



Annual Quality Assurance Report for Academic Year 2018-2019

Submitted by

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

Submitted to



SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)

**(Established under section 3 of the UGC Act
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Government of India)**

Re-accredited by NAAC with 'A' Grade

CRITERION I – CURRICULAR ASPECTS			
1.1 Curriculum Design and Development			
1.1.1 Programmes for which syllabus revision was carried out during the Academic year			
Name of programme	Programme Code	Dates of revision	
Master of Business Administration	020341	07/12/2018	
MBA- (IM)	020342	07/12/2018	
MBA-BA	020343	07/12/2018	
1.1.2 Programmes/ courses focussed on employability/ entrepreneurship/ skill development during the Academic year			
Programme with Code	Date of Introduction	Course with Code	Date of Introduction
020343-MBA-BA	01/06/2017	T2686- Marketing Analytics, T2691 –Sales Analytics, T2690-Risk Analytics, T2687 –Operations Analytics	1/06/2017
020341- MBA	01/06/2006	T2353-Entrepreneurship,	01/06/2008
020341-MBA	01/06/2006	T2244- Innovation Management	01/06/2015
020341- MBA	01/06/2006	T2607-Venture and Private Equity Funding	01/06/2017
020341- MBA	01/06/2006	T2574- Employment Related Laws	01/06/2016
020341- MBA	01/06/2006	T2812- Personal Effectiveness & Growth	01/06/2017
020341- MBA	01/06/2006	T2658-Design Thinking	01/06/2017
020341- MBA	01/06/2006	T6003- Indian Kaleidoscope - Culture and Communication	01/06/2017
020341- MBA	01/06/2006	T2239-Business Communication	1/6/2006
020342- MBA(IM)	01/06/2011	T2239-Business Communication	1/6/2011
020341- MBA	01/06/2006	T3152-Advanced Excel	1/6/2018
020342- MBA(IM)	01/06/2011	T3152-Advanced Excel	1/6/2018
1.2 Academic Flexibility			
1.2.1 New programmes/courses introduced during the Academic year			
Programme/Course		Date of introduction	
020343-MBA-BA T2688- Quantitative Methods		7/12/2018	
020343-MBA-BA T2255-Supply Chain Management		7/12/2018	
020342- MBA-IM T3152-Advanced Excel		7/12/2018	
020341- MBA T3152-Advanced Excel		7/12/2018	
020342- MBA(IM) T2801- Project		7/12/2018	

020342- MBA(IM) T2802- Project		7/12/2018			
020341- MBA T2801- Project		7/12/2018			
020341- MBA T2797- Probability Model for Simulation and Analytics		7/12/2018			
1.2.2 Programmes in which Choice Based Credit System (CBCS)/Elective Course System implemented at the University level during the Academic year.					
Name of Programmes adopting CBCS	UG	PG	Date of implementation of CBCS / Elective Course System	UG	PG
3	NA	3	MBA-2006, MBA(IM)-2011, MBA(E)-2007		3
Already adopted (mention the year)					
1.3 Curriculum Enrichment					
1.3.1 Value-added courses imparting transferable and life skills offered during the year: NA					
1.3.2 Field Projects / Internships under taken during the year					
Project/Programme Title			No. of students enrolled for Field Projects / Internships		
MBA			238		
MBA-IM			44		
MBA-BA			46		
1.4 Feedback System					
1.4.1 Whether structured feedback received from all the stakeholders.					
1) Students	2) Teachers	3) Employers	4) Alumni	5) Parents	
Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	
1.4.2 How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)					
<p>1. Faculty feedback is collected twice in a semester. If a faculty gets an average rating of less than 3 out of 5 for a course during the first feedback, the head of the department discusses it with the faculty and suggests if any changes on content/ course delivery or assessment will be required. If the feedback doesn't improve subsequently then either remedial sessions are arranged or the faculty is discontinued from the course in that semester and replaced with some other faculty. If required, the concerned faculty is advised to participate in developmental programs on pedagogy or refresher course on the subject</p> <p>2. Following Actions were taken based on students' feedback on Academic Administration Process between 2016 to 2018</p> <ul style="list-style-type: none"> • Internet connectivity was improved with increased in lease line • Network revamping was done • Some of the students clubs and committees were consolidated into a single committee, (named as Management Committee) • The number of full time SA (Scholarly Academician) faculty were increased for better academic delivery • Advanced Excel was added as core course for the MBA Batch 2018-20 					

3. Based on peer-to-peer feedback, faculty members are appraised to improve teaching delivery, if any. Internal faculty members are encouraged to develop programs on MOOC courses that will improve domain specific knowledge and teaching effectiveness

Based on open-house/batch meet sessions with Afghan students following actions were taken

- Heterogeneous groups are formed for group projects
- Concern faculty tutored the Afghan students on Capstone outside classroom
- Faculty were informed not to use abbreviations during lecture delivery.
- Faculty-in-charge for library was advised to arrange extra library orientation session for the Afghan students
- Six hours of remedial/bridge courses were arranged for the three courses.

CRITERION II -TEACHING-LEARNING AND EVALUATION**2.1 Student Enrolment and Profile****2.1.1 Demand Ratio during the year**

Name of the Programme	Number of seats available	Number of applications received	Students Enrolled
MBA	180	27652	238
MBA-IDM	40	779	44
MBA-BA	30	1378	46

2.2 Catering to Student Diversity**2.2.1. Student - Full time teacher ratio (current year data)**

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of full time teachers available in the institution teaching only UG courses	Number of full time teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018-19		625		22	

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

Number of teachers on roll	Number of teachers using ICT (<i>LMS, e-Resources</i>)	ICT tools and resources available	Number of ICT enabled classrooms	Number of smart classrooms	E-resources and techniques used
31	31	LCD Projector, Desktop with LAN / WIFI, IIP	21	2	LMS, Databases- such as EMERALD, EBSCO, jSTOR, SCIENCESIRECT Statistical Software such as SPSS, R, SAS, Python, Bloomberg Terminals, Use of social media

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

The learning environment at SCMHRD provides opportunities for faculty – student and student-student interactions both in classrooms and outside classroom. These interactions happen throughout the entire lifecycle of the students at SCMHRD.

The peer interactions help in mentoring students through a more informal way. Mentoring of students starts right from the time an aspirant applies to SCMHRD. The senior students prepare the aspirants for admissions. A dedicated team of students under guidance of faculty in charge takes care of all the queries related to entrance exam, group discussion and personal interaction. Faculty also conducts an online query

handling session with the aspirants. Once the aspirant gets admission in the college, an ice-breaking session is held within the first month of joining by organizing outbound learning activity. Junior students get an opportunity to interact with their seniors while they involve in committee activities. As the session progresses, the new entrants are mentored for placement, club and committee activities etc. Thereafter, the junior and the senior batches communicate on different expectations and opportunities available in the School throughout the year. SCMHRD provides career development support to the students to meet the Programme Outcomes of the School. It provides all round support in terms of a sustained learning environment and placement. The School also conducts career development programs during Induction programme in the first month of admitting the students into the course. Each faculty is assigned with a group of 10-15 students where faculty is expected to act as a mentor. The faculties are supported by two senior students in mentoring the junior students. The faculty led team helps students in identifying their specializations and understanding and resolving academic as well as interpersonal issues. Students participate in contests organized by the leading B-schools and corporate world, individually and in teams. The participating student teams are guided by faculties in the respective areas. Faculties mentor these students outside the classroom during or beyond formal working hours as well.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor: Mentee Ratio
328	31	10.58

2.4 Teacher Profile and Quality

2.4.1 Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
33	31	2	0	23

2.4.2 Honours and recognitions received by teachers

(received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

<i>Year of award</i>	<i>Name of full time teachers receiving awards from state level, national level, international level</i>	<i>Designation</i>	<i>Name of the award, fellowship, received from Government or recognized bodies</i>
2018	Dr Gurudas Nulkar	Adjunct faculty	Sir Ratan Tata Fellowship award by Institute of Social and Economic Change, Bangalore
2019	Dr Aradhana Gandhi, Dr Dipasha Sharma, Dr Pooja Sharma	Professor Assistant Professor Assistant Professor	1 st Prize in ICABM Conference in SIBM
2019	Dr K Rajagopal, Dr Subasish Sen	Associate	2 nd Prize in ICABM

		Professor	Conference in SIBM
2019	Dr Vinita Sinha, Dr Pooja Sharma	Associate Professor, Assistant Professor	1 st Prize in SIMSARC Conference

2.5 Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	020341	I/ 2018	2nd November 2018	13th December 2018
MBA (IM)	020342	I/ 2018	2nd November 2018	13th December 2018
MBA(BA)	020343	I/ 2018	2nd November 2018	13th December 2018
MBA	020341	III/ 2018	2nd November 2018	13th December 2018
MBA (IM)	020342	III/ 2018	2nd November 2018	13th December 2018
MBA(BA)	020343	III/ 2018	2nd November 2018	13th December 2018
MBA	020341	II/2019	30th March 2019	9 th May 2019
MBA (IM)	020342	II/2019	30th March 2019	9 th May 2019
MBA(BA)	020343	II/2019	30th March 2019	9 th May 2019
MBA	020341	IV/2019	30th March 2019	9 th May 2019
MBA (IM)	020342	IV/2019	30th March 2019	9 th May 2019
MBA(BA)	020343	IV/2019	30th March 2019	9 th May 2019

2.5.2 Average percentage of Student complaints/grievances about evaluation against total number appeared in the examinations during the year

**Do not include re-evaluation/ re-totalling*

Number of complaints or grievances about evaluation	Total number of students appeared in the examination	Percentage
70	625	11%

2.6 Student Performance and Learning Outcomes

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

Program Educational Objectives (PEO) and Program Outcomes (PO)

PEOs recommended and finalized are as follows:

PEO1: Interpersonal Skills and Team Effectiveness

PO 1.1: Adapt his/her communication style to connect with others

PO 1.2: Interact and cooperate effectively within a team

PEO2: Critical and Reflective Thinking Ability**PO 2.1:** Ability to identify, analyze and interpret relevant issues.**PO 2.2:** Ability to demonstrate skills of analysis and synthesis of relevant data**PO 2.3:** Ability to combine knowledge from various disciplines**PEO3: Awareness of Global & Regional Business Practices****PO 3.1:** Ability to understand relevant concepts pertaining to global & regional business issues**PO 3.2:** Ability to apply global & regional understanding to organizational issues**PEO4: Effective Communication****PO 4.1:** Student's ability to communicate verbally in an organized, clear, and persuasive manner**PO 4.2:** Ability to write and present comprehensively**PEO5: Ethical behavior, social responsibility, sustainable attitude****PO 5.1:** Identify relevant stakeholders and their stakes**PO 5.2:** Proposes solutions that are informed by ethical analysis of situations and its impact on individuals and organizations**PEO6: Understanding of Technical Concepts related to (MBA – IDM & MBA - BA)****PO 6.1** Exhibits sufficient understanding of technical concepts**PO 6.2** Applies gained knowledge in solving problems/ resolving issues**2.6.2 Pass percentage of students**

Programme Code	Programme name	Number of students appeared in the final year examination	Number of students passed in final Semester /year examination	Pass Percentage
020341	MBA	227	214	94.27
020342	MBA-IM	39	30	76.92
020343	MBA-BA	31	31	100

2.7 Student Satisfaction Survey

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

Survey Result: Exit Feedback all three Batches 2017-19

	Mean	Standard Error	Range	Minimum	Maximum	Count
<i>Faculty- Overall Faculty of SCMHRD</i>	2.6630 435	0.0563 998	3	1	4	184
<i>Faculty- Within your department of specialization</i>	2.6467 391	0.0602 023	3	1	4	184
<i>Faculty- Visiting Faculty of SCMHRD</i>	3.0434 783	0.0605 991	3	1	4	184
<i>Academic Curriculum - Relevance</i>	2.5054 348	0.0586 927	3	1	4	184
<i>Academic Curriculum - Rigour</i>	2.7282 609	0.0677 185	3	1	4	184
<i>Administration- Overall administration at SCMHRD</i>	2.6847 826	0.0680 039	3	1	4	184
<i>Administration- Examinations</i>	2.9891 304	0.0596 921	3	1	4	184
<i>Administration- Academics & Internal Examination</i>	2.8369 565	0.0665 452	3	1	4	184
<i>Administration- Accounts</i>	2.8532 609	0.0691 56	3	1	4	184
<i>Student - Culture</i>	2.6847 826	0.0615 872	3	1	4	184
<i>Students - Clubs and Activities</i>	2.6847 826	0.0671 248	3	1	4	184
<i>Facilities- Common Campus Facilities</i>	2.3315 217	0.0664 712	3	1	4	184
<i>Facilities- facilities specifically at SCMHRD</i>	2.3423 913	0.0696 676	3	1	4	184
<i>Rate- Overall Experience at SCMHRD</i>	2.7771 739	0.0581 512	3	1	4	184
<i>Learning Goal 1.1- Adapt your communication style to connect with others</i>	2.9456 522	0.0570 146	3	1	4	184
<i>Learning Goal 1.2- Interact and cooperate effectively within a</i>	3.0978 261	0.0556 392	3	1	4	184

<i>team</i>							
<i>Learning Goal 2.1 - Ability to identify, analyze and interpret relevant issues</i>	2.9728 261	0.0584 06	3	1	4	184	
<i>Learning Goal 2.2- Ability to demonstrate skills of analysis and synthesis of relevant data</i>	2.8641 304	0.0600 95	3	1	4	184	
<i>Leaning Goal 3.1 - Ability to understand relevant concepts pertaining to global business issues</i>	2.8478 261	0.0591 325	3	1	4	184	
<i>Learning Goal 3.2- Ability to apply global understanding to organizations issues</i>	2.7826 087	0.0610 026	3	1	4	184	
<i>Learning Goal 4.1 - Ability to communicate verbally in an organized, clear and persuasive manner</i>	3.0108 696	0.0566 283	3	1	4	184	
<i>Learning Goal 4.2 - Ability to write and present comprehensively.</i>	2.9945 652	0.0579 288	3	1	4	184	
<i>Learning Goal 5.1 - Identify relevant stakeholders and their stakes</i>	2.9728 261	0.0584 06	3	1	4	184	
<i>Learning Goal 5.2- Proposes solution that are informed by ethical analysis of situations and its impact on individuals and organizations</i>	2.8043 478	0.0609 179	3	1	4	184	
<i>Learning Goal 6.1 Exhibits sufficient understanding of technical concepts (Only for IM & BA)</i>	2.7126 437	0.1019 825	3	1	4	87	

<i>Learning Goal 6.2 Applies gained knowledge in solving problems/ resolving issues (Only for IM & BA)</i>	2.7042 254	0.1105 945	3	1	4	71	
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CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION**3.1 Promotion of Research and Facilities****3.1.1 Teachers awarded National/International fellowship for advanced studies/ research during the year**

	Name of the teacher awarded the fellowship	Name of the Award	Date of Award	Awarding Agency
National				
International	Gurudas Nulkar	SRTT Visiting Fellowship Programme	12 th Dec 2018	Institute for Social and Economic Change

3.1.2 Number of JRFs, SRFs, Post Doctoral Fellows, Research Associates and other fellows in the Institution enrolled during the year

Name of Research fellowship	Duration of fellowship	Funding agency
Sucheta Mondal	24	UGC
Ravi Teja	24	UGC

3.2 Resource Mobilization for Research**3.2.1 Research funds sanctioned and received from various agencies, industry and other organisations**

Nature of the Project	Duration	Name of the funding Agency	Total grant sanctioned	Amount received during the year
Major projects				
Minor Projects	2	SIU	30000	300000
Interdisciplinary Projects				
Industry sponsored Projects				
Projects sponsored by the University				
Students Research Projects (<i>other than compulsory by the University</i>)				
International Projects				
Any other(Specify)				
Total				

3.3 Innovation Ecosystem**3.3.1 Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year**

Title of Workshop/Seminar	Name of the Dept.	Date(s)
Management Conclave	MBA	24-25 th January 2019
Infrablaze	MBA(IM)	29 th September, 2018
Avenir	MBA(Aalytics)	7 th October, 2018

3.3.2 Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year						
Title of the innovation	Name of the Awardee	Awarding Agency	Date of Award	Category		
Vaccine and Health data tracker for the Rural Population	Dr Shubhra Chakraborty	IIM Ahmedabad	14 th February, 2019	SU Entrepreneur Of The Year		
3.3.3 No. of Incubation centre created, start-ups incubated on campus during the year						
Incubation Centre		Name		Sponsored by		
Name of the Start-up		Nature of Start-up		Date of commencement		
3.4 Research Publications and Awards						
3.4.1 Ph. Ds awarded during the year						
Name of the Department		No. of Ph. Ds Awarded				
3.4.2 Research Publications in the Journals notified on UGC website during the year						
	Department	No. of Publication	Average Impact Factor, if any			
National	SCMHRD	2	0.126			
International	SCMHRD	27	0.744			
3.4.3 Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year						
Department		No. of publication				
SCMHRD		1				
3.4.4 Patents published/awarded during the year						
Patent Details	Patent status Published/Filed	Patent Number	Date of Award			
-						
3.4.5 Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index						
Title of the paper	Name of the author	Title of the journal	Year of publication	Citation Index	Institutional affiliation as mentioned	Number of citations

					in the publication	excluding self citations
Relationship between onboarding experience and turnover intention: intervening role of locus of control and self-efficacy	Priya Dhamija Gupta *, , ,	Industrial and Commercial Training	2018	28	Symbiosis International University	3
Technical efficiency of private sector hospitals in India using data envelopment analysis	Dr.AradhanaVikasGandhi *, Dr.Dipasha Shikhar PachoriSharma	Benchmarking	2018	280	Symbiosis International University	0
The relationship between risk, capital and efficiency in Indian banking: Does ownership matter?	Sanjukta Sarkar, Rudra Sensarma *, Dr.Dipasha Shikhar PachoriSharma	Journal Financial Economic Policy	2018	5	Symbiosis International University	0
Analyzing the barriers to purchase intentions of energy efficient appliances from consumer perspective	Ms.GauriYogeshJoshi *, Dr.Pratima AmolSheorey, Dr.AradhanaVikasGandhi	Benchmarking	2019	281	Symbiosis International University	0
Empirical analysis of	Dr.ManojDi	The TQM journal	2019	67	Symbiosis International	0

Six Sigma project capability deficiency and its impact on project success	gamberHudnurkar, Suhas Ambekar, Sonali Bhattacharya				University	
Purchase decision of generation Y in an online environment	Dr.ShantanuPrasad *, Arushi Garg, Saroj Prasad	Marketing Intelligence and Planning	2019	3	Symbiosis International University	0
Analysis of effect of perceived cybercrime risk on mobile app payments	Abhishek Behl *, Mr. Abhinav Pal, Dr.Chandan Tiwari	International Journal of Public Sector Performance Management	2019	10	Symbiosis International University	0
Do Environment , Social and Governance Performance Impact Credit Ratings: A Study from India	Dr. Dipasha Shikhar PachoriSharma, Dr.SonaliShubhasheesh Bhattacharya *	Humanomics	2019	3	Symbiosis International University	0
Resource Based View on Corporate Sustainable Financial Reporting and Firm Performance : Evidences from Emerging Indian Economy	Dr.Dipasha Shikhar PachoriSharma, Dr.SonaliShubhasheesh Bhattacharya *, Shagun Thukral	International Journal of Business Governance and Ethics	2019	6	Symbiosis International University	0

