

**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 2011-12	Achievements
<b>Internationalization</b>	SCMHRD took AACSB membership on 2010. In 2011-12 initiatives have been taken towards internationalization. 4 of our junior students (Ashish Agrawal, Dhruv Agarwal, Nimit Chaudhry, Keshav Nair) attended summer school at Maastricht University, Netherlands.
<b>Research Mobilisation and Technology Upgradation</b>	52 research papers were published by faculty in 2011-12 in peer reviewed journals with 17 in scopus indexed journals
	In 2011, when SIIB shifted to a new campus, SCMHRD had additional infrastructure of two floors. These were used for two additional computer labs for Analytics, MDP room, video conferencing facility etc to enhance. Harvard Research Learning Centre were created for referring to Harvard Business Resources
	SCMHRD led by Dr Vinita Sinha won the Shared University Research award by IBM.

**PART B**

**1. Activities Relating to goals and objectives of the institute**

Goals and Objectives	Activities
<b>Internationalisation</b>	MOU was Maastricht University under which four students were send for summer school. SCMHRD signed a MOU with (College of Engineering, Pune, Maharashtra) and Columbia Water Center (CWC), Columbia University for carrying out research on the topic “Real time water risk analysis and policy support for efficient utilization across industry and agriculture” SCMHRD had an introductory non-credit course on “Sustainability Development & Competitive Advantage” in a blended learning platform by Asian International College, Singapore.

	15 students of MBA (IM) 2011-13 Batch visited Knowledge Universe Singapore under a study tour.
<b>Creation of Global Leaders and Entrepreneurs</b>	In 2011, the E-cell of SCMHRD formed a Consultancy Cell with following objectives: <ul style="list-style-type: none"> <li>• To create a platform for students of SCMHRD mentored by expert in house faculty and industry experts to work on live projects.</li> <li>• Create value for the organisation and foster hands on learning for the students , creating a win-win situation for both.</li> <li>• Work closely with the real life entrepreneurs.</li> <li>• Long term relation with entrepreneurs.</li> </ul>
<b>Continue improvisation Course Curriculum</b>	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 (2011-2013)

## 3. Innovations in Curriculum design and transaction

S. No.	Pedagogy
1.	Use of “Social Networking” in teaching pedagogy introduced
2.	<b>More project based courses introduced.</b>
3.	A high Technological platform has been provided to the students. SCMHRD is credited to have the SAP R3, Oracle, CRM, Seibel and BI IDES platform, SAP university alliance program and Oracle 11ias platform with all the modules besides being equipped with software packages.

<b>New Course introduced during April2011-March2012</b>
Mathematical Prerequisites
Financial Modeling with R
Socio- cultural Environment in Business
Digital Marketing
Social Project on Innovation

Empirical Research Project
Entertainment Marketing
Marketing Simulation
HR Consulting
Advanced Management Accounting
Psychological Issues in Management
Stress Management
Emotions in Organization
Coaching & Mentoring

**4. Interdisciplinary programmes started: None**

**5. Examination Reforms Implemented:**

- The new CGPA system based on Bologna Process (European Commission 2005) which has been implemented in all the Institutes of Symbiosis International University has helped in equitable distribution of scores of students who have passed( scored more than 40%) between the eight grades A+, A, B+, B, C+, C, D+ and D

Letter Grade	Proportion	Grade Point
A+	Top 6%	4.000
A	10%	3.714
B+	15%	3.429
B	19%	3.143
C+	19%	2.857
C	15%	2.571
D+	10%	2.286
D	Bottom 6%	2.000

- Each unit credit course imply 15 hours of teaching and 60% of internal evaluation and 40% of external evaluation. Students are required to pass both internal and external evaluations. 10% of total number of credit courses can be internally evaluated. For the

internal evaluations faculty have the freedom to various modern techniques of measuring achieving experiential learning outcomes.

- University has adapted well designed mechanism of handling exam related grievances.

#### 6. Candidates NET/ SLET/ GATE etc. :

Prof Sonali Bhattacharya  
 Prof Pratima Sheorey  
 Prof Geetanjali Pitre  
 Prof Suchitra Chitrao  
 Prof Vidula Bhadamkar

#### 7. Number of Seminars and Workshops Conducted:

S. No.	Nature of Event	Duration (day)	No. of industry representatives participated
1	Research Seminar on Commodity Market February 18, 2012	1	Globe CapitalMarket Ltd, National Centre for Agriculture Economics and Policy Research, Sponsored by MCX and Forward Commission
2	5th Annual Marketing Conclave 2011 – INCLUSIVE MARKETING.	3	Kellogs, Fiat, Kimberly Clar Levers, Xebec Communications, Entertainment Engineers
3	Astuce '12 - The Definitive HR challenge 2012 dated 26th January	2	Sponsored by Human Capita and SHRM. Participants from Suzlon, Tata AutoComp Systems, Selectigence HR Solutions, Bajaj Financials
4	7th Annual Six Sigma Award: Achievin Value & Excellence through Six Sigma	2	100 entries. 2 international entries. MINITAB, Capegemini main sponsors
5	NEEV 2011: 9th to 11th December	3	Industry Sponsored

