

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 2008-09	Achievements
New Initiatives in Curriculum Development	New Courses such as Business Analytics with functional Specialisation, Strategic Management and Preparing a Business Plan was included in the core curriculum Batch 2008-09
	Some courses such as Power point presentation, excel vba, business communication, foreign language were converted into certificate courses.
	A Certificate Course on Sociology was introduced
	A new program on Post Graduate Diploma in Finance was started in 2008.
	In August 2008, SCMHRD was honoured with 16 th Business School Affair & Dewang Mehta Award for ' Business School with Best Academic Input ' in the field of Human Resources.

<p>Innovation in Admission Process</p>	<p>ADMISSIONS 2009</p> <p>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. This year, the HR student team, guided by Prof. Prantosh Banerjee and Prof. Priya Kher, carried out a detailed research on the efficacy of the past year's process, as well as re-designed this year's process.</p> <p>Initially, the effectiveness of the last year's student selection process was verified by performing research on the current junior batch (this time, the batch of 2008-10). The results of this research indicated that the group discussion process needed to be re-designed for correct evaluation of competencies. The personal interview process was a very good indicator of performance on campus and hence could be exploited further for better results. This research also led to further conclusions regarding weightage to be assigned to SNAP scores, consideration for cut-off scores in SNAP, weightage to be assigned to past-academics and work-experience.</p> <p>Next, a new competency framework was designed to improve upon last year's process. The selection process was re-designed to accommodate the new competency framework. A set of new cases for the redesigned group process was formed. Rating scale was modified to safeguard against central tendency error. Finally, panelists were oriented regarding the new competency framework and modified process.</p>
<p>Efforts towards Enhancement of Research and Development</p>	<p>First Year students of Batch 2008-10 were for the first time required to submit research based "Director's Project" as part of their Semester-I course fulfillment.</p>
	<p>Final Year Students of Batch 2007-09 submitted research based "Live Projects" across specialisations, at the end of fourth semester. Some of them are being published National Journals</p>

	Faculty publication and presentation of research papers are all time high. Faculties published papers in all disciplines such as economics, finance, marketing, operations research, human research development
New Collaborations	<ul style="list-style-type: none"> • Initiating collaboration between SIU and Iran University of Science & Technology • Collaboration with Houston University and Symbiosis was initiated. Holly Hutchins of the Houston University initiated interaction with the faculty and staff regarding the matter.
Continuation of Student-Driven Business Events	<ul style="list-style-type: none"> • “NEEV” the annual B-School Event of SCMHRD was held successfully in November, 2008. Students could manage a sponsorship amount of Rs 60, 000 in a year of economic downturn. • 4th Lean and 6 –Sigma Awards was held successfully. The main highlight of this year’s event was International participation from United Kingdom, Sri Lanka and Iran.
Technological Upgradation	Software such as E-Views 5.0 was added in 2008-09
Continuation with CSR Activities	Inculcating a sense of social responsibility and human values amongst the students of SCMHRD; serving the nation by bringing awareness on ‘HUMAN TRAFFICKING’ by conducting Plays and Peace March on the streets of Pune – ‘SHAPATH’ , an event organized by SCMHRD students in August 2008 signifying the essence of social responsibility towards Human Trafficking.

PART B

1. Activities Relating to goals and objectives of the institute

Goals and Objectives	Activities
Quality Assurance and Improvisation	<ul style="list-style-type: none"> • Periodic ISO 9000 Audit of every department of the Institute is done. Last Surveillance by the external team of experts was done in November, 2008 . • As part of SIU initiative, faculty and staff of Institute worked towards acquiring NAAC accreditation. Symbiosis was accredited with “A” by the NAAC team.
Creation of Global Leaders and Entrepreneurs	<ul style="list-style-type: none"> • Entrepreneur Summits were held like “Lock and Stock” and “Speed Breakers” • Our faculty, Prof Deepak Roy was certified by NEN as National level Entrepreneurship teacher. • Entrepreneurial Skill Development of faculties of various Institutes in Western Region was undertaken in Collaboration with NEN. • Initiating collaboration between SIU and Iran University of Science & Technology. • Pakash Mundra, a Batch 2005-07 student’ s entrepreneurial venture “Sacred Moments” won awards in several B-School Competition.
Ensuring Quality Research Work	<ul style="list-style-type: none"> • Research based “Director’s Project” was submitted by each student at the end of 1st Semester. • Equipping faculties with Statistical softwares and Databases for promotion of research. • Making registration to PhD compulsory for all faculties. IQAC is to play the nodal role between faculty and management for promotion of research

