculty members for Unit tests has been constituted. MOOC have been added as a component of evaluation.

#### 6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

1. All Senior Professors are part of University BOS
2. Director is part of Academic Council of the University
3. All senior Faculty members of the institute are part of Board of Studies Subcommittees
4. Individual Institutes have freedom to suggest, design and approve courses and syllabus based on internal academic review committee recommendation of respective institutes
5. Institutes have individual internal quality assurance cell which controls and monitors the institute level academic and administrative functioning
6. Dr Gurudas Nulkar is part of Biodiversity Committee of the University.

#### 6.11 Activities and support from the Alumni Association

1. Alumni are part of IQAC and ARC and their feedback are taken in developing curriculum
2. 6 guest lectures were taken by alumni.
3. Alumni were invited as keynote speaker during induction and commencement ceremony.
4. Alumni are invited as panelist during the admission process.

#### 6.12 Activities and support from the Parent - Teacher Association

There is no PTA. However, parents are a part of Anti- Ragging Committee.

#### 6.13 Development programmes for support staff

Four staff development programs were arranged for non-teaching staff. It included Excel training, training on Google Apps, well being etc

#### 6.14 Initiatives taken by the institution to make the campus eco-friendly

##### 1. Energy Conservation

A few key initiatives carried out on the campus are:

(a) An initiative to replace tube lights by CFL has been taken up starting with the faculty rooms. The CFL's will eventually be replaced with LED lights. For other locations tube lights will be replaced with LED lights subsequently.

(b) In the campus and hostel areas, LED lights have been fitted in hostel rooms, passages and parking (633



numbers + 150 numbers) and streets (35 numbers)

(c) Natural lighting is given high preference and used to the maximum extent possible. Due care is taken to ensure that all the rooms are well ventilated.

Solar water heaters are installed on the hostel block rooftop. They provide hot water for bathing purpose to the students.

### 3. Carbon Neutrality

This campus is a NO VEHICLE campus for students. This has been done in order to reduce the carbon emission from vehicles. An adequate number of buses to facilitate student commute have been provided.

### 4. Plantation

An effort is made to maximize the foliage on campus within the possible space. This can be seen from the amount of greenery on campus. Trees and shrubs have been planted all along the frontage of the campus. The campus also has number of potted plants which beautify all the buildings.

### 5. Arrangements for Garbage disposal from the Campuses

(a) Separate garbage dumping areas are nominated for dry/wet/garden wastes.

(b) The dry and wet garbage is collected by authorized vendors.

## Criterion - VII

### 7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

Innovations were introduced during the academic year which impacted the following four stakeholders namely the student, institute (academic processes), faculty and society in the following form:

- Student welfare and curriculum growth
- Faculty Development
- Academic process improvement
- Societal well being

1. Student welfare and curriculum growth

I. The competency framework for admitting students was revised and a new competency - Emotional Maturity - added.

II. Two faculty members from the Finance department adopted an innovative pedagogical approach. Smart books on Financial Accounting by Cengage and on Financial Management by McGraw-Hill Education (2017-19) were used for first year students

III. Audit courses were successfully introduced and audited by the students

2. Faculty Development

I. Interim Appraisal for Faculty was initiated in the middle of the academic year. Interim Appraisal of every faculty was done by the Director. This helped faculty in timely re-aligning of academic, research and administrative goals and objectives during the year

II. Research round table started in July 2017 to explore and encourage research. 8 such round tables have been completed so far.

3. Academic process improvement

I. For digitization of academic processes SCMHRD ERP system has been designed with components such as Session plan, Evaluation plan, Internal assessment marks, Faculty Feedback from students and Course completion status. The system has ensured systematic flow of information. Timely updates are available to faculty members for corrective action. This also facilitated improvements in auditing process.

4. Societal well being

I. 'Teach A Child' initiative made students socially aware. All the students went to a neighboring school in underprivileged village to teach children for three days in a semester. The outcome ensured a better and deeper understanding of social responsibility among students. Specific booklet in vernacular was printed and distributed among the students. Both faculty members and students actively participated in teaching the village students.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

Plan	Action taken
To continue with our quality improvement processes for securing the AACSB accreditation.	Initial Self Assessment Reports ( September, 2017 and March 2018) submitted to AACSB
Sustain and improve the research output in terms of quality and quantity (Scopus and ABDC ranking)	Research output related details
Looking forward for International collaboration for learning and research	The collaborations have resulted and following steps have happened with major institutions: <ul style="list-style-type: none"> <li>• Telecom Ecole De Management, France (Student participation in summer and winter projects)</li> <li>• Berlin School of Economics &amp; Law, Germany (Student participation in summer and winter projects)</li> <li>• Leeds Beckett University, UK (Student enrolled in semester program)</li> </ul>