#### 8. Initiative Towards FDP Programme:

Name of the Faculty	Name of the Seminar/Conference
Raji Ajwani	NIBM, Pune 2011

Raji Ajwani	4th IIM Ahmedabad Doctoral Colloquium, 2011
Raji Ajwani	IIM-Shillong: 2nd International Sustainability Conference November 8, 2011
S. R. Kandalgaonkar	Institute of Public Enterprises at an International Conference organized at Patna on 20th and 21st October 2011
S. R. Kandalgaonkar	3rd International Conference for Research in Business and Economics at Bandung, Indonesia March 2012
Vaishali Mahajan	International Conference at Periyar University, Salem 2011
Vaishali Mahajan	National Level Workshop at SRR Engineering College Chennai – 2011
Vaishali Mahajan	National Level Workshop at Mamallan Institute of Technology, Chennai – 2011.
Vaishali Mahajan	National Level Workshop at Sri Sairam Institute of Management Studies, Chennai – 2011
Vaishali Mahajan	National Level FDP at Sri Sairam Institute of Management Studies, Chennai – 2011.
Vinita Sinha	<b>1<sup>st</sup> World Summit on Accreditation organized by NBA, a statutory body of AICTE, Govt. of India April 2012.</b>
Kaushik Chaudhuri	“HPWS, Stressors, Affective Organizational Commitments in Japanese organizations” paper presented in the HRM divisional paper session, the 71st <b>Annual conference of Academy of Management (AOM 2011)</b> , held at San Antonio, Texas from 12th-16th August, 2011.
Kaushik Chaudhuri	“Linkages between perceived occupational and organizational commitments in of general employees Japanese organizations.” Paper ( co-authored by Prof Paul Fadil), presented in the 23 <sup>rd</sup> Annual Conference <b>International Academy of Business Disciplines (IABD 2011)</b>

## 9. Research Projects Implemented/ Completed

### a. Research Projects Initiated/Completed

- i. Piloting a cyber-infrastructure to support a decision making framework to address water competition and conflict across industry and agriculture in India. Amount (Part of SCMHRD) 600000/- INR Funding Agency: - Information Technology Research Academy. (ITRA)

- ii. Mood Survey of Pune done in November 2011 done for Danone-Narang Beverages through Perfect Relations (PR firm). Value Rs 1,65,000
- iii. SCMHRD led by Dr Vinita Sinha won the Shared University Research award by IBM.

**b. Research Papers by Faculties**

	Name of the faculty	Title of the Book/ Article / Research Paper	Year of Publication	Published by (Name of magazine/ journal)
1	Abodh Kamar	“Space, Property and Informal sector Livelihood: Paanwallas in Mumbai”	2012	Accepted for publication in Economic and Political Weekly
2	Abodh Kumar	Causality between Prices, Output and Money in India: An Empirical Investigation in the Frequency Domain	2011	Published as working paper at <a href="http://www.econmodels.com/public/dbArticles.php">http://www.econmodels.com/public/dbArticles.php</a> , a peer reviewed web journal of Journal of Policy Modeling, Elsevier.
3	Amit Kumar	<b>Book review of Building Social Business</b>	2011	PRIMA, Vol2, No1, 16-18, 2011
4	Dipali Krishnakumar	Methodologies Used to Determine Mergers and Acquisitions’ Performance	2011	Accepted for publication in Academy of Accounting and Financial Studies Journal (AAFSJ) SCOPUS
5	Jyoti Joshi	Does Gender effect communication? A study in the Communication Patterns of Women Employees in Business Organisation	2011	South Asian Journal Of Marketing Research Ulrich Periodicals Directory ProQuest, USA
6	Jyoti Joshi	“Ethical Practices in Globalized economy	2011	South Asian Journal Of Marketing Research, 2011
7	Jyoti Joshi	Beyond Implication of Meaning	2011	IJMBS, Indexed by INDEX COPERNICUS International, Open J-Gate and Google Scholar.
8	Jyoti Joshi	Ethics, Business and Society – Managing Responsibly , book review	2011	Accepted by South Asian Journal of Management, (Association of Management Development Institutions in South Asia
9	Jyoti Joshi	Research Methodology Concepts And Case” ,A Book Review	2011	Accepted by International Journal Of Multidisciplinary Research Academy  Listed (Georgetown University , Cornell University library, Ebsco)
10	Jyoti Joshi	-Communication in Virtual Organizations,	2011	Knowledge Hub, 2011