2. New Academic Programmes Initiated/ Proposed

- Post Graduate Diploma in Marketing (2009-10)
- Post Graduate Diploma in Information Technology (2009-10)
- Post Graduate Diploma in Business Analytics (2009-10)
- Post Graduate Diploma in Human Resource Management (2009-10)
- Post Graduate Certification in Entrepreneurship (2009)

- Master of Business Administration in Corporate Leadership (2009-11)

3. Innovations in Curriculum design and transaction

- Due to interest shown by students in **Data Analysis using SAS** and **Business Quiz** which were introduced on trial basis as Non Academic Courses for the Batch 2008-10 following two courses have been introduced in the Core curriculum of semester I for Batch 2009-11.
 - i.** Data Analysis and Decision Making
 - ii.** Business Review and Analysis
- A new core course on Strategic Management has been introduced for Semester III of Batch 2009-11.
- A new program on Post Graduate Diploma in Finance (2008-09) was started from the academic year 2008.
- SAP, a global business and software solution provider launched their TERP Certification Program first time in India at SCMHRD.
- Setting up of MCX Simulated Commodity Training Lab.
- 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.

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. :None

7. Number of Seminars and Workshops Conducted:

EVENT 1:

The Marketing Club under Centre of Excellence-Marketing organized a Symposium in October 2008 on "Luxury Marketing". The Event included the following:

- Presentations by 11 eminent speakers representing LOUIS VITTON, EDELWEISS CAPITAL, CDWA, JWT, WORLD LUXURY COUNCIL, HDIL LEISURE, LOREAL, TANISHQ, ETC.
- Panel Discussion with High Net Worth Individuals (HNIs)
- National Paper Presentations by B-School Students

- Online Quiz for Students

EVENT 2:

Lean & Six Sigma Excellence Awards, October 2008

- A two day annual event exclusively for Corporates was conducted on the 10th and 11th of October 2008 at SCMHRD campus.
- It was attended by Senior Quality personnel and CEOs of reputed companies.
- Awards in Lean and Six Sigma Excellence in various categories such as DMAIC, DFSS, LEAN, Manufacturing services and support.
- Sponsored by MINITAB, Inc. USA and SAKAL.
- International participation from United Kingdom, Sri Lanka, and Iran.

EVENT 3:

“Lock and Stock” Event by Entrepreneurship Cell.

“Lock Stock and Trade was a simulated IPO in which investors bid for shares of presenting companies. Each company was offered a fixed number of shares. Based on the allocations, investors ended up with a portfolio of shares of different companies and some cash. The value of the shares, after all the bids are in, is calculated based on the “Demand”- a combination of bid prices and the number of shares bid for. The higher the demand, the higher the share value or open price.

8. Initiative Towards FDP Programme:

- Prof Renu Mishra participated in the “Strategic Human Resource Leadership Programme” conducted by National HRD Network at Kolkata on December, 2008
- A case analysis workshop by N Ramchandran of IIM Bangalore was attended by all faculties in October, 2008.
- A workshop on “ Time Series by E-views” was participated by Prof Manish Sinha, Prof Renu Mishra, Prof Neha Parashar, Prof Sonali Bhattacharya, Prof Abodh Kumar and Prof Naveen Kumar in September,2008.
- Prof Manish Sinha has attended a seminar on “Foreign Exchange Exposure Market” organized by CRISIL in Mumbai on April 28-29, 2009.