	<ul style="list-style-type: none"> <li>•Deakin University, Australia (Faculty fellowship)</li> <li>•Nottingham Trent University (conducting teaching sessions)</li> </ul> <p>Kindly refer Criterion III for details related to international collaborations.</p>
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7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

<p>1. Title of the Quality Initiative: IT enabled learning</p> <p>Context: A variety of IT tools and databases are used in industry and this initiative helps to familiarize the students with such applications. The curriculum introduces students to technology platforms that can prepare them to become effective managers.</p> <p>Objectives: The objective of this practice is to create effective ‘business ready’ managers through the use of IT tools and curricula</p> <p>The Initiative: Students are gradually introduced to different IT enabled tools during their MBA coursework. Students are acquainted with ERP software such as SAP, Oracle, PeopleSoft etc and advanced Data Analytics using statistical and data mining softwares such as IBM SPSS, SAS, Minitab, R, and E-Views. The institute has also subscribed to relevant data bases such as Euromonitor and Bloomberg that are used by students for projects.</p> <p>Evidence of Success: SCMHRD students have been placed in well known companies like Infosys, Capgemini etc. Student placement details can further be referred to for the details on IT/ ITES based firms.</p> <p>Problems Encountered:</p> <ul style="list-style-type: none"> <li>• The risk of obsolescence which is inherent in the current business environment</li> <li>• High cost involved in procuring software licenses and supporting infrastructure</li> </ul> <p>2. Title of the Quality Initiative: Leadership in Corporate Engagement</p> <p>Context: The Curriculums in B- Schools not only in India but also world over are being criticized for being ineffective They are reportedly unable to impart necessary skills, failing to prepare global leaders and instilling an attitude of ethical behavior. So SCMHRD thought of developing an academic model in which industrial inputs are taken in curriculum development and deciding on behavioral competencies that would be expected in incumbent students.</p> <p>Objectives: Encouraging corporate engagement across the stages in the student life cycle</p> <p>The Initiative: SCMHRD designed a model of engaging participation of industry experts in the end-to end academic process of the Institute. It begins with the admission process in which industry experts are engaged both as panelists for group evaluation &amp; personal interview and also in designing the competency framework. Industry experts, senior academicians across the world and alumni are involved in the academic governance of the institute at various levels such as Internal Quality Assurance Cell (IQAC), Advisory Board, and Academic Review Committee &amp; Program Review Committee. Industry partners engage with SCMHRD faculty &amp; students in live projects and consultancies throughout the year. What industry gets in return is one the best pool of young talents in both research and as incumbents. Also they are benefitted by getting well-researched solutions to their business problems.</p> <p>Evidence of Success:</p> <p>a. The overall quality of students has improved. This is evident from the National and International awards and Certification won by Students . For Example: Our students have done exceedingly well in CFA Research Challenge at the Asian-Pacific Region (1st Runner Up in 2016, Top 5 in 2015), Economic Youth Leadership Award (2014, 2015, 2016), ‘YES ,I Aspire Scholarship’ (2015, 2016, 2017), Philips Blue Print International (2014) to name a few. Besides they have successfully CFA level 1, FRS, PMI certification and CSCP certification.</p> <p>b. The Corporate Engagement in Academic Governance has helped us in reviewing of learning goals, course contents and start of new programs: Master of Business Administration (Infrastructure Management) –MBA(IM) in 2011 and Post Graduate Program in Business Analytics-PGPBA in 2015. Both the Programs are doing exceeding well with records of 100% placement (please refer placement file). The students of MBA(IM) 2015-17 batch have contributed in drafting the vision document and proposal of smart city for Pune Municipal Corporation which won 2nd best proposal at all India level and their efforts were applauded by the Commissioner of Pune city. The 1st Batch of PGPBA 2015-16 has made the Institute proud by winning Analytics based case competitions in IITs. SCMHRD has also successfully launched MBA(BA) full time residential program in the academic year 2017-18.</p> <p>c. Details of various rankings are as:</p>	
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CSR-GHRDC B-School Survey 2017 - 5th in Top Leading B-Schools of Super Excellence, 3rd in State wise Private B-Schools, 17th in Top 20 B-Schools,  
Outlook Drishti B-School Survey 2017 - Overall 14th Outlook Drishti B-School Survey 2017,  
NHRDN Ranking of B School 2017 - 18th in Top B-schools in India- ,  
The Week Hansa Research Survey 2017- Overall 20th ,  
Business Today 2017 - Overall 20th.

#### 7.4 Contribution to environmental awareness / protection

##### 1. Energy Conservation

A few key initiatives carried out on the campus are:

(a) An initiative to replace tube lights by CFL has been taken up starting with the faculty rooms. The CFL's will eventually be replaced with LED lights. For other locations tube lights will be replaced with LED lights subsequently.

