

Name of Institute: Symbiosis Centre for Management and HRD

PART A

The Plan of action Chalked out by the IQAC in the Beginning of the Year towards Quality Enhancement and the Outcome Achieved by the End of the year.

Plans for 2010-11	Achievements
<p>Utilization Additional Infrastructure</p>	<p>Total Intake Of MBA (Batch 2011-13) has been increased to 240 including a new Course Curriculum of MBA in Infrastructure Management (2011-13) which has been started this year with a maximum intake of 60 students.</p>
	<p>The entire 6th floor will be devoted to MDP and corporate training. The total internal resources generated through MDP training in 2010-11 is Rs 2344500.</p>
<p>Research and Development</p>	<p>SCMHRD has successfully conducted an academic conference every 6 months. The "1st Academic Summit on Valuation and Financial Modeling" will be held on November 27-28, 2010.</p>
	<p>Research based Marketing Symposium was conducted during November 17-18, 2010 which marked the launch of Marketing Journal, PRIMA (ISSN 2230 – 844X) by the hounourable Chancellor, Dr S B Majumdar.</p>
	<p>All faculty who are admitted for PhD in 2010 at Symbiosis International University have completed their course work and presented their synopsis to Research Assessment Committee.</p>
	<p>The HR COE has to their credit two research papers by students having accepted for publication in National journals.</p>
	<p>BAIF: Transforming dreams into reality for rural India"Case written by Prof Raji Ajwani was awarded the 1st Prize in Sitaram Rao Livelihoods India Case Study Competition 2010 Ph.D. thesis of Dr Ravindra Gokhale entitled "Scheduling Problems with Discrete and Batch Processor Machines in Automobile Gear Manufacturing" won the M.N.Gopalan Award 2010 for Best Doctoral Thesis of the Operational Research Society of India (ORSI) based on the thesis-competition conducted in 43rd Annual Convention of ORSI in December 2010.</p>

RFID implementation in Library	Our Internal Expert, Mr Vasant Joshi suggested that it is not economically viable to implement RFID right now.
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PART B

1. Activities Relating to goals and objectives of the institute

Goals and Objective	Activities
Quality Assurance and Improvisation	Faculty and staff of Institute cooperated with the “Quality Assurance and Knowledge Management” cell in compilation of data as per UGC guidelines. It was decided random and surprise check on the external and internal question papers set by the various faculty will be made. If the question paper of any subject was not found up to expected standard and quality, it was immediately communicated to the COE for action
Creation of Global Leaders and Entrepreneurs	<p>SCMHRD students have won the Lock, Stock & Trade final contest conducted by NEN & S.P.Jain. This contest was held nationwide. The finals were held in Mumbai among six regional round finalists. Our students also got a cash prize of Rs. 10,000/-.</p> <p>Neha Chahar of MBA Batch 2009-11 was awarded the Cherie Brown Foundation-NEN fellowship in the hands of Cherie Brown herself. Neha heads the entrepreneurship cell at SCMHRD. This award is in recognition of using entrepreneurship as a tool for solving problems and bringing effective change in academic institute and the community.</p> <p>Entrepreneurship Cell has initiated Consultancy service in August, 2010</p> <p>Preliminary round of Lock and Stock Event by NEN and S P Jain Institute of Management was held on 16th January, 2011.</p> <p>AIM business Plan was held successfully in august 2010.</p> <p>An E-learning Course in Innovation has been started as part of E-learning based Foundation Course curriculum.</p> <p>The 2011 India Loreal “Brand storm” contest won by SCMHRD students</p>
Continue improvisation of Course Curriculum	MBA two year program for Infrastructure Development has been initiated. Faculty have been recruited for the same purpose

2. New Academic Programmes Initiated/ Proposed

- MBA in Infrastructure Management (2010-2012)

3. Innovations in Curriculum design and transaction

- In-depth guidance to students on career paths ranging from Career assessment tests to interpretation of the results and development of individual career plans are being done.
- Learning is achieved through a blend of case analysis from Harvard, IIMs, e-learning modules, industrial research, collaborative learning in groups, presentation etc.
- As part of the Foundation Course Module, Batch 2010-12 MBA had to undergo a course in Innovation. Students were to undertake a project based on Primary and Secondary data

4. Interdisciplinary programmes started: None

5. Examination Reforms Implemented:

- Cap orientation was implemented as per SIU guidelines
- BOE suggestions were implemented.