9. Research Projects Implemented/ Completed

a. Research Papers by Faculties

Name of the Faculty	Title of Research Paper	Name of the Journal Published/ Conference in which Presented
Abodh Kumar	The Demographic Basis of the “Middle Class” in Maharashtra, 1900-1950	Published in 50 th Anniversary issue of Arthavijyan , L(4), December, 2008. www.gipe.ernet.in/pdfs/arthvijana/dec_2008.pdf

Abodh Kumar	The Making of the Middle Class in Westren India: Age at Marriage for Brahmin Women (1900-50)	Published as a Special Article in Economic and Political Weekly, XLIV, No-21, 40-49, May, 2009. www.cscsarchive.org:8081/.../1CA35CC5F34BAB3B652575440019B87A?...
Anita Gupta	'Managing Customer Perceptions- Challenges	Presented at International Conference on Marketing and Business Strategy, 5-6, January 2009
Anita Gupta	'CSR Initiatives by Symbiosis Center for Management & HRD'	In Proceedings of 5th National Conference held by Aravalli Institute of Management, December 2008
Anita Gupta/ Pratima Sheroy	Evergreen Strate-Gems: The Construct-Run-Check Framework	In Proceedings of 2 nd Rikkyo University International Business Studies Symposium on June 12-13, 2009. It was one of the 8 best papers accepted for presentation.
Neha Parashar	Knowledge Management in Education Sector	In Proceedings of National Conference of Knowledge Management held by GLA group of Institutes , Mathura February, 2009
Neha Parashar	Factors Affecting Perception of Investors towards Mutual Funds	In Proceedings of 6th AIMS International Conference at Greater Noida on December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Neha Parashar	Identifying Perception: A Study on Mutual Fund Investors	2nd Anniversary Issue of Finalyst, 2009: A Magazine by SCMHRD
Neha Parashar/ Renu Mishra	Innovations and Innovative Solution for Collaboration	Prabandhan: Indian Journal of Management, July 2008. http://www.indianjournalofmanagement.com/october2008.html

Omprakash Vaidya	A Heuristic Model for Reliability Allocation with System Dependent Component Reliabilities	In Proceedings of 3rd MSP National Conference on Operations Research by ORSI Ahmadabad, February 2008
Renu Mishra	Innovative Solutions Through Collaborations	In Proceedings of 6th AIMS International Conference at Greater Noida at December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Renu Mishra	Motivation and Entrepreneurial Competency	In Proceedings of 6th AIMS International Conference at Greater Noida at December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Sonali Bhattacharya	Managing Diversity in BPO Industry	HRM Review, ICFAI University Press, January, 2009 http://www.iupindia.org/109/HRM_Review.asp?mag=http://www.iupindia.org/109/HRM_Review_sub.asp
Sonali Bhattacharya	Knowledge Management in Academics: From Ancient to Globalized India	In Proceedings of National Conference of Knowledge Management held by GLA group of Institutes, Mathura February, 2009
Sonali Bhattacharya	Predictive Factors for Determining Income Inequality in India	In Proceedings of 6th AIMS International Conference at Greater Noida at December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Sonali Bhattacharya	Geiger-Counter Type Distributions Using Pólya-Eggenberger Sampling Scheme	In Proceedings of 3rd MSP National Conference Operations Research by ORSI Ahemdabad, February 2008
Sonali Bhattacharya	Business Management Lessons from IPL Cricket Matches	In HR News Letter, July, 2008

Sonali Bhattacharya	Evolving Role of HR	Paper presented at International Conference at Udaipur in September, 2008
Sonali Bhattacharya	A Composite Index of Happiness	Abstract Accepted for Presentation in " 9th International Conference of the International Society for Quality of Life" at Florence, Italy http://www.isqols2009.istitutodeglinnocenti.it/Content_en/Conference%20Timetable%20and%20Programme.pdf
Neha Parashar	Perceptual Study of Investors on Mutual Funds: A study in Indian Context	Accepted for Publication in Invertis Journal of Management

b. Research Work by Students

- i. Final Year Students of Finance, Marketing, Human Resource and Entrepreneurship carried out live research projects as partial requirement for the completion of Semester 4