(b) Natural lighting is given high preference and used to the maximum extent possible. Due care is taken to ensure that all the rooms are well ventilated.

##### 2. Use of Renewable energy

Solar water heaters are installed on the hostel block rooftop. They provide hot water for bathing purpose to the students.

##### 3. Carbon Neutrality

This campus is a NO VEHICLE campus for students .This has been done in order to reduce the carbon emission from vehicles. An adequate number of buses to facilitate student commute have been provided.

##### 4. Plantation

An effort is made to maximize the foliage on campus within the possible space. This can be seen from the amount of greenery on campus. Trees and shrubs have been planted all along the frontage of the campus. The campus also has number of potted plants which beautify all the buildings.

##### 5. Garbage disposal from the Campuses

Separate garbage dumping areas are nominated for dry/wet/garden wastes.

##### 6. Awareness

A number of initiatives have been taken to enhance the sense of environmental awareness among students and faculty.

a) There are core and elective courses focused on improving awareness about sustainability and livelihood initiatives

b) Zero Wastage Day initiative by the students to create awareness on food wastage is held on the 16th of every month.

#### 7.5 Whether environmental audit was conducted?

No

-

#### 7.6 Any other relevant information

<b>SWOT Analysis</b>	<b>Strength</b>	<p>1. An experiential teaching and learning environment is created through use of cases, simulation games, research projects, flipped classrooms and opportunities for participation in social activities and event management</p> <p>2. Track record in placements and internships, indicating enhanced employability of students is maintained. CRISIL which is a global analytical company providing ratings, research, and risk and policy advisory services audits the placement reports of SCMHRD.</p> <p>3. A curriculum with regional and global focus which is developed and improved continuously through stakeholder feedback is implemented</p> <p>4. As an indirect measure of the success of program, 100 % interview slot booking was observed for the batch of 2018-20</p>
	<b>Weakness</b>	<ul style="list-style-type: none"> <li>• Has difficulty in recruiting international faculty. To facilitate this process, the school has appointed international visiting faculty from University of South Michigan, Swansea University and Montpellier University.</li> <li>• Has recorded only three research papers co-authored with international faculty. It aims to improve these figures.</li> </ul>
	<b>Opportunity</b>	<p>a. Efforts made to maintain the current trend of research output and improve its quality.</p> <p>b. SCMHRD plans to include participation in consultancy projects for measuring quality of intellectual contribution.</p> <p>c. Efforts made to strengthen industry interaction through faculty immersion programs and increasing the intensity and duration of internship projects</p> <p>MBA (IM) &amp; MBA (BA) students of Batch 2017-19 will have internship tenure of three months.</p> <p>d. Programs initiated to further improve corporate engagement levels.</p> <p>e. Plans initiated to solicit and conduct management development programs and consulting assignments for industry and other local bodies.</p>
	<b>Threat/Challenges</b>	<p>1. Competitions from premium Indian Schools like Indian Institute of Management, Faculty of Management Studies (increasing presence of IIMs in the country) in attracting high quality students</p> <p>2. Competition from top graded foreign Schools contemplating on setting up centers in India.</p> <p>3. Countrywide declining trend of students wanting to pursue MBA</p>

## Criterion - VIII

### 8. Plans of institution for next year

1. It is proposed to include industry experts in the Research Round Table meetings to gain industrial perspective. It is aimed that by the year 2020-21, 90% of the faculty members will have at least one publication in ABDC and/or Scopus indexed journals.
2. Three faculty members, one each in the Department of Finance, Operations & General Management will be recruited to reach the overall participating faculty teaching productivity of 75% in academic year 2018-19.
3. 20% of the content will be taught by an industry practitioner for all courses.
4. Plans to further strengthen student faculty industry interaction through industry sponsored management development programs and consultancy assignments.
5. From the year 2018-19, CFA Ethics training will be provided to semester III students of Finance specialization of MBA program.
6. Experiential learning in existing courses will be facilitated through simulations, case studies and live projects.

Name: \_\_\_\_\_

Name: \_\_\_\_\_

\_\_\_\_\_  
*Signature of the Coordinator, IQAC*

\_\_\_\_\_  
*Signature of the Chairperson, IQAC*

## Annexure I

### Abbreviations:

CAS - Career Advanced Scheme  
CAT - Common Admission Test  
CBCS - Choice Based Credit System  
CE - Centre for Excellence  
COP - Career Oriented Programme  
CPE - College with Potential for Excellence  
DPE - Department with Potential for Excellence  
GATE - Graduate Aptitude Test  
NET - National Eligibility Test  
PEI - Physical Education Institution  
SAP - Special Assistance Programme  
SF - Self Financing  
SLET - State Level Eligibility Test  
TEI - Teacher Education Institution  
UPE - University with Potential Excellence  
UPSC - Union Public Service Commission

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