Internship in a business school: expectation versus experience	Dr.NetraGaneshNeelam , Dr.SonaliShubhasheeshBhattacharya *	Higher Education, Skills and Work-based Learning	2018	34	Symbiosis International University	0
Swachh Bharat Mission: an integrative approach to attain public health in India	Dr.DipashaShikharPachoriSharma *, Dr.SonaliShubhasheeshBhattacharya, Dr.PoojaSharma	International Journal of Environment and Health	2018	2	Symbiosis International University	0
Psychological Drivers for Teachers to Teach: Study of Career Drivers of Teachers in Business Schools	Dr.ShubhasheeshBhattacharya *, Dr.SonaliShubhasheeshBhattacharya	Journal of Indian Academy of Applied Psychology	2018	0	Symbiosis International University	0
Women Advancing to Leadership Positions: A Qualitative Study of Women Leaders in IT and ITES Sector in India	Dr.ShubhasheeshBhattacharya *, Sweta Mohapatra, Dr.SonaliShubhasheeshBhattacharya	South Asian Journal of Human Resources Management	2018	1	Symbiosis International University	0
Assessment of financial inclusive policy in Indian	Dr.DipashaShikharPachoriSharma *,	Humanomics	2018	3	Symbiosis International University	0

economy	Dr.SonaliShubhasheeshBhattacharya, ShagunThukral					
Decision making with analytical hierarchy process for selection of furnace for foundry industry	Dr.RahulBabayyaHiremath, RANJITSI NH A. DESHMUKH *	International Journal of Mechanical and Production Engineering Research and Development	2018	632	Symbiosis International University	
Enablers for Advancement of Women into Leadership Position: A Study Based on IT/ITES Sector in India	Dr.ShubhasheeshBhattacharya *, Dr.SonaliShubhasheeshBhattacharya, Sweta Mohapatra	International Journal of Human Capital and Information Technology Professionals	2018	7	Symbiosis International University	
Study of the Big Five Personality Traits and Job Match of Millennial	Dr.VinitaSamirSinha, Dr.SonaliShubhasheeshBhattacharya *, Dr.Pratima AmolSheorey	HEF Journal of Higher Education	2019	0	Symbiosis International University	0
Does technology readiness predict banking self service	Dr.AditiNaidu *, Romi Sainy	International Journal of Electronic Banking	2018	0	Symbiosis International University	0

technologies usage in India?						
Role of Emotional Intelligence in Managing Interpersonal Relations at Workplace in the IT Sector	Dr.VinitaSamirSinha *	International Journal of Human Capital and Information Technology Professionals	2018	7	Symbiosis International University	0
THE ROLE OF DISPLEASURE, WORRY AND ANNOYANCE ON PRO-SAFETY INTENTION AMONG YOUNG MOTORCYCLISTS IN PUNE, INDIA	Mr.VishalSureshPradhan *, Dr.SonaliShubhasheeshBhattacharya	Indian Journal of Transport Management	2019	0	Symbiosis International University	0
Blogging Effects across Supplier, Retailer and Customer	Dr.ShantanuPrasad *	Journal of Marketing Communications	2019	138	Symbiosis International University	
Emotional labour: An Archetypal Element of Hospitality Service – a Review	Mr.SanjaySamarendraBhattacharya *, Dr.HirakDasgupta	ASEAN Journal on Hospitality and Tourism	2019	0	Symbiosis International University	0
An	Sandeep	Benchmark	2018	281	Symbiosis	0

Empirical Study on Productivity Analysis of Indian Leather Industry	Kumar Gupta *, Shivam Gupta, Pavitra Dhamija	king			International University	
Influence of Personality Traits of Bank Officers on Loans to MSME Entrepreneurs in India	Mukesh Kumar *, Dr.SuruchiSanjayPandey, Dr.VinitaSamirSinha	E-Journal of Social and Behavioural Research in Business	2018	0	Symbiosis International University	0
Personality Traits of Bankers in India	Mukesh Kumar *, Pramod Panda, Dr.SuruchiSanjayPandey, Dr.VinitaSamirSinha	Indian Banks' Association (IBA)	2018	0	Symbiosis International University	0
Stock Market Performance and Efficiency of Banks in a Developing Economy: Evidence from the Indian Banking Sector	Dr.Dipasha Shikhar PachoriSharma *	IIM KOZHIKODE SOCIETY AND MANAGEMENT REVIEW	2018	0	Symbiosis International University	0
Organizational retention strategies: A review of literature	Aparna Shastri *, Dr.NetraGaneshNeelam	Journal of Emerging Technologies and Innovative Research	2018	0	Symbiosis International University	0
Cultural factors	Dr.Monica	International	2018	0	Symbiosis International	0

affecting early turnover intention moderated by person-job fit and person-supervisor fit	AmitKunte *, ,	Journal of Indian Culture and Business Management			University	
Should Indians Pay more for Renewable Energy Based Electricity? - The Need for Evidence Based Consumer Tariffs for Electricity in India	MsVasundharaSwatiSen *	Journal of Renewable Energy and Environment	2018	0	Symbiosis International University	0
Whose Decision is it anyways? The Changing Purchasing pattern of Indian families	Ms.GauriYogeshJoshi *, Dr.PratimaAmolSheorey	International Journal of Asian Business and Information Management	2018	0	Symbiosis International University	0
3.4.6 h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)						
Title of the paper	Name of the author	Title of the journal	Year of publication	h-index	Number of citations excluding self citations	Institutional affiliation as mentioned in the publication
Relationship	Priya	Industrial	2018	2	2	Symbiosis

between onboarding experience and turnover intention: intervening role of locus of control and self-efficacy	Dhamija Gupta *, , ,	and Commercial Training				International University
Analyzing the barriers to purchase intentions of energy efficient appliances from consumer perspective	Ms.GauriYogeshJoshi *, Dr.Pratima AmolSheorey, Dr.AradhanaVikasGandhi	Benchmarking	2019	6	0	Symbiosis International University
Analysis of effect of perceived cybercrime risk on mobile app payments	Abhishek Behl *, Mr.Abhinav Pal, Dr.Chandan Tiwari	International Journal of Public Sector Performance Management	2019	2	0	Symbiosis International University
Do Environment , Social and Governance Performance Impact Credit Ratings: A Study from India	Dr.Dipasha Shikhar PachoriSharma, Dr.SonaliShubhasheesh Bhattacharya *	Humanomics	2019	1	0	Symbiosis International University
Swachh Bharat Mission: an integrative approach to attain public health in	Dr.Dipasha Shikhar PachoriSharma *, Dr.SonaliShubhasheesh Bhattacharya	International Journal of Environment and Health	2018	1	0	Symbiosis International University

India	a, Dr.PoojaSharma					
Decision making with analytical hierarchy process for selection of furnace for foundry industry	Dr.RahulBabayyaHiremath, RANJITSI NH A. DESHMUKH *	International Journal of Mechanical and Production Engineering Research and Development	2018	10	0	Symbiosis International University
Blogging Effects across Supplier, Retailer and Customer	Dr.ShantanuPrasad *	Journal of Marketing Communications	2019	5	0	Symbiosis International University

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

No. of Faculty	International level	National level	State level	Local level
Attended Seminars/ Workshops	13	67		
Presented papers				
Resource Persons				

3.5 Consultancy

3.5.1 Revenue generated from Consultancy during the year

Name of the Consultant (s) department	Name of Consultancy project	Consulting/Sponsoring Agency	Revenue generated (amount in rupees)

3.5.2 Revenue generated from Corporate Training by the institution during the year

Name of the Consultant(s) & Department	Title of the Programme	Agency seeking training	Revenue generated (amount in	Number of trainees

			rupees)	
SCMHRD	Development Program on Procure Management	Kapataru Power Limitation Limited	157333	28
SCMHRD	Nalanda-Functional Development Program	Adani Group (Phase 1)	18307807	107

3.6 Extension Activities

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

Title of the Activities	Organising unit/ agency/ collaborating agency	Number of teachers coordinated in such activities	Number of students participated in such activities
Teach. A. Child	Municipality Schools	5	238

3.6.2 Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the Activity	Award/recognition	Awarding bodies	No. of Students benefited
Research	SRTT Visiting Fellowship	ISEC	

3.6.3 Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/ agency/ collaborating agency	Name of the activity	Number of teachers coordinated in such activities	Number of students participated in such activities
Teach A child	Municipality Schools of Maan, Marunji and Hinjewadi		5	238

3.7 Collaborations

3.7.1 Number of Collaborative activities for research, faculty exchange, student exchange during

the year				
Nature of Activity	Participant	Source of financial support	Duration	
3.7.2 Linkages with institutions/industries for internship, on-the-job training, project work, sharing of research facilities etc. during the year				
Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration (From-To)	Participant
Live Project	Live Project on Operations	Cocacola	December 2018	20
Site Visit	Site visit by MBA (IM)	PMI, PMRDA	December 2018	56
3.7.3 MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year				
Organisation	Date of MoU signed	Purpose and Activities	Number of students/teachers participated under MoUs	
PMRDA	29 th November, 2017	Internship for MBA(IM)		
PMI	21 st February, 2014	Research Opportunity for MBA(IM) students		

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES						
4.1 Physical Facilities						
4.1.1 Budget allocation, excluding salary for infrastructure augmentation during the year (Exclude salary component)						
Budget allocated for infrastructure augmentation				Budget utilized for infrastructure development		
4.1.2 Details of augmentation in infrastructure facilities during the year						
Facilities		Existing		Newly added		
Campus area <i>(based on the rent paid to the society)</i>		8		0		
Class rooms <i>(Total Classrooms can be ≤ Classroom with LCD facilities + Classroom with Wi-Fi/ LAN)</i>		17		0		
Laboratories		7		0		
Seminar Halls		4		0		
Classrooms with LCD facilities		17		0		
Classrooms with Wi-Fi/ LAN		17		0		
Seminar halls with ICT facilities		4		0		
Video Centre						
No. of important equipments purchased (≥ 1-0 lakh) during the current year.		135		2		
Value of the equipment purchased during the year (Rs. in Lakhs)		51.81		6.85		
Others						
4.2 Library as a Learning Resource						
4.2.1 Library is automated {Integrated Library Management System (ILMS)}: Koha						
Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation			
Koha	<ul style="list-style-type: none"> • Circulation • Acquisition • Report Generation Symbiosis-koha.informindia.co.in8080	Stable version: 18.11	2012			
4.2.1 Library Services:						
	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	23286	3063685	5	551687	23819	3615372

			3 3			
Reference Books	4548	8482745	1 2 8	763669	4676	9246414
e-Books						
Journals	9	12300	- 1	18000	8	30300
e-Journals						
Digital Database	5	3209454	6	1760360	11	4969814
CD & Video	2228	294576	0	0	2228	294576
Library automation						
Weeding (Hard & Soft)	2133	898523				
Others (specify)	-					