10. Patents Generated, if any : NA

11. New Collaborative Research Programmes:

- Collaborative Research Project on “Performance Forecasting” with IIM (Ahemdabad)

12. Research Programmes received from various agencies: None

13. Details of Research Scholars

- a. Prof Manoj Hudnurkar pursuing PhD in Information Technology from SIU
- b. Prof Abodh Kumar pursuing PhD in Economics from University of Mumbai.
- c. Ms Pratima Sheroy is pursuing PhD in Marketing Management from Pune University.

14. Citation Index of faculty

Name of the Faculty	Title of Research Paper	Name of the Journal Published/ Conference in which Presented
Abodh Kumar	The Demographic Basis of the “Middle Class” in Maharashtra, 1900-1950	Published in 50 th Anniversary issue of Arthavijyan , L(4), December, 2008. www.gipe.ernet.in/pdfs/arthvijana/dec_2008.pdf

Abodh Kumar	The Making of the Middle Class in Westren India: Age at Marriage for Brahmin Women (1900-50)	Published as a Special Article in Economic and Political Weekly, XLIV, No-21, 40-49, May, 2009. www.cscsarchive.org:8081/.../1CA35CC5F34BAB3B652575440019B87A?...
Neha Parashar	Factors Affecting Perception of Investors towards Mutual Funds	In Proceedings of 6th AIMS International Conference at Greater Noida on December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Neha Parashar / Renu Mishra	Innovations and Innovative Solution for Collaboration	Prabandhan: Indian Journal of Management, July 2008. http://www.indianjournalofmanagement.com/october2008.html
Renu Mishra	Innovative Solutions Through Collaborations	In Proceedings of 6th AIMS International Conference at Greater Noida at December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Renu Mishra	Motivation an Entrepreneurial Competency	In Proceedings of 6th AIMS International Conference at Greater Noida at December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Sonali Bhattacharya	Managing Diversity in BPO Industry	HRM Review, ICFAI University Press, January, 2009 http://www.iupindia.org/109/HRM_Review.asp?mag=http://www.iupindia.org/109/HRM_Review_sub.asp
Sonali Bhattacharya	Predictive Factors for Determining in Income Inequality in India	In Proceedings of 6th AIMS International Conference at Greater Noida at December, 2008 http://www.aims-international.org/aims6/page57-66.pdf
Sonali Bhattacharya	A Composite Index of Happiness	Abstract Accepted for Presentation in " 9th International Conference of the International Society for Quality of Life" at Florence, Italy http://www.isqols2009.istitutodeglinnocenti.it/Content_en/Conference%20Timetable%20and%20Programme.pdf

15. Honors/Awards to Faculty

- Research paper by Dr Sonali Bhattacharya “ Knowledge Management in Academics: From Ancient to Globalized India” was adjudged the third best paper in National Conference on Knowledge Management organized by GLA Group of Institutes
- Prof Deepak Roy was awarded with the degree of “Master in Business Law” from National School of Law of India University, Bangalore.
- Prof Aradhana Gandhi was invited as the sole representative of India to be part of SAP Academic Conference Panel Discussion team at Thailand in November, 2008.
- Aradhana Gandhi qualified in BPERP certification course.
- Aradhana Gandhi was certified as the sole trainer of TERP10 program in India by SAP University Alliance.

16. Internal Resources Generated

Completed Programmes 08						
#	Org	Title of Prog	Trainer	Dates in March	Location	Fees
1	Aker Solutions	Cert. GM	faculty group	Aug 9th – Dec	SCMHRD, Aker	865,000.00
2	Turner Int	Finance	Anant Gupta	Sept 18th, Oct 10 th	Mumbai	78,000.00
3	Mjunction	CRM	Abhijit Ranade	Nov 12th, 13th	Kolkatta	80,000.00
4.	SIIB	SAP	Aradhana Gandhi, Manoj Hudnurkar, Tripta Nair, Nayan Sansare	June, 2008	SIIB, Pune	732530.00
5	SAP Bangalore	SAP-UAP	Aradhana Gandhi, Tripta Nair	March, 2009	SCMHRD	75,000.00