11	Jyoti Joshi	Rural BPO Woman Empowerment and Communication	2011	Accepted by GIT's Prabhandhan :A Journal of Business Administration, 2012.
12	Jyoti Joshi	Rustic Female Characters in the Selected novels of Willa Cather, Ellen Glasgow, Elizabeth Madox Robert and Aldrich Bess Streeter	2011	Lambert Academic Publishing, Germany, 2011
13	Manoj Hudnurkar	Multi-Criteria Supply Chain Performance Evaluation: An Indian Chemical Industry Case Study	2011	Accepted for publication in International Journal of Productivity and Performance Management, is indexed and abstracted in Cabell's Directory of Publishing, Scopus etc. IJPPM is official journal of The World Confederation of Productivity Science SCOPUS
14	N V Ravi	AN ANALYSIS OF MARKETING AND CONSUMPTION TRENDS IN INDIAN OIL INDUSTRY	2011	Indian Journal of Commerce & Management Studies , 2011
15	Prageetha Raju	Book review titled, "Jalebi Management"	2011	South Asian Journal of Management (Accepted for publication)
16	Prageetha Raju	"Marketing Hollywood films (dubbed and original) in India: A case of planning and executing marketing strategy"	2011	Indian Journal of Marketing (a Cabell's Journal), April – June, Vol. 41 (4) 2011.
17	Prageetha Raju	An Malmquist DEA approach on Intellectual Capital Efficiency Utilization of Selected Indian Firms" (co-authored)	2011	Journal of Management and Change, Vol 15 No. 1 issue, 2011.
18	Prageetha Raju	Developing Generic Competency Profiles For Middle Level Managers Across Functional Areas– A Field Case Study In An Indian BPO	2011	Accepted by Prabandhan Oct – Dec, 2011 issue) (a Cabell's Journal
19	Prageetha Raju	A case study on the acquisition of UBS India Service Centre by Cognizant – Issues and Concerns	2011	Drishtikon, September 2011
20	Prakash Waknis	Case Published in Human Capital	2011	
21	Pratima Sheorey	Book review on 'We are like that only by Rama Bijapurkar'	2011	PRiMa, Vol 1, Issue 2, 2011

22	Pratima Sheorey	'Emerging Trends in Post Market Recession'	2011	PRiMa, Vol 2, Issue 1, 2011
23	Raji Ajwani	License to Banks	2011	Drishtikon, Vol2, Issue 1, 2011
24	Raji Ajwani	The Andhra Pradesh Micro-Finance Crisis: An Analysis	2011	Vinimaya, 2012
25	S. R. KANDALGAONKAR	Traditional Commerce Education in India: Need for an Urgent Shock-Treatment	2011	HEF's Indian Journal of Higher Education, HEF's Indian Journal of Higher Education 02, 2012
26	S. R. KANDALGAONKAR	Study Of Trade In Under-Graduate Business Education Between India And Oman	2011	Zenith INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH, December 2011
27	S. R. KANDALGAONKAR	'Commerce Laboratory: A Novel Model Of Business Education.'	2011	<b>Indian Journal of Applied Research, October 2011</b>
28	S. R. KANDALGAONKAR	Internal Financial Reporting System In Leading Educational Organizations In Maharashtra State, India.	2011	<b>Indian Research Journal, February 2011</b>
29	S. R. KANDALGAONKAR	Teaching Of Business Education Via Collaborative Research On Industrial Estates Around Pune Metropolis, Maharashtra State, India.'	2011	<b>Symposium at Orlando, USA, November 2011</b>
30	Rakesh Raut	'Mobile Brand choice criteria: an empirical analysis using fishbone model	2011	Journal of Commerce & Management Thought, vol.02, No.01, pp.03-14. 2011
31	Rakesh Raut	'Multi criteria decision making for Automobile purchase using an integrated Analytical Quality Fuzzy (AQF) Technique',	2011	International Journal of Services and Operations management, Vol.10, No.02. pp.136-167. 2011 SCOPUS
32	Rakesh Raut	'Evaluation of supplier selection criteria by combination of AHP and Fuzzy DEMATEL Method',	2011	International Journal of Business and Innovation, Vol.5, No.04, pp. 359-392. 2011
33	Rakesh Raut	'Measurement of Service Quality in Banks: a comparative study between public and private banks in India',	2011	International Journal of Services and Operations management, Vol.10, No.03, pp.274-293. 2011 SCOPUS
34	Rakesh Raut	'Structuring for Innovation- A review',	2011	International Journal of Business Excellence, Vol.04, No.05, pp.595-620. 2011 SCOPUS
35	Rakesh Raut	'An integrated Fuzzy- AHP-LP (FAHLP) approach for supplier selection and purchasing decisions',	2011	International Journal of Services and Operations management, Vol.10, No.04, pp.400-425, 2011 SCOPUS
36	Rakesh Raut	'Exploring Critical Criteria for Supplier Selection by CNG/LPG kit Manufacturers in	2011	International Journal of Business Excellence, Vol.04, No.04, pp.440-467. 2011 SCOPUS