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

Name of the teacher	Name of the module	Platform on which module is developed	Date of launching e – content
Pankaj Sharma, Dipasha Sharma, Sunit Joshi	Finance for Non-Finance	https://www.sc.mhrd.edu/pre-induction-module	May, 2019
Vinita Sinha, Netra Neelam, Monica Kunte, Sanjay Bhattacharya	Basics of HR and OB	https://www.sc.mhrd.edu/pre-induction-module	May, 2019
Vaishali Mahajan, Gurudas Nulkar, Rajagopal,	Basics of Marketing	https://www.sc.mhrd.edu/pre-induction-module	May, 2019

Subashish Sen, Aditi Naidu, Shantanu Prasad			
Manoj Hudnurkar, SuhasAmbekar	Basics of Operations	https://www.scmhrd.edu/pre-induction-module	May, 2019
Prakash Waknis, Vausundhara Sen, Rahul Hiremath	Basics of Infrastructure Management	https://www.scmhrd.edu/pre-induction-module	May, 2019

4.3 IT Infrastructure

4.3.1 Technology Upgradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Available bandwidth (MG BPS)	Others
Existing	379	7	60MBPS	0	0	0	0	60MBPS	
Added	0	0	70MBPS	0	0	0	0	70MBPS	
Total	379	7	130MBPS	0	0	0	0	130MBPS	

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

130 MBPS /GBPS

4.3.3 Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
EasyVSL software purchase for Preinduction	https://www.scmhrd.edu/pre-induction-module

4.4 Maintenance of Campus Infrastructure

4.4.1 Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year			
Assigned budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
4.4.2 Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)			

For Computers

- Yearly Preventive maintenance is done for all the systems which are not under warranty.
- Yearly AMC contract for Video Conferencing system, servers, CCTV and Networking.
- Yearly maintenance done for LCD projectors.
- Lab rules.

Facilities	Existing	Newly created	Source of Fund	Total
Number of important equipments purchased (= 1-0 lakh) during the current year	135	2	Self	137
Value of the equipment purchased during the year (Rs. in Lakhs)	51.81	6.85	Self	58.66
Others	0	0	0	0

CRITERION V - STUDENT SUPPORT AND PROGRESSION			
5.1 Student Support			
5.1.1 Scholarships and Financial Support			
	Name /Title of the scheme	Number of students	Amount in Rupees
Financial support from institution	SIU Merit Scholarship	11	1506000
Financial support from other sources			
a) National	Capital First Limited	2	200000
	Gujarat Community	1	32500
b) International	EdCIL & Asia Foundation	31	3,94,76,581.29
5.1.2 Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,			
Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Kolb's Learning for Career Counselling	July, 2018	178	SCMHRD
Business Communication	June-October, 2018	327	ELTIS
Art of Living	June, 2018	327	Art of Living
Academic Mentoring	June-July, 2018	327	SCMHRD Faculty
Outbound Learning	June, 2018	327	Outfit Organization
Pre-Induction Bridge Courses	April-May 2019	339	MOODLE based prepared by SCMHRD faculty . Technical Support provided by SRV Media
Remedial Coaching	August-September,	30	SCMHRD faculty teaching Finance, Operations Research, Mathematical Prerequisites

2018					
5.1.3 Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year					
Year	Name of the scheme	Number of benefited students by Guidance for Competitive examination	Number of benefited students by Career Counselling activities	Number of students who have passed in the competitive exam	Number of students placed
2018-19	CFA, CAPM, APICS, Lean Six Sigma	88		88	
2018-19	Career Counselling	327			
5.1.4 Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year					
Total grievances received		No. of grievances redressed		Average number of days for grievance redressal	
1		1		3	

5.2 Student Progression

5.2.1 Details of campus placement during the year

On campus			Off Campus		
Name of Organizations Visited	Number of Students Participated	Number of Students Placed	Name of Organizations Visited	Number of Students Participated	Number of Students Placed
93	180	180			

5.2.2 Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of Programme admitted to
2018-19					

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

Items	No. of Students selected/qualifying	Registration number/roll number for the exam
NET	0	

SET		
SLET		
GATE		
GMAT		
CAT		
GRE		
TOFEL		
Civil Services		
State Government Services		
Any Other		

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

Activity	Level	Participants
NEEV	National	500
Management Conclave	National	
Lean Six Sigma Award	National	

5.3 Student Participation and Activities

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

Year	Name of the award/ medal	National/ International	Sports	Cultural	Student ID number	Name of the student
2019	National Winner at IIM Calcutta, Launchpad competition at 'Intanglio International Business Summit 2018	National		Yes		Dr Shubhra Chakraborty
2018	CFA Level 1	International				Six students: 1 Aaryav Sharma - MBA Finance 17-19 2. Chirayu Babbar - MBA Finance 17-19 3. Prudhvi Lakshman Konakalla - MBA Finance 17-19 4. Kanika Tawatia - MBA Finance 17-19 5. Paras Gupta - MBA Finance 17-19 6. Pritesh Priyadarshi - MBA Finance 17-19
2019	National Finalists of SuperHRO event	National		Yes		P Pawan, Akash Sharma, Ishan Rathod 2018-20

	organized by Jamnalal Bajaj Institute of Management studies (JBIMS), Mumbai on 24th Feb 2019.					
2019	National Finalist of UDGHOSH 19 organised by TISS on 10th Feb 2019.	National		Yes		Vaibhav Makkar 2018-20
2019	Finalist at Corporate Ranbhoomi held at Melange 2019, The Annual Management and Cultural Fest organized by K.J. Somaiya Institute of Management Studies and Research	National		Yes		P Pawan, Akash Sharma 2018-20
2019	Won Yes Bank Future Ready Contest	National		Yes		Shivy Kachru (MBA Batch 2018-20)
2019	National Winner at IIM Ahmedabad business competition and awarded the title of 'SU Entrepreneur Of The Year' at IIM Ahmedabad's Annual Business Summit 2019.	National		Yes		Dr Shubhra Chakraborty (MBA Batch 2017-19)
2018	Won the Dean's Gold Medal due to her excellence in performance in academics and co-curricular activities at Leeds Beckett University	National		Yes		Shreoyoshi Biswas of Batch 2017-19
2018	Won campus round of Mahindra War Room	National		Yes		Saptarshi Basu 2017-19
2018	Won the national title of Godrej Loud 2018.	National		Yes		Lovekeshh Sharrma and Nimish Jain of MBA Batch 2018-20
2018	CFA	National		Yes		Karan Maghnani - MBA 2018-20 Tarun Lakhotia - MBA IM 17-19 Deep Patel - MBA IM 17-19

						Sushant Garg - MBA Finance 17-19 Vamsi Arni - MBA Finance 17-19 Nakul Mundra - MBA Finance 17-19 Darshil Rajesh Jalan- MBA Finance 17-19 Nishant Dubey - MBA Finance 17-19
2018	National Winner in X-ITE, Marketing Article Writing Competition at XIMB	National		Yes		Joseph Suganthan of MBA 2018-20
2018	National Finalists at MINDSPARK 2018, SIBM pune	National		Yes		Prajnajt, Anudeep and Tejaswy of MBA Batch 2018-20
2018	National finalist at RB Mavericks Global Challenge	National		Yes		Teams of Dr Shubhra Chakraborty, Aankesh Ohatker and Vaishnavi Pathare
2018	Winners in campus evaluation round of Nestle Ingenium 2018.	National		Yes		Sakshy Shrivastava, Ajinkya Karnik and Jeffry Isaac
2018	Certificate of appreciation for participating in the Business Cipher event organized by Virtusa Polais	National		Yes		Gaurav Mishra

5.3.2 Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Students are part of institutional academic/administrative/ co-curricular bodies such as:
Internal Committee
Grievance Redressal Committee
Library Advisory Committee
Sports Committee
Campus Wellness Advisory Committee (CWAC)
Campus Food Committee Members
The Placement , Admission and Alumni cell also has student representatives
There are also student members in
Samatva: the Individual Social Responsibility Cell
NEEV: Co-curricular Activity
They also organize various B-School management events: Management Coclave, Infrablaze, Avenir

5.3 Alumni Engagement

5.3.1 Whether the institution has registered Alumni Association? Yes/No, if yes give details (maximum 500 words):
No. There are 4000+ alumni which are associated with institute. There are regular alumni meets at major cities Delhi, Mumbai, Bangalore, Hyderabad, Kolkata beside the annual homecoming
5.3.2 No. of registered Alumni:
-
5.3.3 Alumni contribution during the year (in Rupees) :
0
5.3.4 Meetings/activities organized by Alumni Association :
<ul style="list-style-type: none"> • Alumni are part of IQAC, ARC and PRC and their feedback is taken in developing curriculum and improving pedagogy • Number of guest lectures taken by alumni in years 2017-18, 2016-17, were respectively were 6 and 7 • Alumni are regularly invited as keynote speaker, Chief Guest during induction and commencement ceremony. • Alumni are invited as panelist during the admission process. • Alumni are invited as evaluators during the summer internship viva. • Career Counselling session are also taken up by Alumni • Alumni meets are held regularly in all metros in India

CRITERION VI –GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 Institutional Vision and Leadership

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

1. Head of the Departments along with Deputy Director and Director appraise faculty members during the annual appraisal process of faculty members
2. After several rounds of brainstorming sessions of faculty members for mission ideation, the earlier mission statements were revised and strategic plan 2019-24 were drafted
3. Faculty members as part of program review committee suggest, design and approve courses and syllabus, as part of internal quality assurance cell (IQAC) monitor the institute level academic and administrative functioning

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

Yes/No/Partial:

Yes

6.2 Strategy Development and Deployment

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

- ❖ Curriculum Development: SCMHRD faculty developed MOOC based pre-induction learning modules in areas of Finance, Marketing, HR, Operations, Infrastructure Management. Students are encouraged to take audit courses over and above their credit based course curriculum. For successful completion of these courses students are provided with certificates

Teaching and Learning. :20% of all courses in the full time programs are mandated to be experiential. Some of the experiential learning technique adopted by faculty in academic year 2018-19 were

- Students of operations specialization were divided into 5 teams and worked on live project at Coca-Cola. Projects were in areas of Effective Scrap Management, Plant lay-out analysis, Vehicle TAT improvement, Freight optimization, Reduction of Finished Goods Leakage Breakage. They also went for plant visit at Cummins.
- Students visited villages in Pune and undertook focus group discussions and ethnographic studies under the Rural marketing course.
- Students of Human Resource Specialization carried out surveys on impact of learning organization on lifelong learning in academic institutes,. They were divided into groups and assigned to take interviews of HR managers of various organizations on PMS practices, Strategic HRM, Emotional labour and develop cases.
- Students of Finance Specialization were assessed based on data analysis of financial data from Bloomberg. For the batch 2017-19, smart books on Financial Accounting by Cengage and Financial Management by McGraw-Hill Education were used.