6. Candidates NET/ SLET/ GATE etc. :

Prof Sujata Verma
Prof Sonali Bhattacharya
Prof G. Prageetha Raju

7. Number of Seminars and Workshops Conducted:

Topic	Date
Six-Sigma Excellence Awards '10	24-25 September, 2010
Marketing Symposium: Experiential Marketing – 2010	18-20 November, 2010
First Academic Summit on Valuation and Financial Modeling	November 27- 28 , 2010

8. Initiative Towards FDP Programme:

Prof K S Subramanian, Prof Vinita Sinha and Prof Anita Gupta have participated in FDP titled “ How to Do Academic Research and Publish in Academic Journals” from 7 th to 9 th September, 2010 in Pune.
Dr. Neha Parashar has attended a workshop on “Financial Management and Accountability” as a resource person and presented a paper on “Accountability and Regulatory Framework in Financial service sector with special reference to Mutual Fund Industry” in department of economics, Vikram University, Ujjain on 29 th April, 2010.
Dr Neha Parashar as participated in the faculty development program in IIM Ahemdabad from June-October, 2010.
Prof Sujata Verma and Prof Sonali Bhattacharya participated in AIS Workshop(NBHM) Pune university, 1st-25th June, 2010
Prof Manish Sinha and Prof Dipali Krishnakumar attended Econometrics workshop at NISM Vashi from April 30th to May 10th, 2011
Prof Sujata Verma has attended Insurance Semenanr in Pune on February, 2011
Prof Ravindra Gokhale attended FDP in Operations Management conducted by Indian Institute of Management, Bangalore during 22nd November 2010 to 26th November 2010.
Prof Sujata Verma has attended World Health Organisation Workshop at Anand Guarat in March 2011

9. Research Projects Implemented/ Completed

a. Research Papers by Faculties

Abodh Kumar

- Causality between Prices, Output and Money in India: An Empirical Investigation in the Frequency Domain to be published in EconModels.com

G. Prageetha Raju

- Book review titled, “Jalebi Management” in South Asian Journal of Management (Accepted for publication)
- Published “Marketing Hollywood films (dubbed and original) in India: A case of planning and executing marketing strategy” in Indian Journal of Marketing (a Cabell’s Journal), April – June, Vol. 41 (4) 2011.
- An Malmquist DEA approach on Intellectual Capital Efficiency Utilization of Selected Indian Firms” (co-authored) accepted for publication by Journal of Management and Change, Vol 15 No. 1 issue, 2011.
- Developing Generic Competency Profiles For Middle Level Managers Across Functional Areas– A Field Case Study In An Indian BPO (Accepted by Prabandhan Oct – Dec, 2011 issue) (a Cabell’s Journal),
- A case study on the acquisition of UBS India Service Centre by Cognizant – Issues and Concerns Accepted by Drishtikon, September 2011
- Published, “New wine in old bottle??” Human Capital, September issue, 2010.
- Published, “Employee Discipline – A toss up!” Human Capital, May, 201

- Published an article titled, “Preparing a Lecture – A Perspective” in Education in India, Vol. VI, Edited by Shubha Tiwari, Atlantic, 2010, xvi, 384 p,

Raji Ajwani

- “License in Banks” ...a case study Published in Drishtikon, 2(1), 2010.