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

18. Community Services:

- Inculcating a sense of social responsibility and human values amongst the students of SCMHRD; serving the nation by bringing awareness on ‘HUMAN TRAFFICKING’ by conducting Plays and Peace March on the streets of Pune – ‘SHAPATH’, an event organized by SCMHRD students in August 2008 signifying the essence of social responsibility towards Human Trafficking.
- “ Prayatna” is a CSR undertaken by students in which Institute take care of educational needs of slum children of Hinjewadi. These children performed a cultural program during “MILAN” the program arranged by seniors to welcome juniors in July, 2008.

19. Teachers and Officers Newly Recruited:

- Prof Anita Gupta as Assistant Professor, Marketing
- Prof Renu Mishra as Associate Professor, HR and Placement Incharge
- Dr Neha Parashar as Assistant Professor, Finance

20. Teaching and Non-Teaching Staff Ratio:

20: 32

Professors	M	2	F	0
Associate Professor (SS)	M	1	F	0
Associate Professor	M	2	F	2
Assistant Professor	M	2	F	5
Lecturer	M	0	F	0

Junior Lecturer
Adjunct

M	2	F	1
M	0	F	1

Teaching
Non-teaching
Technical

17	
32	
4	

21. Improvements in Library Services:

NAAC team advised implementation of RFID in library. SCMHRD carried out a research on the feasibility of RFID in its library. The report is ready. The budget is being made. The Institute plans to implement RFID from the academic year 2009-10

22. New books/journals subscribed and their value:

Description	Numbers as on 31-03-2008	Numbers as on 14-10-2008
Books	17390	17970
Textbooks	15500	15423
Reference books	1890	2547
Magazines	45	95
Current Journals	Refer Below	
Indian Journals + Magazines	30	26+59=85
International Journals	15	10
Peer reviewed journals	0	0
Back Volumes of Journals	2	284
E-Resources	1 (Ebsco database)	1
CDs/DVDs	1516	1664+ 338= 2002
Online journals	1	1 Management Research
Audio-Video resources (Cassettes)	All cassettes converted to DVDs	

1st Aug 2008 - 15th Oct 2008	
Particulars	Amount
Library Books	2,86,898
Membership	7,970
Newspaper & Magazines	47,230
Total Amount	3,42,098

- a. 352 Books with cost Rs 3,65,452 since November, 2008
- b. Journal: 1 (Banking Conclave)

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

- a. All courses of the 2nd Semester of Batch 2008-10 was carried out in the 6th Week (December) of the start of the Semester.

24. Unit cost of Education:

Total Annual Recurring expenditure (actual) divided by total number of students enrolled

Including salary Component	Rs 26, 0474
Excluding Salary Component	Rs 23, 3972

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 Lentive, processing of exam results: internal, external and backlogs are computerized. Students would be handed over completion of Course Certificates on 20th April, 2009.
- 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:

- MCX Lab was established.
- UPS Central was installed in the Institute.

Description	Aug 08	Oct 08
Desktops	185	215
Laptops	15	20

SAP-BIW Server Memory in GB	2	4
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27. Technology Upgradation :

1. SAS MINOR: Statistical Software for promotion of research among faculty and students.
2. E-Views 5: Aiding learning of courses on forecasting, time series analysis and econometrics.

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

- a. Students have been trained on Basics of Computers as part of Foundation course, through e-learning module. Foundation course for Batch 2009-11 will begin from 11th April, 2009.
- b. All faculties are computer literate.

29. Financial Aid to Students:

- Two Students, Shruti Jayprakash and Savita Gupta got 50% waiver from tuition fees. The Entrepreneurship Cell facilitated the process.
- The Institute facilitates 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.
- The Institute holds Annual Alumni Meet.. The last alumni meet was on 31.01.09 at Mumbai.
- The Alumni Team arranged for a Guest Lecture by Anton Paar on 8-1-2009
- A monthly magazine, Sandes is released every month
- Calendar rollouts for 2009-10 have been sent to the alumni.
- Alumni's are updated with all the major events of the Institute.

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

Name of Student	Name of the Competition	Name of Event	Prizes Won
Aditya Mohata	SPRINT'09, SPJIMR's Annual Inter B-School Sports Meet in January, 2009	Cricket	2 nd
	SPRINT'09, SPJIMR's Annual Inter B-School Sports Meet in January, 2009	Women's 100 mts	1 st

	SPRINT'09, SPJIMR's Annual Inter B-School Sports Meet in January, 2009	Women's 200 mts	1 st
	SPRINT'09, SPJIMR's Annual Inter B-School Sports Meet in January, 2009	Women's 200 mts	3 rd
	SPRINT'09, SPJIMR's Annual Inter B-School Sports Meet in January, 2009	Women's 400 mts	1 st
	SPRINT'09, SPJIMR's Annual Inter B-School Sports Meet in January, 2009	Wome's Badminton	1 st
	SIBM Annual Sports, March 2009	Water Polo	2 nd

34. Incentives to Outstanding Sportsperson: None

35. Student Achievements Awards:

Event	Name of Students	Award
TATA crucible quiz	Gaurav Parab, Amneet Sodhi	1st Prize, State Level
Loreal Brandstorm	Hirachna Pandya, Priti Rajput and Shruti Jayaprakash	International Winner
Transcend	Sakshi Mattoo, K Ram	1st prize, National Level
Aarohan	Sakshi Mattoo, K Ram	2nd prize, National Level
Strategem, Ignisense	K H Ram and Abhinav Kaushik	3rd prize, National Level
SIIB Business Quiz	Gaurav Parab, Amneet Sodhi	1st Prize
Infosys Business Quiz - Inquest	Gaurav Parab, Amneet Sodhi	3rd Prize at National Level
Economic Times Quiz	Gaurav Parab, Amneet Sodhi	2nd Prize at State Level
Stellar Safari Marketing contest	Dr. Mukesh Parmar, Nivedita Ramnathan	1st Prize
National Conference in Healthcare Communication and Marketing	Dr. Mukesh Parmar	Selected for Paper Presentation
Burning Bridges, HR case study	Laveena Verma	1st Prize

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. Ms Sunanda Kulkarni (Accounts Department), Ms Vaishali Pawar (Accounts Department) and Ms Mamta (Receptionist) have completed the SAP University Alliance Certification Course in March, 2009.
- b. Ms Vaishali Gaikwad is being trained to become SAP faculty under guidance of Prof Aradhana Gandhi.

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. Initiation of collaboration between SIU and Iran University of Science & Technology. The documents are with SIU.
- b. Initiation of collaboration with Houston University in curriculum delivery.

41.Any Other Relevant Information

Due to Economic Downturn , the Institute has realized the importance of students being able to accurately predict and analysis business situation. A course on 'Business Analytics' was introduced in the 3rd Semester of Batch 2008-10.

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

- Status of ISO-9001:2000 standard is to be modified to ISO 9001:2008. A Consultation Team is to visit the Institute and assist the faculties and Staff in achieving and maintaining the standard before the Surveillance Audit is scheduled to be undertaken on November, 2009.
- The focus of the next academic year would be on achieving high standard on Research & Development. The Director in consultation with individual faculty would set up Research benchmarks for each faculty which would be part of PAS of the faculty. The Institute would be obliged to provide all form of assistance for achieving the research target.
- NAAC team advised implementation of RFID in library. SCMHRD carried out a research on the feasibility of RFID in its library. The report is ready. The budget is being made. The Institute plans to implement RFID for the library from the academic year 2009-10. The Institute is planning to implement for fixed asset management and Campus Management.
- The foundation course module is being revamped. Student would have to prepare a report and give a presentation on "The Leader I aspire to be". This would be for assessing the students written and oral communication and guide it to prepare a course on Communication Skill.