- ❖ Examination and Evaluation: IT enabled trait-wise(course objective wise) internal evaluation of all courses initiated in the institute helps in monitoring by faculty members and studentson if course objectives and program objectives were met

- ❖ Research and Development: Research, Consultancy and Project Review' Committee constituted for evaluation of quality of consultancy and field projects. Members of the committee are all PhDs and

<p>have experience in applied research having completed successfully multiple national/ international level projects financed either by government or industry. The Committee approved assessment tool for evaluations of the projects. Three projects with self evaluation report have been submitted to the committee.</p>				
<p>❖ Library, ICT and Physical Infrastructure / Instrumentation: Revamped ICT based weblink give remote access to University and institutional databases. SCMHRD has a well-stocked Wi-Fi enabled reference library is available for the students with seating capacity of 95 (inside library and Wi-fi enabled reading hall). Wi-Fi enabled reading room with seating capacity of 75 is open 24X7 for students.</p>				
<p>❖ Human Resource Management: 22 faculty members participated in 81 FDPs. 3 training programs arranged for non-teaching staff.</p>				
<p>❖ Industry Interaction / Collaboration: A yearlong training programs for middle level managers of Adani Group industries on functional leadership called “Nalanda Functional Leadership” was initiated in month of April. In May 2019 , faculty members conducted a training program for Kapataru group.</p>				
<p>❖ Admission of Students :In 2018-19, All the touch-points of the aspirants with the institute have been digitized, right from promotion for SNAP, applying for SNAP, registration, result declaration, GE/PI shortlisting, slot booking to GE-PI assessment and final result declaration.</p> <p>❖</p>				
<p>6.2.2 : Implementation of e-governance in areas of operations:</p>				
<p>❖ Planning and Development: MIS developed by Intech solution is used for planning, and strategizing long term and short term goals.</p>				
<p>❖ Administration: Finance, Administration, HRP system is digitized and maintained by ERP system, called Eklavya.</p>				
<p>❖ Finance and Accounts: Finance system of the institute is integrated with University Financial administration through Eklavya</p>				
<p>❖ Student Admission and Support :</p> <p>❖ Use of social media Google ad words and Google content for optimization reach.</p> <p>❖ In 2018-19, All the touch-points of the aspirants with the institute have been digitized</p>				
<p>❖ Examination :The assurance of learning process required that the marks earned by the students be recorded and displayed to them trait wise so that they may get feedback on their performance on each of the traits. Thus, necessary changes were made to the software</p>				
<p>6.3 Faculty Empowerment Strategies</p>				
<p>6.3.1 Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year</p>				
Year	Name of	Name of conference/ workshop	Name of the professional	Amount of

	teacher	attended for which financial support provided	body for which membership fee is provided	support
4/2019	Aditi Naidu	Third International Conference on Building Strategic Partnerships Towards Collaborative International Learning		
12/2018	Aditi Naidu	International Conference on Advances in Business Management SIBM Pune	Golden Key International Honour Society	
12/2018	Aditi Naidu	International Relations Conferences Shaping a New Strategic Culture for India	CFA Society USA	
12/2018	Aradhana Vikas Gandhi	NASMEI Conference Great Lakes institute of management Chennai	APICS	
12/2018	Aradhana Vikas Gandhi	NASMEI Conference Great lakes insitutue of management Chennai	Decision Sciences Institute	
12/2018	Aradhana Vikas Gandhi	International coonference on advances in Business Management ICABM Pune		
12/2018	Aradhana Vikas Gandhi	International conference on advanceds in Business Management ICABM Pune		
11/2018	Aradhana Vikas Gandhi	Sustainable Human Resources Management Practices Policies and Perspectives in South Asia ICFAI Business School and University of Hyderabad at Hyderabad		
12/2018	DipashaShikharPachori Sharma	International Conference on Advances in Business Management SIBM Symbiosis International Deemed University Pune		
12/2018	DipashaShikharPachori Sharma	International Conference on Advances in Business Management SIBM Symbiosis International Deemed University Pune		
12/2018	DipashaShikharPachori Sharma	International Conference on Advances in Business Management SIBM Symbiosis International Deemed University Pune		
12/2018	DipashaShikharPachori Sharma	International Conference on Business Analytics and Intelligence Indian Institute of Science Bangalore		
12/2018	DipashaShikharPachori Sharma	International Conference on Business Analytics and Intelligence Indian		

	i Sharma	Institute of Science Bangalore		
12/2018	Manish Sanant Sinha	International Conference on Business Analytics and Intelligence		
12/2018	Manish Sanant Sinha	International Conference On Business Analytics And Intelligence Isi Bangalore		
12/2018	Manish Sanant Sinha	International Conference On Advances In Business Management Siu Pune		
12/2018	Manish Sanant Sinha	Pan Iim World Management Conference Iim Bangalore		
6/2018	Manoj DigamberHudnurkar	Flame International Conference on Research and Teaching Cases Flame University Pune		
12/2018	Manoj DigamberHudnurkar	Sixth PAN IIM World Management Conference IIM Bangalore		
12/2018	Manoj DigamberHudnurkar	Strategy Innovation and Entrepreneurship Curriculum in an Era of Disruption at IIM TRICHY		
12/2018	Manoj DigamberHudnurkar	International Conference on Advances in Business Management ICABM at SIBM Pune		
12/2018	Manoj DigamberHudnurkar	Annual ISDSI Conference Data Driven Decision Making in Digital Age SPJIMR Mumbai		
11/2018	Monica Amit Kunte	Sustainable Human Resources Management Practices policies and perspectives in south asia		
2/2019	Monica Amit Kunte	Marketing to millennials Mumbai		
2/2019	Monica Amit Kunte	Marketing to millennials Mumbai		
12/2018	Netra Ganesh Neelam	SIBM Pune		
12/2018	Netra Ganesh Neelam	International Relations Conference		
12/2018	Netra Ganesh Neelam	SIMS Khadki		

11/2018	Netra Ganesh Neelam	SUSHRM		
2/2019	Netra Ganesh Neelam	SIMSR Global Marketing Conference Mumbai		
2/2019	Netra Ganesh Neelam	HR conference on Demystifying Team Dynamics		
2/2019	Netra Ganesh Neelam	HR conference on Demystifying Team Dynamics		
12/2018	Pankaj VedBhushan Sharma	ICBAI Bangalore		
6/2018	Pankaj VedBhushan Sharma	ICITEASM Hyderabad		
12/2018	Pankaj VedBhushan Sharma	IIM Tiruchirappalli		
2/2019	Pankaj VedBhushan Sharma	Marketing to Millrnnials		
3/2019	Pankaj VedBhushan Sharma	Flame University Pune		
12/2018	Pankaj VedBhushan Sharma	IIM Bangalore		
7/2018	Philip Vincent Coelho	4th International Conference on Arts Humanities and Social Science(ICAHS-2018)		
6/2018	Pooja Sharma	Fourth FLAME International Conference on Research and Teaching Cases		
3/2019	Pooja Sharma	International Conference on Growth Development and Sustainability		
3/2019	Pooja Sharma	International conference on growth development and sustainability		
12/2018	Pooja Sharma	ICABM		
2/2019	Pooja Sharma	International HR Conference on Demystifying Team Dynamics K J Somaiya		
12/2018	Pooja	SIMSARC		

	Sharma			
1/2019	Pooja Sharma	AIMS International Conference on Management		
1/2019	Pooja Sharma	AIMS International Conference on Management		
3/2019	Pooja Sharma	International Research Conference Mumbai		
2/2019	PratimaAmolSheorey	Fourteenth SIMSR Global Marketing Conference Mumbai		
12/2018	PratimaAmolSheorey	International Relations Conference		
12/2018	PratimaAmolSheorey	International Relations Conference SIU Pune		
12/2018	Rahul BabayyaHirematham	International Relations Conference Pune		
4/2019	Rahul BabayyaHirematham	SIUAIU Pune		
12/2018	Rahul BabayyaHirematham	Pandharpur		
12/2018	Rahul BabayyaHirematham	Pandharpur		
6/2018	Rahul BabayyaHirematham	CII Solar Edge, Pune		
12/2018	Rahul BabayyaHirematham	SIMSARC pune		
12/2018	Rahul BabayyaHirematham	SIMSARC Pune		
12/2018	Rajagopal G. Kannan K	SIMS annual international research conference		
2/2019	Rajagopal G. Kannan K	SIMSAR global Marketing Conference K J Somiya Mumbai		
2/2019	Rajagopal G. Kannan K	International HR conference K J Somiya Mumbai		
1/2019	Rajagopal G. Kannan K	AIMS International Conference on Management SIMS Pune		

3/2019	Rajagopal G. Kannan K	International Conference on Growth Development and Sustainability Flame Pune		
3/2019	Rajagopal G. Kannan K	International Conference on Growth Development and Sustainability Flame Pune		
12/2018	Rajagopal G. Kannan K	International conference on Business Analytics and Intelligence ICBAI Bangalore		
12/2018	Rajagopal G. Kannan K	International Conference on Advances in business management SIBM Pune		
12/2018	Rajagopal G. Kannan K	International conference on Business Analytics and Intelligence ICBAI Bangalore		
12/2018	Rajagopal G. Kannan K	International conference on Business Analytics and Intelligence ICBAI Bangalore		
12/2018	Rajagopal G. Kannan K	SIMS annual international research conference		
12/2018	Rajagopal G. Kannan K	Mathsport Asia International Conference of MathSport Asia XLRI Jamshedpur		
12/2018	Rajagopal G. Kannan K	International Conference on Advances in business management SIBM Pune		
12/2018	Rajagopal G. Kannan K	Strategy Innovation and Entrepreneurship Curriculum in an Era of Disruption IIM Tiruchirappalli		
2/2019	Rajagopal G. Kannan K	SIMSAR global Marketing Conference K J Somiya Mumbai		
3/2019	Sanjay Samarendr a Bhattachar ya	International Research Conference Mumbai		
1/2019	Sanjay Samarendr a Bhattachar ya	th International Conference of AIMS held at SIMS Pune		
4/2019	Shantanu Prasad	SIU AIU Conference at SIU Lavale		
3/2019	Shantanu	International Conference on Growth		