Vinita Sinha

- Book titled “Implications of Hardiness and Social Support: Psychological Well-being- A Recent Perspective”, Lambert Academic Publishing, Germany.
- Book titled “The Burnout Process”, Lambert Academic Publishing, Germany.
- “A Study on Return on investment of Training Program in a Government Enterprise in India-An Exclusive Study in IOC” to be published in IIM-A Journal Vikalpa.
- “Effects of Age on Prevalence of Stress” published in ANVESHYA, Vol.2 No.2.
- Book Review of “Building Workplace Equality: Ethics, diversity and inclusion” to be published in IIM-L Journal Metamorphosis Vol.10 No.1.
- Book Review of “Psychology Applied to Work” to be published in Drishtikon. Vol.1 No.2.
- Book Review of “Changing Scenario in Management” published in Business Perspectives Volume 11, Number 1.
- Book Review of “Making Innovation Work: How to manage it” published in Volume ,1 Issue 3 of MITSOM-PGRC, Pune.

Sonali Bhattacharya

- “Knowledge Economy in India: Challenges and Opportunities” published in Journal of Information and Knowledge Management, Vol 9, No 3, September 2010 .
- “A Review of Urn Model with Special Emphasis on Polya Eggenberger Model” published in IUP journal of Computational Mathematics, Vol. III, No. 2, pp. 33-58, June 2010
- “Relationship between Three Indices of Happiness: Material, Mental and Spiritual” published in JOURNAL OF HUMAN VALUES 16:1 (2010): 87–125
- “Joint distributions of circular runs of various lengths based on multicolour Polya-Urn Model” to be published in Studia Scientiarum Mathematicarum Hungarica.
- “Generalised Markov Polya Distribution of Order k” to be published in Journal Indian Statistical and Probability Society.
- “Knowledge Sharing in Merger and Acquisition: A Balance Scorecard Approach via DEA” published in Business Archives, 2010.
- “Innovation in India: A Path to Knowledge Economy” to be published in Journal of Knowledge Economy.

Ravi Kulkarni

- Hyorim An, Ravi Kulkarni, R Nagarathna, HR Nagendra. *Measures of heart rate variability in women following a meditation technique*. International Journal of Yoga, Year 2010, Volume 3, 6-9
- Taruna Mallick, Ravi Kulkarni. *The Effect of Trataka, a Yogic Visual Concentration Practice, on Critical Flicker Fusion*. The Journal of Alternative and Complementary Medicine. December 2010, 16(12): 1265-1267.

- Paolo Facchi, Ravi Kulkarni, V. I. Man'ko, Giuseppe Marmo, E. C. G. Sudarshan, Franco Ventriglia. *Classical and Quantum Fisher Information in the Geometrical Formulation of Quantum Mechanics*. Physics Letters A. 2010, Vol 375(1).

Jyoti Joshi

- Book Accepted for publication at LPA Germany: Rustic Female Characters in the Selected novels of Willa Cather, Ellen Glasgow, Elizabeth Madox Robert and Aldrich Bess Streeeter.

Prakash Waknis

Case published in 'Human Capital' December, 2010.

Dipali Krishnakumar

Methodologies Used to Determine Mergers and Acquisitions' Performance is under review with "Journal name: Academy of Accounting and Financial Studies Journal (AAFSJ)

b. Papers Presented in Conferences

Name	Conference in which papers were Presented/to be Presented
Ravindra Gokhale	Prof. M. N. Gopalan award for best Ph. D. thesis on O.R. at ORSI Conference held in Madurai on 15-17th December
Ravindra Gokhale	Presented paper on 16th Annual International Conference SOM 2010 at NITIE, Mumbai on 17-19th December 2010
Sujata Verma	Presented paper titled "Use of Queuing Models in Health Care Management in India" at ORSI Ahemdabad. December, 2010
Abodh Kumar	Presented paper on 52nd Annual National Conference on Labour Economics at Dharwad on 17-19th December, 2010
Abodh Kumar	Presented paper 47th Annual Conference of the Indian Econometric Society is scheduled to be held at Devi Ahalya University, Indore (MP) from 6th to 8th January, 2011
Jyoti Joshi	Presented paper entitled "Globalised Economy and Practice of ethics" National seminar at Arya college , Ludhiana , September 10.