		India-Selection of Suppliers for compressed natural gas and liquefied petroleum gas kit manufacturers: a Case study and Proposed Methodology,		
37	Rakesh Raut	'Reengineering In-plant logistics: a case study of Cement Manufacturing plant in India	2011	International Journal of Logistics Systems and Management, Vol.10, No.01, pp.19-39. 2011 SCOPUS
38	Sonali Bhattacharyya	"Generalised Markov Polya Distribution of Order k"	2011	Journal Indian Statistical and Probability Society, 2011
39	Sonali Bhattacharyya	<b>"Joint distributions of circular runs of various lengths based on multicolour Polya-Urn Model"</b>	2011	Accepted for publication in Studia Scientiarum Mathematicarum Hungarica. SCOPUS
40	Sonali Bhattacharyya	<b>"Innovation in India: A Path to Knowledge Economy"</b>	2011	Journal of Knowledge Economy, Volume 2, Number 3, 419-431, 2011 SCOPUS
41	Sonali Bhattacharyya	<b>"Major Risk of Morbidity in Indian Urban Women: Causes, Prevention and Protection"</b>	2011	IUP Journal of Risk and Insurance, September 2011
42	Sonali Bhattacharyya	<b>Auction of Players in Indian Premier League: The Strategic Perspective"</b>	2011	Zenith: International Journal of Multidisciplinary Research, February 2012
43	Sonali Bhattacharyya	<b>A Bridge Course in Statistics through Interactive and Experiential E-learning Module in a B-School</b>	2011	Journal of Higher Education, Vol2, 2012
44	Vinita Sinha	<b>Research Paper:</b> Effects of Age on Prevalence of Stress	2011	Journal of Psychosocial Research <i>July-Dec Issue 2011.</i>
45	Vinita sinha	Women as Global Leaders and Managers How Thriving and Challenging?	2011	<i>Zenith International Journal of Multidisciplinary Research.1 (2) June 2011 issue.</i>
46	Vinita sinha	The Impact of Boss Personality and Style on Employee Performance and Attitude towards Workplace.	2011	<i>Zenith International Journal of Multidisciplinary Research.1( 3) July 2011 issue.</i>
47	Vinita sinha	" An Empirical Study of Quality of Work Life Among Employees of Public Sector, Private Sector and Entrepreneurs	2011	<i>IJICBM, Inderscience Publications</i>
48	Vinita sinha	"Managers Challenges to Widen Global Excellence and Talent Management in Post-Recession World of Business & Information Technology"	2011	<i>special issue of IJECRM, Inderscience Publications</i>
49	Vinita sinha/ KS Subramanian/Priya Gupta	A Study on Return on investment of Training Program in a Government Enterprise in India-An Exclusive Study in IOC"	2011	<i>IIM-A's Journal- Vikalpa.</i>
50	Vinita sinha/ KS Subramanian	Organisational Role Stress across Three Managerial Levels: A Comparative Study	2011	Published in Global Business and Organisational Excellence: John Wiley and Sons SCOPUS

51	Ravi Kulkarni	Efficacy of Yoga Based Life Style Modification Program on medication score and lipid profile in Type 2 Diabetes - a Randomized Control Study.	2012	<i>To be published in International Journal of Diabetes in Developing Countries SCOPUS</i>
52	Kaushik Chaudhury	Linkages between perceived occupational and organizational commitments of general employees in Japanese organizations, In M. A. Goralski, H. P. Leblanc, III, & M. G. Adams (Eds.), Business Research Yearbook: Balancing Profitability and Sustainability: Shaping the Future of Business Vol. XVIII (i)(pp. 264-270).Beltsville MD: International Academy of Business Disciplines(IABD).(ISBN 1-889754-16-1).	2011	

### c. Papers Presented in Conferences

Name of the Participant	Name of the Seminar/Conference	Country where the Seminar/Conference was held
Abodh Kumar	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	India
Aradhana Gandhi	SAP Business by design training program at Munich, Germany between 8-10 Dec, 2010	Germany
Geetanjali Pitre	National Level Seminar in Feb, 2011 at S.M.R.K.-B.K.-A.K. Mahila Mahavidyalay, Nashik	India
Geetanjali Pitre	National Level Seminar in Jan, 2011 at B.Y.K.College of commerce, Nashik	India
Jyoti Joshi	international conference on Excellence in Management Practices(ICEMP), April 15-16, 2011, Bangalore	India
Jyoti Joshi	conference on Management, Gandhinagar, March 11-12, 2011.	India
N V Ravi	<b>The Role of Information Technology in Rural Development in India, Delhi</b>	India

Pratima Sheroy	32 <sup>nd</sup> INFORMS Marketing Science Conference at Cologne, Germany in June 2010	<b>Germany</b>
Rakesh Raut	International Conference on Operations Research applications in Engineering and Management (ICOREM), Anna University Tiruchirappalli,	<b>India</b>
Rakesh Raut	Ninth AIMS International Conference on Management, January 1-4, 2012, (Accepted for presentation & publications), Ref.No. P9430.	<b>India</b>
Raji Ajwani	NIBM, Pune 2011	<b>India</b>
Raji Ajwani	4th IIM Ahmedabad Doctoral Colloquium, 2011	<b>India</b>
Raji Ajwani	IIM-Shillong: 2nd International Sustainability Conference November 8, 2011	<b>India</b>
S. R. Kandalgaonkar	Institute of Public Enterprises at an International Conference organized at Patna on 20th and 21st October, 2011	<b>India</b>
S. R. Kandalgaonkar	3rd International Conference for Research in Business and Economics at Burdung, Indonesia March 2012	<b>Indonesia</b>
Vaishali Mahajan	International Conference at Periyar University, Salem 2011	<b>India</b>
Vaishali Mahajan	National Level Workshop at SRR Engineering College, Chennai – 2011	<b>India</b>
Vaishali Mahajan	National Level Workshop at Mamallan Institute of Technology, Chennai – 2011.	<b>India</b>
Vaishali Mahajan	National Level Workshop at Sri Sairam Institute of Management Studies, Chennai – 2011	<b>India</b>
Vaishali Mahajan	National Level FDP at Sri Sairam Institute of Management Studies, Chennai – 2011.	<b>India</b>
Vinita Sinha	<i>National Conference Organized by Dr. D. Y. Patil Institute of Management Studies, Pune on 13-14 March 2010.</i>	<b>India</b>
Vinita Sinha	<b>1<sup>st</sup> World Summit on Accreditation organized by NBA, a statutory body of AICTE, Govt. of India, April 2012.</b>	<b>India</b>
Kaushik Chaudhuri	“HPWS, Stressors, Affective Organizational and Occupational commitments in Japanese organizations,” paper presented in the HRM divisional paper session, in the 71st <b>Annual conference of Academy of</b>	<b>San Antonio, Texas</b>

	<b>Management ( AOM 2011 )</b> , held at San Antonio, Texas from 12th-16th August, 2011.	
Kaushik Chaudhuri	“Linkages between perceived occupational and organizational commitments in of general employees in Japanese organizations.” Paper ( co-authored by Prof. Paul Fadi), presented in the 23 <sup>rd</sup> Annual Conference of <b>International Academy of Business Disciplines (IABD 2011)</b>	<b>New Orleans, USA</b>

**d. Patents Generated, if any : NA**

**10. New Collaborative Research Programmes:**

- SCMHRD signed a MOU with (College of Engineering, Pune, Maharashtra) and Columbia Water Center (CWC), Columbia University for carrying out research on the topic “Real time water risk analysis and policy support for efficient utilization across industry and agriculture”
- SCMHRD led by Dr Vinita Sinha and SCIT led by Prof S Vijaykumar Bharathi won the Shared University for the project titled “ Enhanced Customer Insights and HR Analytics using integrated analysis of psychometric and Social Media” . The institutes received \$1250

**11. Research Programmes received from various agencies: None**

**12. Details of Research Scholars**

S. No	Name of Ph.D. Scholar	Topic of Research	Guide Name
1.	K S Subramanian	Family Business Review and Positioning as Sustainable Model	Dr Asha Naik
2.	Aradhana Gandhi	Financial Implications of Closed Loop Supply chain Management	Dr Ravi Shanka
3.	Deepak Roy	Correction between IPR and Success of an entrepreneurial venture in India and the impact of IPR on Profitability business growth and comparable	Dr Arun Mubid
4.	Dipali Krishnakumar	Cross Border Acquisitions by Indian Companies	Dr Madhavi Set
5.	Pratima Sheorey	Consumer Engagement Management using experiential marketing approach	DrKaushik Mukerjee
6.	Manish Sinha	A Study of the relationship between Financial Assets market and the exercise of Monetary Policy in India between 1991 and 2010	Dr Y Shivaram
7.	Raji M Ajwani	Empowerment of Women in Maharashtra through SHG	Dr S Kuwalekar
8.	Manoj Hunurkar		

### 13. Citation Index of faculty

Name of the faculty	Area of Specialisation	Citations
Sonali Bhattacharya	Quantitative Techniques	32
Vinita Sinha	HR & OB	3
Rakesh Raut	Operations	16
Ravi Kulkarni	Quantitative Techniques	12

### 14. Honors/Awards to Faculty

Aradhana Gandhi Won the 'Outstanding Academic Award 2011' by SAP India in recognition of her fantastic contribution to the SAP University Alliances Program in organizing and conducting various TTT workshops, developing and sharing curriculum with University Alliances especially the Star Wagon curriculum on HR and helping other member schools in introducing and supporting the curriculum to the students.

### 15. Internal Resources Generated

	Title	Faculty Assigned	Duration (In Days)	On Campus	Off Campus	No. Participants	Income
	Tata Chemicals (Inventory Management Warehouse performance) 16-17 May 2011	Gurudas Nulkar and Prakash Waknis	2	2		20	
	Burckhardt Compression (Advances in Supply Chain Management) 26-27 Aug 2011	Manoj Hudnurkar, Prakash Waknis, Arvind Nand Avinash Pawar	2	2		22	
	Areva T&D (International Logistics) 24-25 May 2011	Prof. Sale Ganapathi	2	2		18	
	Total						25 lac

### 16. Details of departments getting SAP assurance/recognition: None

### 17. Community Services:

"Shapath", "Prayatna" and "Teach India" are CSR activities in which all the students take part actively.

**Prayatna**, An Initiative for Social Change, is a registered non-profit Non-Government Organization run by students from three colleges: Symbiosis Institute of International Business

(SIIB), Symbiosis Centre for Information Technology (SCIT) and Symbiosis Centre for Management and Human Resource Development (SCMHRD) at the Symbiosis InfoTech Campus (SIC), Hinjewadi, Pune

Its aim is to:

- To help in the education of children from poor sections of the society.
- To give them guidance and inculcate moral values in them.
- To help in their overall personality development.
- To make the society especially the parents aware of the importance of education.
- To make the parents a responsible stakeholder in their child's growth.

**S.H.A.P.A.T.H** has grown in leaps and bounds since its beginning. It is now functioning as one of the core committee's of SCMHRD and the corporate social responsibility cell of the college.

Major activities conducted on an annual basis are the band drive and CSR conclave. Band drive is held in two phases. The first phase is held in the 1st semester of the academic year. This is conducted in Pune city and witnesses energetic participation from the junior batch of SCMHRD every year. Band drive is an event where the participants sell bands on the streets of Pune, raising funds and creating mass awareness amongst the common public. The second phase is held in Mumbai in month of January. The funds raised are deployed in rehabilitation and educational efforts for the victims of human trafficking, who have been rescued. S.H.A.P.A.T.H. has partnership with NGO's in Hadapsar, Saheli and Mundhwa as well as the Hope for Glory Foundation(H.O.G.F).

#### **18. Teachers and Officers Newly Recruited:**

Dr Rakesh Raut

Dr Vaishali Mahajan

Prof Geetanjali Pitre

Prof Suchitra Chitrao

Prof Vidula Bhadamkar

Prof Amit Kumar

Dr Jyoti Joshi

Dr Kaushik Chaudhri

Prof Radhika Nadkarni

Prof Amit Kumar

Prof Sneja Choti

Prof Smit Gade

Prof Jeevan Patwa

#### **19. Teaching and Non-Teaching Staff Ratio:**

**33:37**

#### **20. Improvements in Library Services:**

- Membership of British council library.

- Orientation programs for the new library users.
- Newly arrived books are mailed to students & faculty members.
- All important notices are displayed timely on the library notice boards for the users.
- Canteen and juice centre is in close vicinity of the library which serves tea, coffee and snacks. Provision of drinking water is made inside the library.
- Library has special collections like Harvard publications & other reference books. This attracts users for reading.
- Library facilitates meeting & interaction of students with faculties.
- Open shelf system to facilitate users to have access to the library's entire collection.
- Organization of exhibitions to promote library usage.
- Latest books
- Access to all Symbiosis libraries through the inter library loan service
- Wi-fi and internet access
- Lounges and Carrels to study
- 24x7 reading hall and library open from 8am to 9pm
- Convenient location
- Proper ventilation

#### **21. New books/journals subscribed and their value:**

2042 new books were added. Budgeted amount on library resources were INR 60 lakhs and the expenditure was INR 38.29 lakhs

#### **22. Courses in which student assessment of teachers is introduced and action taken on feedback**

- a. Feedback are taken twice a semester in the 6<sup>th</sup> week and

#### **23. Unit cost of Education:**

#### **24. Computerization of administration and process of admissions and examination results, issue of certificates**

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.

## 25. Increase in Infrastructural facility:

Yes. Three years ago a new campus was constructed and one of the constituent institute of SIU, i.e., SIIB was shifted there. The old infrastructure was then (Two floors of present infrastructure of SCMHRD) handed over to SCMHRD for promoting the good teaching and learning environment.

With availability of additional infrastructure we could start various new student initiatives such as recreational facility in the form of music room, additional computer labs for Analytics, MDP room, video conferencing facility.

## 26. Technology Upgradation:

Licensed softwares installed like: SPSS/SAS/MINITAB/PRIMAVEERA/Savion etc

### 27. 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..
- All faculties are computer literate.

## 27. Financial Aid to Students:

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

## 28. 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 were 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, 2011 during NEEV, the Flagship B-School Event of SCMHRD.

## 29. Activities and Support from Parent-Teacher Association: None

## 30. Health Services:

The Institute arranges annual health check-up conducted by SIHS

## 31. 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 2012	Saurabh Nayak	'Man of the Series'

## 32. Incentives to Outstanding Sportsperson: None

## 33. Student Achievements Awards:

Sr. No.	Name of the Student	Nature of Accomplishment
1	Pulkit Mitra	Best summer project award by Wipro for her internship



2	Dr. Gaurav Dhamija, Harshit R Dravi and Samarthsinh Chudasama	runners up in ISB Metamorphosis'12
3	Alok Sharma, Debi Prasad Dash and Senthil Kumar	1st Runner up in Mark-Sense at Marksfe-12 organised by NITIE
4	Debi Prasad Dash, Faisal Saiyed and Vaun Acharya	first place at Invader, Latitude 13 05' at Great Lakes, Chennai
5	Aditya Ranade	CRISIL Young Thought Leader (CYTL 2011)
6	Dhaval Tijoriwala & Rahul G. Mulek	2nd Prize @ NMIMS in the Optumiz 2011 Event.
7	Jyoti Sharma and Leena Khiani	2nd prize in "L&T Finance Finesse competition" at Manifest, IIM Lucknow
8	Ravi Matalia and Ashok Reddy	3rd prize in "L&T Finance Finesse competition" at Manifest, IIM Lucknow
9	Aditya Ranade and Senthil Kumar	1st prize in Innovention-OJAS, an IT innovation competition organized by S.J. Jain Institute of Management & Research, Mumbai
10	Radhakrishnan Iyer	first prize in Estrategia, a strategy based event was conducted across two days in SIBM Pune at Lavale Campus
11	Aditya Ranade, Senthil Kumar and Aveg Srivastava	First prize at Dynamix, IIM Bangalore
12	Indrajeet Chavan	Best Photo and Tagline at ChitraRek 2011 at K.J. Somaiya Institute of Management Studies and Research, Mumbai.
13	Debi Prasad Dash	Supreme Marketer an individual competition at IM Bangalore, in their annual Marketing conclave, "Mercadeo" Supreme Marketer
14	Debi Prasad Dash and Pallavi Mishra (Team Rene)	FIRST in Rural Crusader Kronos, a rural marketing competition at IIM A
15	Shreekumar Subramanian and Akshu Josh	1st in Market Place, an international branding and strategy game at IIT Kolkata
16	Hardhik Sheth, Anshul Sood, Neha B and Sumit Dawra (The Rain makers)	SECOND ( first runners up) in the 'The Deal' an investment banking competition hosted by JP Morgan Chase.
17	Arunkumar R, Aby Kottukappally and Bharat Kant	SECOND in BootKampan industrial relations competition at IIM K
18	Aditya Arora, Rahul Bhargava and Prashant Nandakumar	FIRST in 'Dot 2 Dot', an operations cur marketing strategy event based on concepts of supply chain management, store layout and go to market strategies at IIT Chennai

19	Aditya Arora and Mansi Bhandari	CAMPUS FINALIST AND OVERALL 7TH IN INDIA at Reckitt Benckiser Veda Case Study – Faculty of Management Studies
20	Ghoutham U, Nishant Kumar and Shreya Vasa	FIRST in ‘Finnix’ a financial case study on risk management. They were also the Top team out of 148 teams country wide at IIT Madras
21	ManKhush Jagawat & Aditya Saraog	NATIONAL FINALISTS of the ‘Nomura IAG’ an investment banking case study competition at SCMHRD
22	The Chess Team of SCMHRD	1st Inter-Institute Chess Tournament which was held at Symbiosis Institute of Technology, Lavale. Yogesh Shivhare was 2nd
23	Abhimanyu Bhatia and Himanshu Sikl	3rd position in Pos-Innovo held at G Institute of Management during Samridd 2012.

#### 34. **Activities of Guidance and Counseling Unit:**

CHALLY Psychometric test were conducted for MBA Batch 2011-13 & MBA (IM) Batch 2011-13 with the following objective:

- To assess and identify the Talent DNA of the 225 first year MBA students in SCMHRD
- To help students make appropriate selection of Specialization
- To identify the key development interventions for the students and help the institute formulate appropriate development plans
- Guide students to choose appropriate Career Streams based on their individual potential

#### 35. **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.

#### 36. **Development Programmes for Non-Teaching Staff:**

All staffs were trained in English Communication by Dr Jyoti Joshi

#### 37. **Healthy Practices of the Institute**

Symbiosis Centre for Management and Human Resource Development was established in 1993 with the aim of developing world-class leaders and entrepreneurs in management. Since its inception, SCMHRD has strived to bring together the best in management knowledge, industry interface and Indian values to develop a curriculum that can set standards for others.

SCMHRD has an ongoing process to review and refine **the curriculum** to reflect the latest trends in technology, analytics and industry requirements. We have established a programme that includes elective courses, allowing students to custom-design their programme to suit their personal and

professional goals. In the past several years, SCMHRD has invested in a large number of tools and software such as mySAP business suite, Oracle 11i, SAS 9.1.3, Primavera, MS project etc. which are an integral part of the curriculum. We have also introduced core courses in Business Analytics across the various functions.

A unique feature of the SCMHRD programme is **Corporate Electives**, which emphasize combining the academic programme with real-world experience. SCMHRD partners with several companies, based on their core competencies, to provide learning opportunities in the business world. Companies such as Infosys, CGN, Wipro, MCX, NXP Philips, Genpact, HP, Hewitt and several others, offer custom-designed courses on campus.

**SCMHRD has entrepreneurial development as part of its vision and mission. At SCMHRD we wish to instill entrepreneurship as an inherent attitude among students. This will focus their thinking on identifying opportunities and creating value, making them more effective as both employees as well as employers. To that end we have an Entrepreneurship Centre of Excellence; an active ecell; several courses from the Entrepreneurship COE; 2 scholarships to students wishing to become entrepreneurs; as well as an incubation centre on campus.**

SCMHRD has increasingly reached out to a larger student base, each year witnessing more applications than the year before. A highly researched and **competency-based selection process** ensures that the best students have an opportunity to join the Institute. Each year analysis is done on the validity of the previous year's selection criteria by mapping the first year students' performance against their selection scores. In-depth behavioral event interviews and focus groups are also conducted on the highly successful second year students. This data is assimilated to form the updated competency model for each year. Our students come together from diverse educational and cultural backgrounds for a lifetime learning experience.

The systems at SCMHRD have been well structured, ensuring that the **academic planning** and the evaluation processes are transparent and facilitate learning. Timetables are scheduled using software called Lantiv. In addition, we have an internally developed internet site called Planet i, where students are able to access all data relevant for their semester – such as the courses they have enrolled in, relevant notices, their marks in the various assignments and quizzes, their attendance percentage etc.

**Student guidance and support** at SCMHRD is a prime focus. Students are supported in their every endeavor, be it choice of career path; personal counseling; selection of elective courses; participation in campus events; conduction of research; participation in B-school contests; and selection into organizations of their choice. This symbiotic relation ensures that faculty strives to develop an outstanding programme for students, while students strive to excel in their fields of interest. In addition, students get an opportunity to join student committees; organize events; participate in social projects

### **38.Linkages Developed with National/ International, Academic/Research Bodies**

Knowledge Universe Singapore as knowledge Partner for Certification in Sustainability

An MOU has been signed between SCMHRD and Rural Relations on December 2011 to conduct a Rural Insight Research and Tracker for India.

MOU was Maastricht University under which four students were send for summer school.

### **39. Any Other Relevant Information**

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

##### **I. International Accreditation**

- i. SCMHRD is planning to put its efforts for qualifying the eligibility criteria for AACSB
- ii. Initiatives towards student and faculty exchange program with foreign Universities

##### **II. Research Enhancement**

- i. Providing relevant resources and conducive environment for high end research
- ii. Encouraging faculty to prestigious international conferences for knowledge acquisition & sharing
- iii. Encouraging students to participate in action research and publish articles in peer reviewed journals,

##### **III. Social Initiative**

- i. Upscaling the initiatives under SHAPATH to touch the lives of larger number of socially and economically men, women and children