	Prasad	Development and Sustainability Flame University Pune		
12/2018	Shantanu Prasad	International Conference on Business Analytics and Intelligence at IISc Bangalore		
12/2018	Shantanu Prasad	International Conference on Business Analytics and Intelligence		
12/2018	Shantanu Prasad	Mathsport Asia at XLRI Jamshedpur		
2/2019	Sonali Shubhashe esh Bhattachar ya	K J Somaiya Institute of Management Studies Research		
3/2019	Sonali Shubhashe esh Bhattachar ya	FLame University		
12/2018	Sonali Shubhashe esh Bhattachar ya	ICABM SIMB PUNE		
11/2018	Sonali Shubhashe esh Bhattachar ya	IBS Hyderabad		
12/2018	Sonali Shubhashe esh Bhattachar ya	IR Conference		
3/2019	SubhasisSa mindra Sen	International Conference on Growth Development and Sustainability Flame University Pune India		
12/2018	SubhasisSa mindra Sen	MathSport Asia XLRI Jamshedpur India		
12/2018	SubhasisSa mindra Sen	International Conference on Advances in Business Management SIBM Pune India		
12/2018	SubhasisSa mindra Sen	International Conference on Business Analytics and Intelligence Indian Institute of Science Bangalore India		
12/2018	SubhasisSa	International Conference on Business		

	mindra Sen	Analytics and Intelligence Indian Institute of Science Bangalore India		
12/2018	SubhasisSa mindra Sen	International Conference on Business Analytics and Intelligence Indian Institute of Science Bangalore India		
12/2018	SubhasisSa mindra Sen	Annual Convention of the Strategic Management Forum IIM Trichy India		
12/2018	SubhasisSa mindra Sen	Annual International Research Conference SIMS Pune		
2/2019	SubhasisSa mindra Sen	SIMSR Global Marketing Conference KJ Somaiya Institute of Management Studies and Research Mumbai		
7/2018	Suhas Suresh Ambekar	4th International conference on Arts, Humanities and Social Science		
6/2018	Suhas Suresh Ambekar	FLAME International conference on Research and Teaching Cases		
12/2018	Suhas Suresh Ambekar	International Relations conference SIU pune		
12/2018	Suhas Suresh Ambekar	th ISDSI conference SPJIMR Mumbai		
12/2018	Suhas Suresh Ambekar	th PAN IIM World management conference IIM Bangalore		
12/2018	Suhas Suresh Ambekar	Strategic Management Forum at IIM Trichy		
12/2018	Suhas Suresh Ambekar	ICABM conference at SIBM Pune		
2/2019	VaishaliCh avdas Mahajan	SIMSAR global Marketing Conference K J Somiya Mumbai		
2/2019	VaishaliCh avdas Mahajan	International HR conference K J Somiya Mumbai		
2/2019	VaishaliCh avdas Mahajan	SIMSAR global Marketing Conference K J Somiya Mumbai		
1/2019	VaishaliCh avdas Mahajan	AIMS International Conference on Management Pune		

3/2019	VaishaliChavdas Mahajan	International Conference on Growth Development and Sustainability Flame Pune		
3/2019	VaishaliChavdas Mahajan	International Conference on Growth Development and Sustainability Flame Pune		
12/2018	VaishaliChavdas Mahajan	Indian Institute of Science ICBAI Bangalore		
12/2018	VaishaliChavdas Mahajan	Strategy innovation and Entrepreneurship curriculum in an Era of Disputes IIM Trichy		
12/2018	VaishaliChavdas Mahajan	International Relations Conference SIU Pune		
12/2018	VaishaliChavdas Mahajan	International Conference on Advances in Business Management ICABM SIU Pune		
12/2018	VaishaliChavdas Mahajan	SIMS International Research Conference SIMS Pune		
6/2018	Vasundhara Swati Sen	NA		
6/2018	Vinita Samir Sinha	Flame Case Conference		
12/2018	Vinita Samir Sinha	SIMSARC SIMS Kharkee		
12/2018	Vinita Samir Sinha	ICABM at SIBM Pune		

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

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	Dates (from-to)	No. of participants (Teaching staff)	No. of participants (Non-teaching staff)
3/2019	Data Analytics using R	You've got a mail: Business Writing			
8/2018	Research opportunities in health care sector	Smart Worker- An Organizational Strength			

1/2019	Writing a Research Paper with Impact: An Introspection	Google Apps		
6.3.3 No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year				
Title of the professional development programme		Number of teachers who attended	Date and Duration (from – to)	
Incorporating Technology into +D2:D72Education		Aditi Naidu	9/2018	
Basic Quantitative Techniques (Using Software) for Social science Research		Aditi Naidu	6/2018	
Ten Days FDP on Androgogy and Research Methodology (ARM)		Aditi Naidu	11/2018	
Understanding you and Understanding me		AradhanaVikas Gandhi	3/2019	
Androgogy and Research Methodology		AradhanaVikas Gandhi	3/2019	
AIM-NASMEI-JGBS faculty development workshop		AradhanaVikas Gandhi	7/2018	
Theory and practice of experimental design		AradhanaVikas Gandhi	7/2018	
Planning a study with Social media data		AradhanaVikas Gandhi	9/2018	
Qualitative Research		AradhanaVikas Gandhi	9/2018	
FDP on R		GauriYogesh Joshi	3/2019	
Understanding me, Understanding you		GauriYogesh Joshi	3/2019	
Social Psychology		GauriYogesh Joshi	1/2019	
Intra-SIU competitionE-Resource Integration for effective classroom teaching		GauriYogesh Joshi	9/2018	
Incorporating technology in education		GauriYogesh Joshi	9/2018	
Panel Data Analysis		Manish Sanant Sinha	7/2018	
Goods and Services Tax		Manish Sanant Sinha	7/2018	
Androgogy and Research Methodology		Manish Sanant Sinha	3/2019	
Structural Equation Modeling/Publishing in Top Journal		Manoj DigamberHudnurkar	12/2018	
FDP on Andragogy and Research Methodology (ARM)		Manoj DigamberHudnurkar	3/2019	
A workshop on theory and practice of experimental design- Dr.Rajat Roy		Monica Amit Kunte	7/2018	
Structural Equation modeling, mediation and moderation analysis		Monica Amit Kunte	8/2018	
Understanding me understanding you		Monica Amit Kunte	3/2019	
R workshop		Monica Amit Kunte	3/2019	
Goods and Service Tax		Ms. SakshiSaxena	7/2018	
'Theory and Practice of Experimental Design'		Netra Ganesh Neelam	7/2018	
Theory and Practice of Experimental Design		Netra Ganesh Neelam	7/2018	
Effective Use of e-resources for teaching		Netra Ganesh Neelam	9/2018	

learning and evaluation		
Workshop on 'R'	Netra Ganesh Neelam	3/2019
Understanding Me Understanding You	Netra Ganesh Neelam	3/2019
CII Workshop on Cost Analysis & Strategic Decision	Pankaj VedBhushan Sharma	3/2019
ARM batch 5 - 27th Feb. to 9th March 2019	Pankaj VedBhushan Sharma	2/2019
IMOS 2018- Industry Academia Interface for Enhancing Skills and Engagement Brainstorming	Pankaj VedBhushan Sharma	7/2018
People Analytics	Pooja Sharma	8/2018
Effective use of e- resources for teaching learning and evaluation	Pooja Sharma	9/2018
Massive Open Online Courses	Pooja Sharma	11/2018
Andragogy and Research Methodology	Pooja Sharma	3/2019
Effective Use of e Resources for Teaching, Learning and Evaluation	Pratima Amol Sheorey	9/2018
Andragogy and Research Methodology (ARM)	Pratima Amol Sheorey	3/2019
International Faculty Development Workshop for Marketing	Pratima Amol Sheorey	7/2018
International Faculty Development Workshop for Marketing	Pratima Amol Sheorey	7/2018
International Faculty Development Workshop for Marketing	Pratima Amol Sheorey	7/2018
Workshop on Theory and Practice of Experimental Design	Pratima Amol Sheorey	7/2018
Andragogy and Research Methodology	Rahul Babayya Hiremath	3/2019
Understanding you and understanding me	Rahul Babayya Hiremath	3/2019
Faculty for the Millennial Generation: Learner Experience Design A Neuroscience Perspective	Rahul Babayya Hiremath	8/2018
Business Model Canvas	Rahul Babayya Hiremath	8/2018
One Week Faculty Development Program on Structural Equation Modeling Mediation and Moderation	Rajagopal G. Kannan K	8/2018
Brand Management Build Successful Long Lasting Brands	Rajagopal G. Kannan K	12/2018
Demonstration Based Classroom Teaching A Hands on Training	Rajagopal G. Kannan K	1/2019
Critical Thinking	Rajagopal G. Kannan K	3/2019
Understanding Me and Understanding You	Rajagopal G. Kannan K	3/2019

statistics for data analysis	Rakesh Yadav	12/2018
Workshop on Andragogy and Research Methodology	Sanjay Samarendra Bhattacharya	3/2019
Superstars telling their stories through audio visuals	Sanjay Samarendra Bhattacharya	11/2018
Effective Use of e-Resources for Teaching, Learning and Evaluation	Sanjay Samarendra Bhattacharya	9/2018
Anadragogy and Research methodology	Shantanu Prasad	3/2019
Andragogy and Research Methodology	Sonali Shubhasheesh Bhattacharya	3/2019
Data Analysis using R	Sonali Shubhasheesh Bhattacharya	3/2019
Data visualization using R	Sonali Shubhasheesh Bhattacharya	1/2019
Research opportunities in health care sector	Sonali Shubhasheesh Bhattacharya	8/2018
Writing a Research Paper with Impact: An Introspection	Sonali Shubhasheesh Bhattacharya	1/2019
Use of eResources for Research	SubhasisSamindra Sen	8/2018
Andragogy and Research Methodology	SubhasisSamindra Sen	11/2018
SEM and publishing in top journals	Suhas Suresh Ambekar	12/2018
Building successful long lasting brands	VaishaliChavdas Mahajan	12/2018
AIM-NASMEI-JGBS International Faculty Development Workshop	VaishaliChavdas Mahajan	7/2018
One Week FDP on Structural Equation Modeling Mediation and Moderation Analysis	VaishaliChavdas Mahajan	8/2018
Effective Use of E Resources for Teaching Learning and Evaluation	VaishaliChavdas Mahajan	9/2018
Incorporating Technology and Education	VaishaliChavdas Mahajan	9/2018
Demonstration Based Classroom Teaching A Hands on Training	VaishaliChavdas Mahajan	1/2019
Understanding Me Understanding You	VaishaliChavdas Mahajan	3/2019
Statistics with R	Vasundhara Swati Sen	3/2019
Swayam and MOOCs	Vasundhara Swati Sen	11/2018
Goods and Services Tax(GST)	Vasundhara Swati Sen	7/2018
Creating Moocs	Vinita Samir Sinha	9/2018
Undertsnding me and undertsnding you	Vinita Samir Sinha	3/2019
Unsing R	Vinita Samir Sinha	3/2019
Andragogy	Vinita Samir Sinha	3/2019
Creating Learner Centric Moocs	Vinita Samir Sinha	3/2019
Leadership and Emotional Intelligence	Vinita Samir Sinha	8/2018