10. Patents Generated, if any : NA

11. New Collaborative Research Programmes:

12. Research Programmes received from various agencies: None

13. Details of Research Scholars

- Prof Manoj Hudnurkar pursuing PhD in Information Technology from SIU
- Prof Abodh Kumar submitted his PhD thesis in Economics to University of Mumbai.
- Prof Renu Misra is pursuing PhD in Human Resource Management from Indraprastha University
- Prof Priya Gupta is pursuing PhD in Human Resource Management from TSS.

- e. Prof Aradhana Gandhi pursuing PhD in Operation Research from SIU.
- f. Prof Prof Deepak Roy pursuing PhD in Law from SIU
- g. Prof Raji Ajwani pursuing PhD in Finance from SIU
- h. Prof Pratima Sheorey pursuing PhD in Marketing from SIU
- i. Prof Deepali Krishnakumar pursuing PhD in Finance from SIU
- j. Prof Manish Sinha pursuing PhD in Economics from SIU

14. Citation Index of faculty

Faculty Cited in Scopus

Name of Faculty	Article Title	Name of Journal	Print ISSN	Subject
O S Vaidya	Dependency and its predictions for systems and its components	International Journal of Quality & Reliability Management, Vol 20	0265671X	Business, Management and Accounting
O S Vaidya	Analytic hierarchy process: An overview of applications	European Journal of Operational Research	03772217	Decision Sciences
Ravindra Gokhale	Heuristic algorithms for scheduling of a batch processor in automobile gear manufacturing	International Journal of Production Research	00207543	Decision Sciences
Sonali Bhattacharya	Generalized Polya-Eggenberger Model of order K via Lattice path Approach	Journal of statistical planning and Inference, 102, No.2, 467-476 (2002).	03783758	Mathematics
Sonali Bhattacharya	Polya-Eggenberger F S Model of order k	Stud. Sci. Math. Hung. 43, No. 1, 1-31 (2006).	00816906	Mathematics
Sonali Bhattacharya	Lengths of runs and waiting time distributions by using P'olya-Eggenberger sampling scheme.	Stud. Sci. Math. Hung. 39, No.3-4, 309-332 (2002).	00816906	Mathematics
Sonali Bhattacharya	Joint Distributions of Circle Runs of Various Lengths based on Multi-Colour Pólya-U Model	Stud. Sci. Math. Hung.	00816906	Mathematics
Sonali Bhattacharya	Relationship between three indices of happiness: Material, mental and	JOURNAL OF HUMAN VALUES 16:1 (2010): 125	0971-6858	Social Sciences; Psychology; Business, Management and

	spiritual			Accounting; ...
Ravi Kulkarni	The effect of tratoka, a yogic visual concentration practice, on critical flicker fusion	The Journal of Alternat and Complement Medicine. December 2016(12): 1265-1267.		Medicine
Ravi Kulkarni	Classical and quantum Fisher information in the geometrical formulation of quantum mechanics	Physics Letters A. 2010, 375(1).		Physics and Astronomy
Ravi Kulkarni	Measuring the tridosha symptoms of unmāda (Psychosis): A preliminary study	J Altern Complement M 2010 Apr;16(4):457-62.		Medicine

15. Honors/Awards to Faculty

- BAIF: Transforming dreams into reality for rural India”Case written by Prof Raji Ajwani was awarded the 1st Prize in Sitaram Rao Livelihoods India Case Study Competition 2010
- Ph.D. thesis of Dr Ravindra Gokhale entitled "Scheduling Problems with Discrete and Batch Processor Machines in Automobile Gear Manufacturing" won the M.N.Gopalan Award 2010 for Best Doctoral Thesis of the Operational Research Society of India (ORSI) based on the thesis-competition conducted in 43rd Annual Convention of ORSI in December 2010.
- Dr Neha Parashar has received a grant of Rs 50,000 from ICSSR for getting her PhD thesis published in form of a book.

16. Internal Resources Generated

Client Name	Dates	Revenue
Tata Management Training Centre	July-Aug 2010	24500
Thermax	19-22 July 2010	215000
Max New York Life (total 6 programs)	Dec 2010	1080000
Honeywell Automation	23-27 Feb 2011	950000
Tata Chemicals	7-8 March 2011	75000
	Total	2344500

17. Details of departments getting SAP assurance/recognition: None

18. Community Services:

a. Awareness Campaign :

Our students went to all colleges across Pune (undergraduate and post-graduate colleges) to spread awareness on the issue of human trafficking and on the activities of SHAPATH. The program was launched this year on 24th November, 2010. Ms. Ruchira Gupta, Founder

Director of Apne Aap Women Collective, was the keynote speaker for the event. Apne Aap Women Worldwide is an NGO recognized by the UN, fighting to end sex trafficking globally. Students enacted a play based on real stories on human trafficking during the event.

b. Street Play Competition :

A street play competition was conducted for colleges across the city in the month of January. To sensitize the students on the issue of human trafficking and to motivate them to participate in the competition, our students went to these colleges to perform a street play.

c. Launch of SHAPATH Bands:

Wrist bands with SHAPATH embossed on them was launched. These bands were sold in the city.

d. Rehabilitation:

Besides spreading awareness, students also worked for the rehabilitation of the victims of human trafficking. They tied up with a Rehabilitation center in Mundwa where the women who are rescued from the brothels are brought by the police. Funds were directed for providing vocational training and counseling to the rescued women.

1) BLOG: shapathatcmhrd.blogspot.com

2) FaceBook: shapath.web@gmail.com

19. Teachers and Officers Newly Recruited:

- Prof G. Prageetha Raju as Associate Professor, HR
- Prof Jyoti Joshi, Assistant Professor, Business Communication
- Prof Ravi Kulkarni as Professor, Quantitative Techniques

20. Teaching and Non-Teaching Staff Ratio:

29: 36

21. Improvements in Library Services:

22. New books/journals subscribed and their value: 1543 new books

DataBase Details	Annual Subscription Charge	Last date of Payment
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	(in Rs)	
Emerald	453,849.00	21st September, 2010
Ebsco	284,706.00	27th October, 2010
Datanet India Pvt Ltd	38,219.00	4th May, 2010
CMIE	368,840.00	May, 2010

45 magazines, 12 national journals and 3 international journals. Total Budget = Rs 103.17crores

23. Courses in which student assessment of teachers is introduced and action taken on feedback

- a. All courses of the 2nd Semester of Batch 2010-12 was carried out in the 6th Week (December) of the start of the Semester.

24. Unit cost of Education:

Tentative Unit cost of education for the F.Y.2010-11

Including salary component = 3,33,399/-

Excluding salary component = 2,82,584/-

25. Computerization of administration and process of admissions and examination results, issue of certificates

- SCMHRD is techno-oriented Institute, where in all major processes was IT enabled. The entire academics are managed through ACADCO , scheduling of classes through Lantive, processing of exam results: internal, external and backlogs are computerized. Students would be handed over completion of Course Certificates on 20th April, 2010.
- Intranet system facilitates faculty student interaction, sharing of information and students feedback for faculty.
- Admission process is a completely online process. Candidates can apply to the institute through the online application form. They can also purchase the prospectus of the institute through our online payment gateway. Also once applied, the institute keeps the candidate updated with the shortlist results and other updates through the website and our email gateway system. If the candidate is shortlisted for our group process, the candidate receives the information instantly on his mobile phone in the form of a short message. The candidate can then select desired date and slot for the group process online taking into account his work commitments and calls from other institutes. The group process too uses technology by facilitating entry of scores of candidates in an online integrated system which completely eliminated the need of data entry and speeds up the process. Online Examination System enables students to view their results online on the internet on the institute's website. Students login and can view all historic scores and various analysis of it. They can view their rank for a particular test, subject or even semester through the semester performance summary report, average scores, toppers list etc.

- Information related to attendance now can be availed through internet instead of through intranet.

26. Increase in Infrastructural facility:

Infrastructure Upgradation in 2009
Additional two floors have been acquired with following facilities
<ul style="list-style-type: none"> • Class rooms (11) • Discussion Room (1) • Computer lab (1) • Wi-Fi Lab (1) • Amphi theatre (1) • Students Activity Centre (1) • MDP Centre (1) • Yoga Hall (1)
All the above mentioned rooms have LCD, PC, Mic, Amplifier, Speakers, Chairs, Benches, White boards, Screen, with suitable illumination

27. Technology Upgradation:

Name of the Product	Quantity	Purchase Date
Minitab Version 16	45	20th September, 2010.
Data Mining Tool: XL Minor	Class Site License	25 th April, 2011

28. Computer and internet access and training to teachers and students

- Students have been trained on Basics of Computers as part of Foundation course, through e-learning module. Foundation course for Batch 2009-11 will began from 1st April, 2010.
- All faculties are computer literate.

29. Financial Aid to Students:

The Institute facilitates students in getting 'Educational Loans' from Banks.

30. Activities and Alumni Association:

- We have alumni cell run by the students. All alumni related information can be availed from the portal "SAATH" at the SCMHRD website.
- A monthly magazine, Sandesh is released every month
- Calendar rollouts for 2011-12 have been sent to the alumni.
- Alumni's are updated with all the major events of the Institute.
- Alumni meets were held at Mumbai and New Delhi.
- Alumni Home Coming took place during November, 2010 during NEEV, the Flagship B-School Event of SCMHRD.

31. Activities and Support from Parent-Teacher Association: None

32. Health Services:

The Institute arranges annual health check-up conducted by SIHS

33. Performance in Sports Activities

Event	Name of Students	Award
Symbiosis Super 9 day-and-night cricket tournament' at Lavale campus from 7th to 12th of January 2011	SCMHRD TEAM	Runner ups
Symbiosis Super 9 day-and-night cricket tournament' at Lavale campus from 7th to 12th of January 2011	Saurabh Nayak	'Man of the Series'

34.Incentives to Outstanding Sportsperson: None

35.Student Achievements Awards:

Event	Name of Students	Award
Tata HRDP - Think Tank 2010	Divya Kohli, Varna Shetty , and Abhinav Gupta	2nd Prize
HR event organised by TISS	Divya Kohli, Varna Shetty , and Abhinav Gupta	2nd Prize
GSK Stratedge 2010	Adish Ananthkrishnan, Nikhil Arvind and Balaji Venkatraman	Zonal Winners
SyncQyest - Supply Chain Case Study by NITIE	Anindya Bose & Abhishek Tandon	Finalist
GSK Stratedge 2010	Anirban Sengupta , Adish Deoras,Vijay Shukla	2nd Prize
Mahindra & Mahindra War Room 2010	Anirban Sengupta , Swati Paliwal, Rupal Agarwal , Kedar Prabhudesai	Campus Winners & National Finalist
Lock, Stock & Trade final contest conducted by NEN & S.P.Jain (Presentation Event)	SCMHRD TEAM	Winner(First Prize)
Studyshare Mania – The Ultimate Challenge, a strategy and promotion game jointly organized by Markit Society (FMS Delhi), E-Cell (NSIT Delhi) & Dare2Compete.com	Rishant Ghosh, Avijit Singh, Bharat Agarwal	3rd Position Overall
Studyshare Mania – The Ultimate Challenge, a strategy and promotion game jointly organized by Markit Society (FMS Delhi), E-Cell (NSIT Delhi) & Dare2Compete.com	Rishant Ghosh, Avijit Singh, Bharat Agarwal	1st Position in Promotion strategy
Loreal Brandstorm 2011 National Finals	Khushboo Yadav, Nikhita Mehra and Ankita Saxena	National Winner(First Prize). International Runner upl

36. Activities of Guidance and Counseling Unit:

Students were given the MBTI (Myers Briggs Type Indicator) personality measure, and assessed on their personality type. A session was held, explaining the impact of Type on work behaviour. Students were sent their individualized MBTI reports at their personal mail id.

In addition, students were given the personal effectiveness (PE) questionnaire measuring their self-assessment of their adjustment to the curriculum and student life. Students, who are above average on the CGPA, but have relatively lower scores on the PE questionnaire have been earmarked for one-on-one counselling in the third semester.

37.Placement Services provides to students:

A placement cell headed by Prof Renu Mishra and assisted by a group of Students looks after the Placement. Institute is forging ahead to achieve its 100% placement record.

38. Development Programmes for Non-Teaching Staff:

- a. Non-Teaching Staff were trained on the model “Finance for Non-Finance” in June, 2009
- b. All staffs were trained in English Communication.

39. Healthy Practices of the Institute

- a. Course curriculum is aimed at developing four competencies of the students: conceptual knowledge, corporate experience, entrepreneurial attitude and interpersonal and leadership skills.
- b. Learning is through mix of different methods like collaborative learning, field experience and analysis of case studies from Harvard, IIMs etc.
- c. Continuous Evaluation Process through wide variety of evaluation techniques to encompass students of different learning styles.
- d. A high Technological platform has been provided to the students. SCMHRD is credited to be the only Institute to have the SAP R3, APO, CRM, and BI IDES platform, SAP university alliance program and Oracle 11ias platform with all the modules besides being equipped with software packages.
- e. In-depth guidance is provided to the students on career paths ranging from Career assessment tests to interpretation of the results and development of individual career plans.
- f. Development of skill sets through activity based committees. (Placements, Alumni, Admissions, Entrepreneurship cell, Consultancy cell, Finance Club, Six-Sigma etc.)
- g. Enhancement of faculty knowledge and skills through FDPs , facilitating registration for PhD, publication and presentation of research papers.
- h. Enhancement of global awareness among students through case studies with international perspective, learning of foreign languages such as French, Germany, Spanish.
- i. SCMHRD follows a competency based selection procedure. Each year an attempt is made to capture the set of competencies which a student would require to exhibit in order to prove a success on campus.
- j. “Shapath” and “Prayatna’ are CSR activities in which all the students take part actively.

40.Linkages Developed with National/ International, Academic/Research Bodies

A MOU has been signed by SCMHRD and Maratha Chamber of Commerce in which SCMHRD will act as the "Research and Academic Partner".

An MOU has been signed between SCMHRD and WAPCOS to provide knowledge in Infrastructure sectors

41. Any Other Relevant Information

Part C: Details of the Plans of the Institute in the next year

I. International Accreditation

- i. SCMHRD is going for membership of EQUOS. This will be followed by effort towards getting accredited by EQUOS.
- ii. This will be first membership AACSB and eventual accreditation

II. Research Mobilisation and Technology Upgradation

- i. Faculty have been directed to work towards getting articles in SCOPUS enlisted journals
- ii. Each faculty has an objective of publishing one article in a good national /international journal .
- iii. Good Projects submitted by students as part of "Live Project" and "Co-curricular Project" will successfully be converted into research paper and published.
- iv. Each COE will be allotted some budget within which they are expected to buy books, journals , simulation tools etc. to enhance learning and research.
- v. Up-gradation to SPSS versions 19, CHALLY, E Views 7 and MATLAB , and subscription of JSTOR, Science Direct will be made to stimulate technology based learning and research.
- vi. Faculty from each COE should be encouraged to go for an international conference abroad and look for international collaborations opportunities which will put the Institute in better position to get international accreditation.