6.3.4 Faculty and Staff recruitment (no. for permanent/fulltime recruitment):			
Teaching		Non-teaching	
Permanent	Fulltime	Permanent	Fulltime
	1 (Adjunct)		
6.3.5 Welfare schemes for			
Teaching	<ul style="list-style-type: none"> • Mediclaim Policy • Transportation • Support provided in pursuing PhD in terms of fee concession • Duty leave for attending FDP'S • Research Incentives • Organizing common Breakfast and Lunch on certain occasions • Festival Gifts • Celebration of birthdays • Annual Health checkups 		
Non teaching	<ul style="list-style-type: none"> • Mediclaim Policy • Transportation • Support for pursuing further studies • Organizing common Breakfast and Lunch on certain occasions • Financial assistance for Housing and Marriage. • Non-teaching staff training programme • Festival Gifts • Celebration of birthdays • Annual Health checkups 		
Students	<ol style="list-style-type: none"> 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 		
6.4 Financial Management and Resource Mobilization			
6.4.1 Institution conducts internal and external financial audits regularly yes (with in 100 words each)The institute has a mechanism for internal audit by representatives of the University. This is an continuous ongoing process to verify and certify the entire Income and Expenditure and the Capital Expenditure of the Institute each year. Qualified Internal Auditors accompanied by a team of staff under them do a thorough check and verification of all vouchers of the transactions that are carried out in each financial year.			
6.4.2 Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)			
Name of the non government funding agencies/ individuals		Funds/ Grants received in Rs.	Purpose
6.4.2 Total corpus fund generated 0			

6.5 Internal Quality Assurance System				
6.5.1 Whether Academic and Administrative Audit (AAA) has been done?				
Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No		yes	Senior Faculty members from constituent institute
Administrative	No		yes	Directors, Deputy Directors and administrative officers from constituent institutes
6.5.2 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges? (if applicable)				
<ul style="list-style-type: none"> • Director is a part of the Academic Council and PG Admissions Committee of the University • All senior Faculty members of the institute are part of Board of Studies and Subcommittees of SIU • Dr.GurudasNulkar is part of Biodiversity Committee of the University. • Dr. Netra is part of the Internal Committee of the University • Col.Kanade is a part of the IQAC Committee at the University • Individual Institutes have freedom to suggest, design and approve courses and syllabus based on internal academic review committee recommendations • We have internal quality assurance cell (IQAC) which controls and monitors the institute level academic and administrative functioning 				
6.5.3 Activities and support from the Parent – Teacher Association (at least three)				
-				
6.5.4 Development programmes for support staff (at least three)				
Training Programs on You've got a mail:Business Writing, Google Apps, Smart worker				
6.5.5 Post Accreditation initiative(s) (mention at least three)				
<ol style="list-style-type: none"> 1. AACSB Accreditation Process,. Peer team expected to visit in /January 2020 2. Drafting Strategic Plan 2019-23 3. Adoption of a new Learning Management System for managing academic administration 				
6.5.6				
a. Submission of Data for AISHE portal : (Yes /No) yes. As constituent of SIU				
b. Participation in NIRF : (Yes /No)yes. As constituent of SIU				
c. ISO Certification : (Yes /No) No				
d. NBA or any other quality audit : (Yes /No) No				
6.5.7 Number of Quality Initiatives undertaken during the year				
Year	Name of quality initiative by IQAC	Date of conducting activity	Duration (from-----to-----)	Number of participants
2019	MOOC based audio-video learning material was successfully launched for the Pre-Induction Learning	April, May	May, 2019	250
2019	Faculty team will be engaged in year-long MDPs with Adani Group andKapataru	April-May	One week	120
2018	Institute constituted Research Consultancy	November 2018 March 2019		3 projects assessed

	Project Review Committee to promote and assess research projects and consultancies			
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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Title of the programme	Period (from-to)	Participants	
		Female	Male
Employment Related Law: Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.	November 2018	54	49

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

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

7.1.3 Differently abled (Divyangjan) friendliness

Items Facilities	Yes/No	No. of Beneficiaries
Physical facilities	Yes	8
Provision for lift	Yes	8
Ramp/ Rails	Yes	8
Braille Software/facilities	Yes	0
Rest Rooms	Yes	8
Scribes for examination	Yes	0
Special skill development for differently abled students	Yes	0
Any other similar facility	Alternative question paper. Extended time for completion of written exam	1

7.1.4 Inclusion and Situatedness

Enlist most important initiatives taken to address locational advantages and disadvantages during the year

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date and duration of the initiative	Name of the initiative	Issues addressed	Number of participating students and staff
2018	1	2	August 2018	<ul style="list-style-type: none"> Teach a Child Evening classes for underprivileged children Implementing smart city 	Teaching and mentoring	257

				project under PMC		
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7.1.5 Human Values and Professional Ethics

Code of conduct (handbooks) for various stakeholders

Title	Date of Publication	Follow up (maximum 100 words each)
Student's Manual	June 2018	It has details on Vision & Mission of the institute, code of conduct of students attendance policies, examination rules, procedures for reporting sick, dress code, library and computer lab rules, placement rules etc.
HR Manual	2015	Code of conduct of employees, leave policies, policies for promotion or scale upgradation, employee welfare and benefits

7.1.6 Activities conducted for promotion of universal Values and Ethics

Activity	Duration (from-----to-----)	Number of participants
Matribhasha Diwas	21 st February 2019	Students, faculty and staff
Rashtriya Ekta Diwas Pledge	31 st October, 2018	Students, faculty and staff
World Environment day Lecture	5 th June, 2018	Students, faculty and staff
World Yoga day	21 st June, 2018	Students, faculty and staff
Independence Day	15 th August 2018	Students, faculty and staff
Republic Day	26 th January, 2019	Students faculty and staff
Teach A Child	August 2018	

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

- An initiative to replace tube lights by CFL has been taken up starting with the faculty rooms. In 2018-19 all CFL lights were replaced with LED lights. For other locations tube lights will be replaced with LED lights subsequently.
- In the campus and hostel areas, LED lights have been fitted in hostel rooms, passages and parking and streets (35 numbers)
- 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
- 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.
- An effort is made to maximize the foliage on campus within the possible space by tree plantation on important occasions. 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.

7.2 Best Practices

Describe at least two institutional best practices

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

1. Title of the Quality Initiative: IT enabled learning

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.

Objectives: The objective of this practice is to create effective ‘business ready’ managers through the use of IT tools and curricula

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 high quality data bases such as Euromonitor and Bloomberg that are used by students for projects.

Evidence of Success: Is present in the syllabi as well as evidenced by the research projects executed by students.

- Student placement in IT/ ITES based firms

Problems Encountered:

- The risk of obsolescence which is inherent in the current business environment
- High cost involved in procuring software licenses and supporting infrastructure

2. Title of the Quality Initiative: Leadership in Corporate Engagement

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. The criticism came out from all stakeholders including students, employers, media and faculty communities of top B-Schools including Kellogg School of Management, and McGill University (Bennis and O’Tolley, 2005)¹. This is because curriculum of modern B-Schools is not industry relevant. Bennis and O’Tolley (2005) opined that a major fault with today’s B-Schools have been an over emphasis of measuring performance in terms of scholarly research outputs, many of which have little or no relevance to business practices. Some of such scholarly research output may be of relevance in development of academic theories but may not be replicable in business decision making. Further, curriculum and the teaching learning process have been unable to build business competencies among students. One part of the faculty team in a typical B-School is from a pure academics background and interested in scholarly research. Since they do not have industry exposure, their research output may not be of interest and utility to business practitioners. The other part of the faculty team comprises business practitioners who came into academic teaching just out of passion or by accidents. They seem to be clueless about how to convert their industrial experience into measurable intellectual contribution, which form an important part of the faculty appraisal. But the strategic, economic, political, human perspective that they bring in analysis of seemingly easy technical case problems, cannot be discounted. Though most B-Schools document the creation of management professionals and research as their mission both the dimensions are seen as separate domains. This can be partly because business is seen more as profession and not as a academic domain such as physics, chemistry, mathematics or biological sciences. Hence, intellectual contributions are neither

triggered by finding solutions to actual business problems nor is it thought to be of relevance to replicate it in simulated business environments. Further, Rubin and Dierdorff (2009) have found in an empirically derived competency model from 8,633 incumbent managers across 52 managerial occupations, that behavioral competencies indicated by managers to be most critical are the competencies least represented in required MBA curricula. 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. Finally, SCMHRD would partner with industry to solve business problems through applied research which might result in scholarly research output.

Objectives: Corporate Engagement: From Beginning till End of Student Life Cycle

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 & 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 & Sub-Committee. Industry partners engage with SCMHRD faculty & 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.

- a. **Evidence of Success:** The overall quality of students has improved intake of students as 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), LoraI Brandstorm (International Winner in 2009 & 2011 and National 1st Runner Up in 2016), 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 winning CFA level 1 & 2 , FRS, PMI certification and CSCP certification in bulks on continuous basis every year.
- 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. The students of MBA(IM) 2015-17 batch have recently contributed in drafting the vision statements 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.
- c. The initiative lead to 31 research papers being published by students in a span of 3 years in peer reviewed journals and conference proceedings
- d. Several successful projects were completed in a span of two years. A snapshots of some of the successful projects is given in table 1. Some of these projects have resulted in research paper contributions in SCOPUS Indexed journals
- e. SCMHRD placements have shown marked improvements over the years. SCMHRD has been ranked among the top 10 in placement almost all B-School surveys it has participated in last 5 years such Business Today Best B-School Survey, Outlook-Drishti B-School Survey etc.

Problems Encountered:

The challenges faced were the lack of confidence among all the three stakeholders namely faculty, students and industry experts on the viability and success of the model.

Industry experts had to be reassured that this model would help them get possible research based solutions to their business problems on a continuous basis in a cost effective way.

Faculty had to be reassured that they would get opportunity to work in tandem with industry experts and such collaborated research would add to their intellectual contributions.

The students were made to work under the guidance of the faculty mentors and submit a report at the end of the assignment. It enabled student learning through experience and formed a part of their credit scoring in Empirical Research courses in Semester 2 and Semester 3 and Live Projects in Semester 4. Faculty assumed the role of mentors in such consultancy projects. It kept them updated & helped them in co-creating applied knowledge for the future.

7.3 Institutional Distinctiveness

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

Context: Dierdorff & Rubin (2009) in their study of 8,633 incumbent managers across 52 managerial occupations, found that behavioral competencies indicated by managers to be most critical are least represented in most MBA curricula. They had identified 6 broad classes of competencies: Managing Decision Making Processes, Managing Human Capital, Managing Strategy & Innovation, Managing the Task Environment, Managing Administration and Managing Logistics and Information.

Under this background, SCMHRD thought to take feedback of all stakeholders: students, faculty, industry experts and alumni, or identifying the requisite competencies, setting up of the learning goals of the programs, aligning curriculum with the learning goals & traits, designing evaluation criterion to measure them, setting up quality assurance criterion for, review and decision making. The entire process is an integral part of our 'Assurance of Learning' initiative.

Objectives: A Dynamic Competency based Curriculum Design and Assurance of Learning based on Stakeholder Feedback

- (1) **The Initiative** The recent research for a competency based selection process began at SCMHRD in 2014. A sample group of superior and average performers were identified on the basis of performance and their corresponding competencies were identified using the Behavioral Event Interview technique. Performance of students as aligned to the mission of the School was broadly classified into two pillars: Learning Framework and Industry Alignment. To each of these pillars were associated some key behavioral indicators of success. Faculty and students were interviewed for capturing behavioral indicators of the learning framework. The alumni and corporate, on the other hand, were interviewed for behavioral indicators related to industry alignment. Out of the total sample interviewed, 25% comprised faculty, 25% constituted students, 30% were alumni and remaining 20% were industry experts. Students and alumni interviewed were a good mix from various functional areas and had to fulfill the following two conditions: (a) Academic Competitions won (b) Contribution in applied research projects. The industry experts and alumni interviewed were from various MNCs, start-ups and Indian companies. The group exercises and the personal interactions during the selection process were designed to assess these competencies. The purpose of this exercise was to design a selection process that would help identify individuals who would succeed at SCMHRD and in the industry thereafter. Broad classes of Competencies identified by various stakeholders are reflected in figure 1

	Learning Framework			Industry Alignment			Weightages
	Curriculum Based Learning	Activity Based Learning	Project Based Learning	Culture	Value	Performance	
Students	High	High	High	Low	Low	Low	25%
Faculty	High	Moderate	Moderate	Low	Low	High	25%
Alumni	Moderate	High	High	High	High	High	30%
Corporates	Low	Low	High	High	High	High	20%

High	High Contribution to Behavioural Indicators
Moderate	Moderate Contribution to Behavioural Indicators
Low	Low/Negligible Contribution to Behavioural Indicators

Figure 1: Competency Framework for MBA aspirants
The competencies identified for selection of students and then developing them further during the 2 year course curriculum are highlighted in Figure 2



Figure 2: Identified MBA Competencies

Learning Orientation is tested by a basic screening examination during admission (SNAP) which has 4 components: Current Affairs, General English, Quantitative, Data Interpretation & Data Sufficiency and Analytical & Logical Reasoning and then further strengthened through the curricula delivery. Other competencies are diagnosed during Group Evaluation/Personality test. For curriculum design the MBA Competencies are further converged to five learning goal clusters as given in the following table. The AOL process helps in establishing the checks and balances on curriculum delivery for achievement of learning goals. The Stakeholder Feedback process helped in reviewing of the desired MBA Competencies and also curriculum management.

Competencies	Learning Goal Cluster	Description
<ul style="list-style-type: none"> • Creativity & Innovation • Planning & Organizing • Analytical Ability • Decision Making 	Critical and Integrative Thinking Ability	<ul style="list-style-type: none"> • Ability to identify, analyze and interpret relevant issues • Ability to demonstrate skills of analysis and synthesis of relevant data

		<ul style="list-style-type: none"> Ability to combine knowledge from various disciplines
<ul style="list-style-type: none"> Building Collaborative Relationship Adaptability to Change 	<ul style="list-style-type: none"> Interpersonal Skills and Team Effectiveness Ethical behavior, social responsibility, sustainable attitude 	<ul style="list-style-type: none"> Adapt his/her communication style to connect with others Interacts and cooperate effectively within a team Proposes solution that are informed by ethical analysis of situations and its impact on individuals and organizations
Communication	Effective Communication	<ul style="list-style-type: none"> Ability to Communicate verbally in an organised, clear, and persuasive manner Ability to write and present comprehensively.
Achievement Drive	Linked to all the above and also require desired understanding of global and regional business issues	<ul style="list-style-type: none"> Ability to strive for efficiency Ability to align with team structure, accountability and goals. Taking initiatives to improve team and individual performance Ability to optimize processes to achieve goal

Assurance of Learning (AOL) is a continuous improvement process of teaching-learning activities of the B-School. It is faculty-driven within each department assisted by supporting professionals. The process commences with the constitution of Assurance of Learning Committee, which comprises of AOL faculty in-charge as well as representatives of each department. For developing ‘learning goals’ related to the program and derived from the identified MBA Competencies, ‘Blooms Taxonomy’ is used. ‘Blooms Taxonomy’ identifies learning goals at cognitive, affective and skill level. The entire data flow of the AOL process for the assessment and recommendations is illustrated in Figure 3.

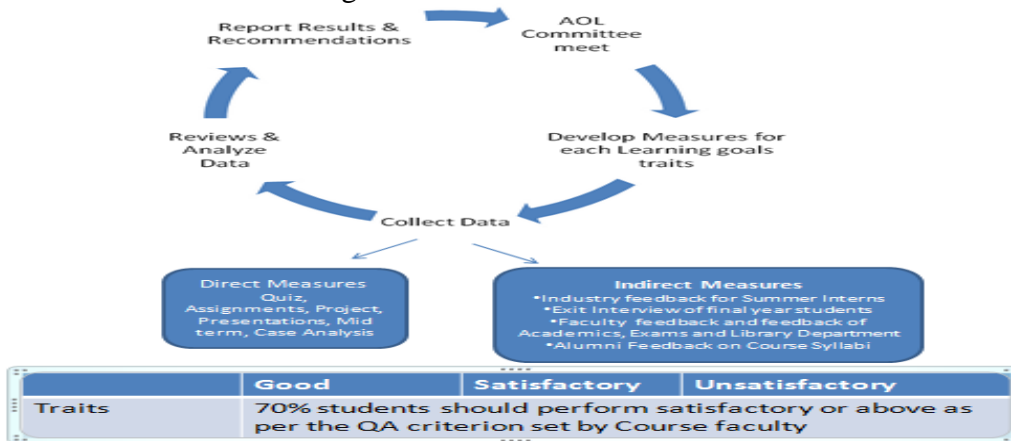


Figure 3: AOL process for assessment and recommendation

The AOL committee was formed with at least one faculty representing each department. The learning goals for

the program were reaffirmed and the rubrics for each goal were developed. Assessment data were gathered by the examination department and disseminated to the AOL committee. Some closing the loop actions took place during this time period. The learning goals for each programme were assessed at least twice during a two year period using both direct and indirect measures. The goals were tested through course-embedded questions. The development of these embedded questions within the departments helped to develop the AOL culture within the school as all faculties now had a role in the development, maintenance, and monitoring of the curriculum.

At the start of each semester, the faculty members are presented with the outcomes and recommendations from the previous semester's AOL activities. The faculty members are also presented with the AOL plan for the current semester. This enables to ensure involvement of faculty who will be helping with the measurement process each semester.

Evidence of Success: Three rounds of AOL completed for both MBA and MBA(IM). Actions Taken on Assurance of Learning Recommendations are:

- a. Research based Group Projects in every Semester for enhancing **Critical and Reflective Thinking Ability**
- b. Ethical training session planned by subject matter expert from CFA Institute for inculcating **Ethical Behavior**
- c. Semester Exchange Program to increase **Awareness of Global Business Practices.**
- d. Engagement in on-field CSR Projects to increase awareness of **Socially Responsible Behavior**

Problems Encountered:

We faced difficulty initially in acceptance of the AOL process especially from the visiting faculty. We trained all visiting faculty during induction at the beginning of the session on understanding of learning goals and traits and various steps of implementing the process. The faculty were given an evaluation proforma each in which he/she was required to fill and submit the evaluation criteria they would be using for assessment of students, traits each criterion will measure, learning rubric etc. The faculty were required to share the same with the students at the beginning of the session. The Head of the Department ensured that the AOL process was followed by all faculty in the Department. Entire AOL process was automated from the current academic year through an online system.

8. Future Plans of action for next academic year (500 words)

1. Getting AACSB accredited within a year.
2. Each faculty will publish at least one article UGC-CARE list of journals every year.
3. Increase the number of MDPs.
4. Faculty members will create at least MOOC per year.

Name Dr. Sonali Bhattacharya

Name Dr. Pratima Sheorey

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC