YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	MKSSS's Smt. Hiraben Nanavati Institute of Management & Research for Women
• Name of the Head of the institution	Dr. Surya Ramdas
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02025475977
• Mobile no	919975845678
• Registered e-mail	hnimrw@gmail.com
• Alternate e-mail	surya.r@hnimr.edu.in
• Address	Near Cummins Engineering College, Karve Nagar
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411052
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Women
• Location	Urban

• Financial Status	**Self-financing**
• Name of the Affiliating University	**Savitribai Phule Pune University**
• Name of the IQAC Coordinator	**Dr. Suvarna Dhamdhere**
• Phone No.	**02025474870**
• Alternate phone No.	**02025475977**
• Mobile	**9765293622**
• IQAC e-mail address	**suvarna.d@hnimr.edu.in**
• Alternate Email address	**suvarna.dhamdhere@gmail.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://hnimr.org/hnimr/naac/aqar-report/
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://hnimr.org/academic-calendar-january-2022-to-august-2022/

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**A+**	**3.34**	**2019**	**01/04/2018**	**31/03/2024**

6.Date of Establishment of IQAC	**02/07/2018**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
MKSSS's Smt. Hiraben Nanavati Institute of Management & Research for Women	**Financial Assistance Workshop**	**NAAC**	**2021 - 2022**	**30,000**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**	
• Upload latest notification of formation of IQAC	View File	
9.No. of IQAC meetings held during the year	**3 (AY 2021-22 started from Nov, 21 to Aug, 22)**	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	**Yes**	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**	
• If yes, mention the amount		

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Rigorous execution of the Domain Grooming Activities along with the Soft Skills Grooming to strengthen the placements of the students

Initiation towards environmental Sustainability

Initiating activities for preparedness for NEP

12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
Rigorous execution of the Domain Grooming Activities along with the Soft Skills Grooming to strengthen the placements of the students	The outcome of these efforts resulted into increased employability of the students. Whole batch of Sem II got internship and almost half batch of the Sem IV students got placed.
Initiation towards environmental Sustainability	The Institute went into an MoU with Samuchit Enviro Tech and conducted a One Day Workshop to create the awareness amongst the students about carbon footprints & environmental sustainability. Post workshop, a team of 30 interested students along with 2 faculty members completed a certificate course on
Initiating activities for preparedness for NEP	HNIMR engaged in planning and implementation of NEP 2020 initiative with the aim of multi- disciplinary activities and connecting students to Indian Knowledge system. Vedic Day was celebrated to spread awareness, and promote and revive ancient Indian knowledge. This spiritual feast enlightened students to learn various aspects of Indian ancient knowledge and traditions with their active participation and performances viz. reciting Sanskrit shlokas, dance and acts based on Vedic themes.
13.Whether the AQAR was placed before statutory body?	Yes

- Name of the statutory body

Name	Date of meeting(s)
College Development Committee	21/02/2023

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2021-2022	26/12/2022

15.Multidisciplinary / interdisciplinary

In line with the National Education Policy (NEP 2020) having the inception of Multidisciplinary approach towards the curriculum for the students, Smt. Hiraben Nanavati Institute of Management organized a few activities.

1. Symphony - Unity in Diversity : A State Representation Activity
2. Vedic Day Celebration.
3. Carbon Neutral Campus

Symphony - Unity in Diversity: A State Representation Activity: A state wise cultural representation program was organized, wherein student group of around 10-12 students studied one state of India and represented it. During this cultural representation students covered the aspects like – culture, food, dressing, monuments, business, languages, uniqueness of state, tourism etc. of the state. Students made use of power point presentations, skits, songs, dance to give information of the particular state. Intension of this exercise was to keep the students rooted with our country – India, create awareness about the rich heritage of various states of India, developing team spirit among the students and over all personality development.

Vedic Day Celebration; This year on 21st June HNIMR celebrated "Vedic day". It was celebrated to spread awareness, and promote and revive ancient Indian knowledge. The day essentially speaks of the importance of learning and knowing it. Sanskrit is the mother of all Indian languages and the first among the ancient languages spoken in India. So on this day, various Sanskrit shlokas were recited by students. Some groups perform a dance in which they presented the key incidents from Mahabharata too.

The Carbon Neutral Campus Project was conducted in three phases:

Planning, Collection of data, and estimation of CO_2 following

suggestive measures for reduction. The project was initiated with an understanding of the intent of management, post which a core team was formulated comprising teachers and students from different departments. Several site visits and face-to-face interactions were done with the departments to collect the required data.

16.Academic bank of credits (ABC):

Maharshi Karve Stree Shikshan Samstha's Smt. Hiraben Nanavati Institute of Management & Research for Women (HNIMR) is a management institute affiliated to Savitribai Phule Pune University. The Institution being affiliated to Savitribai Phule Pune University follows the syllabus as defined by the University. Even then, the faculty members design the contents that are over and above the syllabus defined, by way of Certificate Courses and deliver the contents with the current and relevant pedagogical approaches. They design con-current evaluation approaches to evaluate the knowledge imparted to the students. The faculty members are also involved in framing the syllabus of various courses for the affiliated University.

Academic Bank of Credits means an academic service mechanism as a digital or virtual or online entity established by the Commission with the approval of the Central government, to facilitate students to become its academic account holders, thereby paving the way for seamless student mobility between or within degree-granting higher educational institutions through a formal system of credit recognition, credit accumulation, credit transfers and credit redemption to promote distributed and flexible teaching-learning.

1) It aims to promote student centricity in higher education with learner-friendly approaches across the country and promote a more inter-disciplinary approach in higher education.

2) It will enable students to choose the best courses/combination of courses to suit their interest.

3) It will enable students to select the best departments or institutions or their combination to suit their interest

4) It will allow students to choose a pace for their studies along with the associated cost.

The Institution being affiliated to Savitribai Phule Pune University

has registered the students enabling them to create their ABC ids so as to get the benefit of the Academic Bank Credit. The Institution is in the process of finalising the Academic Bank of Credits as proposed in NEP 2020 under the SPPU guidelines.

The Institution also proposes to execute additional online courses apart from the SPPU syllabus, wherein students are given credits for the same. As mentioned above, the Institution design contents that are over and above the syllabus by way of Certificate Courses related to skill upgradation. Such Online Courses eg. Advanced Excel, etc. were delivered to the students and academic credit were given for the same.

The Institution has also initiated the process of Internationalization of education by entering into a Memorandum of Understanding (MoU) with Opole University of Technology, Poland and organized an International Conference in association with them. The Institution proposes to create joint degree courses to enable credit transfer in association with the International University.

17.Skill development:

Enhancing the proficiency of MBA students to make them corporate ready is an immense need. There is a need to nurture student's talent along with regular academics. Skill Development Cell at HNIMR aims to perform focused efforts to increase proficiency of students in different areas of management and to help students grow their skill set.

Adoption of Multidisciplinary approach inlines with NEP 2020.

 Objectives: The objectives of the cell are as follows:

1. To enhance proficiency of the students in respective field for being employable / self-sufficient with competency building programmes

2. To identify skill gaps / needs with respect to employability of the students in general and specialization domain

3. To design and develop the lecture series, workshops, certificate courses based on identified needs as mentioned in the point no. 1

4. To arrange training programmes for specified Skill Development needs

5. To concurrently assess and review the Skill Development activities

6. To enhance collaborative programmes to build strong industry-institute interface

To begin with few activities were organised.

1. Symphony - Unity in Diversity : State Representation Activity,

2. Vedic Day Celebration.

3.Fundamentals of Digital Marketing

4.Certificate course in PowerBI

5 Workshops on Cybersecurity

6. Certificate course in Advanced Excel

7. Workshops on Human Rights

8. Workshops on AI

9. Certificate Course in Empowerment of Internet Skills

10.Training in Business Analytics

11. Certificate course in Tableau

12. Certificate course in Stock Trading

13. Certificate course in Investment Banking

14. Workshop on Technical Analyst

To be prepared for the Skill Development Course. The Following Efforts are being taken

1.Adoption of teaching learning process according to SPPU Curriculum for MBA First and second year students.

2.Implementation of skill based courses like advance excel, cybersecurity and Human rights.

3. Add on value based certificate courses according to

specialisation.

4.Having practical workshops, internships and guest lectures to bridge gap between academics and industry.The evaluations are conducted according to outcome based method with continuous internal evaluation as prescribed by SPPU using components like cases study,simulations, presentations,roleplay, assignments,class test, internal examination and oral Viva along with SPPU External examination

Future Plan to Implement the following Courses

1. Certificate course in any Indian language ,

2. Certificate course in Indian knowledge system,

3. Offering multi-disciplinary courses to the students in collaboration with sister institutions viz. engineering, architecture, fashion technology, nursing, vocational etc.

4. Digital Marketing-II

5 Certificate course in Indian knowledge system

6. Certificate course in any Indian language

The above list is suggestive and is flexible to adapt new suggestions.

The Planned Process: The Skill Development work process will be as follows:

1. Identification of the needs

2. Design of the courses

3. Approval from Director Madam for

4.   Execution of the Programme

5.   Review of the Programme executed

Outcome: The programmes will contribute in skill development of the students in following ways:

   1. Students will learn new tools and techniques to build their

competency
2. Students will re-learn tools and techniques to polish the existing skills
3. Students will become competent in fundamental knowledge
4. Students will acquire advanced knowledge

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

Knowledge of India means knowledge received from ancient India . In relation to this, it is the need of an era that we should provide awareness about Indian culture and arts of all kinds to students in their education at all levels to enhance their creativity and cognitive abilities for getting their own happiness or well-being. Languages are always linked with art and culture because they influence the way people of a given culture speak, and behave with others including their family structure, peers, and outsiders, and influence the tone of discussion.

The Institution has taken efforts to preserve and promote Indian languages and Indian ancient traditional knowledge by arranging programs on the Cultural representation of each state of India to understand their culture, language, etc. By Programs like Symphony where various state performances are shown by students to give an idea about culture, dresses, and swot analysis of that state.

In Institutions, only a Postgraduate course MBA is taught to students . We have a Language lab and some programs are arranged in a vernacular language like Marathi Bhasha Divas, We are celebrating various Jayanti's where people are allowed to speak in vernacular language or in their mother tongue to express themselves well.

So Educational practices that combine original traditional knowledge and languages are an important way to uphold the realm of original cultures, and characteristics to improve learning and protect the atmosphere.

The Institute has arranged a workshop on the subject of Indian Ethos where they will get a blend of both ancient & modern knowledge. Vedic day celebration was there where senior MBA students took part in this competition and express their views of ancient knowledge through drama and dance form. Students also performed on Geet Ramayana , Shlokas and Dohe of Kabir and Tulsidas . Our Institute is very much taking care of imparting this Knowledge system in our Education.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

OBE is an educational strategy and a learning philosophy that centres all academic programmes and instructional activities on the specific "outcomes" that an institute expects that every student to be able to demonstrate by the time they have finished the course. It is a method of instruction that places an emphasis on the evaluation of student performance through results. The outcomes of a student's effective participation in a certain set of higher education experiences are typically expressed in terms of a mixture of knowledge, skills, abilities, attitudes and understanding.

The institute's CBCS Pattern offers students a choice-based credit system that allows them to receive credit based on how well they do. The amount of credits a student earns represents the knowledge and skills they have learned. Based on the material to be learned and the expected level of effort from the student, each course is given a set number of credits. The number of grade points a student receives for each course represents how well-versed they are in that subject. Along with the frequency, the distribution of marks for each CBCS component is also shown. Both the summer internship and the dissertation are full-credit courses that call for in-depth reporting from the students. The college has a clear vision and mission statement and is committed to the students' complete development. The programme outcomes are concisely defined in full declarative sentences that outline the knowledge, skills and proficiencies that students need to possess upon completing their course of study. The institute uses resources including professors, a library, labs and technology in accordance with the programme results to be achieved. The teaching strategy to be used with the students is chosen prior to the start of the semester to ensure effective course delivery and student learning. The evaluation process at the Institute is strong and open in terms of frequency and diversity. To maintain transparency in the process, the system of internal assessment is thoroughly explained to the students in advance. The students get an explanation of the credit system, which comprises full credit and half credit courses, the pattern of evaluation and the components of concurrent evaluation through SPPU syllabus. An academic calendar with a thorough schedule of the SPPU exams is provided to the students. The institute Director arranges a staff meeting before the start of the term when the system's efficient planning and implementation are discussed. The pupils are informed of the pattern of evaluation well in advance by the teachers of their specific subject areas. The internal evaluation component can be in the form of a case study, MCQ test, analysis of a research article, live project and presentation depending on the subject. The professor has a discussion with the students regarding

their test responses and the evaluation criteria. During the pandemic, tests and evaluations were successfully administered online utilizing Google Classroom and other digital tools. In order to ensure a successful and open examination procedure, a committee is set up to supervise the timely scheduling, execution and evaluation of the internal evaluation component.

20.Distance education/online education:

Distance / online education is delivered and administered through the Internet. Today, in the digital age, it has become a reality high-quality inputs are delivered online. Online learning is a broad term in management education. It's easier to concentrate and participate in the learning process and upgrade individuals through the participatory method. It is a flexible option for learning new concepts and practical skills through online mode.

The delivery system encompasses an interactive mode of learning between students and trainers. Since different people are productive at different times of day, online learning allows work at a convenient time. The college has added the necessary hardware and software to equip classrooms and labs with ICT facilities. Desktop computers, laptop computers, portable audio systems, LCDs and screens have been procured. Faculty members make use of various teaching aids, Internet connectivity, e-learning sites, e-resources…It gives educators an opportunity to reach students having an inclination toward learning through non- Classroom courses. It also supports convenience and learners' own schedules as per their pace. It provides an alternative option for people who have trouble in concentrating and participating in crowded classrooms. Online courses give students full control over their own learning, students are able to work at their own speed. Apart from the regular sessions, Internship programs, and certificate programs based on various upcoming skills and attributes which are relevant to the Industry and are based on the need of each and every domain/specialization, workshops, domain grooming, and sessions on soft skills and grooming have also been initiated.

Generally, students work faster than they would do otherwise and take in more information. The quantity of distance learning and online education in the management discipline is vast and rapidly ever-changing. Students need to be selective to ensure that their coursework/assignment is done through their respective departments of HNIMR.

The institute proposes an online certificate course in the area of

"Fundamentals of Digital Marketing" **for students in the academic year 2022-23. This course will be organized into seven weekly workshop sessions. First, two sessions will focus on conceptual understanding and the remaining five sessions will offer hands-on experience for students. The final session is for student group presentations and feedback.**

On completion of this course, the student will be able to have a critical awareness of digital marketing concepts and their importance in today's business practices. The role of digital tools in negotiating business deals and solving business problems. Students will also able to apply methodologies and tools to measure and analyze business performance.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**96**

File Description	Documents
Data Template	[View File](#)

2.Student

2.1 Number of students during the year	**346**

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**90**

File Description	Documents
Data Template	[View File](#)

2.3 Number of outgoing/ final year students during the year	**151**

File Description	Documents
Data Template	[View File](#)

3.Academic

3.1	**17**
Number of full time teachers during the year	

File Description	Documents
Data Template	[View File](#)

3.2	**18**
Number of sanctioned posts during the year	

File Description	Documents
Data Template	[View File](#)

4.Institution

4.1	**13**
Total number of Classrooms and Seminar halls	

4.2	**237**
Total expenditure excluding salary during the year (INR in lakhs)	

4.3	**174**
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

Smt. Hiraben Nanavati Institute of Management & Research for Women (HNIMR) is affliated to Savitribai Phule Pune University (SPPU). The Institute follows the syllabus and academic framework as designed by SPPU. However, HNIMR believes in developing competent young professional women managers. Hence, keeping in view the contemporary

concepts that enable to meet the industry requirements, the institute focuses on developing the skills of the students by certifications and conducting workshops that are delivered by the experts from the industry, thereby focusing on contents beyond the syllabus. Various add - on programmes activities associated with the subjects, such as group discussions, corporate interface, class presentations, written assignments, live projects, role play etc. became a part of the extended curriculum. The institute adheres to the Lecture - Tutorial and Practical (LTP) Pattern as suggested by the university. Accordingly, academic calendar and sessions were planned. Presentations and viva-voce made the students ready to face the online corporate world. Counseling and Mental health sessions were conducted for the students to sustain them during the pandemic situation. At the same time, a feeling of belongingness for the community was inculcated amongst the students by conducting various online community development activities.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/1.1.1%20final.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The MBA Programme at HNIMR, being affiliated to the SPPU, follows the CBCS - Revised 2019 Pattern for syllabus course structure, which is based on the philosophy of the Bloom's taxonomy, wherein, the students are enabled to develop from the lower level thinking skills to the higher order thinking skills, with emphasis on developing their cognitive skills. The teaching - evaluation structure at HNIMR is planned and executed accordingly. Faculty members use a combination of teaching and evaluation methods for their respective subjects. Post Covid-19 pandemic, offline sessions were conducted keeping in view the Covid-19 norms. The course material and sharing of e-resources was done through Google Classroom. The individual and group presentations, group discussions, project viva-voce, were all conducted keeping in view the Covid-19 norms. The class tests, written assignments, internal exam papers were hand-written, scanned and submitted through Google classroom in the first half of the academic year, and offline class tests and internal exams were conducted in the second half of the academic year, so as to make the students prepare themselves for the SPPU external examination. The

performance of the students were well documented and the feedback of the same was communicated to the students.

File Description	Documents
Upload relevant supporting document	[View File]()
Link for Additional information	[https://hnimr.org/wp-content/AQAR%202021-22/1.1.2%20final.pdf]()

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University   **B. Any 3 of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	[View File]()
Any additional information	[View File]()

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

1

File Description	Documents
Any additional information	[View File]()
Minutes of relevant Academic Council/ BOS meetings	[View File]()
Institutional data in prescribed format (Data Template)	[View File]()

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

36

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

346

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The vision of the institute is empowerment and enrichment of women professionals through education, innovative training of life skills and job skills for pioneering their entry in the contemporary management streams and job domains. HNIMR also works on encouraging self-employment and through sensitizing awareness for women's issues in the society. To mark towards the accomplishment of the achievement of the vision, the institute focuses on the overall development of the students by integrating crosscutting issues relevant to Professional ethics, Human Values and sensitizing them towards environment and sustainability of the society. HNIMR strives hard to enhance the development of the students by catering to the industry requirements which are beyond the syllabus contents. The Covid – 19 pandemic situation was no exception to it. The institute has catered to inculcating professional ethics with the help of

online delivery of soft skills and technical skills like MS Excel, Business Analytics, Digital Marketing, Financial Analytics, Entrepreneurship, Research Competitions that dealt with organizational, economical and societal issues etc. The human values and ethics related to environment and sustainability were also imbibed with the help of various activities like tree plantation, blood donation camps, integrity pledge, International Women's Day, Azadi ka Amrut Mahotsav etc.

File Description	Documents
Any additional information	[View File]
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	[View File]

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

3

File Description	Documents
Any additional information	[View File]
Programme / Curriculum/ Syllabus of the courses	[View File]
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View File]
MoU's with relevant organizations for these courses, if any	[View File]
Institutional Data in Prescribed Format	[View File]

1.3.3 - Number of students undertaking project work/field work/ internships

151

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://hnimr.org/academics/feedback-report/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://hnimr.org/academics/feedback-report/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

195

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

97

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

HNIMR is institution committed to impart quality teaching learning and enhance the overall performance of the learners from diverse background. Consequently, the learning interest and pace of every student is different. The mentoring systems of the institute assist in analyzing the strengths and weaknesses of the students on a regular basis and ensure proper guidance, timely assistance and interventions.

Special support to the slow learners is ensured through remedial classes and fast track revision sessions to clarify doubts and motivate the students to perform to the best of their abilities. Peer learning is encouraged through group discussions and presentations. This aids in building a culture of team work and helps to develop leadership as well as interpersonal skills for both types of learners.

Faculty mentors encouraged the advanced learners to undertake various online certificate courses to accelerate and upgrade their professional skills. The students are given exposure towards research by motivating them to interact with academic, industrial and subject experts on regular basis through the platforms of conferences organized by the institute. In such conferences the

advanced learners are encouraged to present/ publish papers. Advanced learners are also recommended to do additional internship as its offer the important opportunity to work closely with professionals, and to develop knowledge, competencies, and experience related directly to their career goals.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/2.2.1%20Final.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
346	17

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

After going through the challenging years of COVID we have once again come back to the regular and offline structure of implementing Teaching Learning Process at HNIMR. The platform of Google meet, Google classroom and the Google suite has been successfully incorporated to make the online mode efficient at every step. Regarding the Participative learning approach through "Developing Competency Model for the organization". It is a group activity which was taken up in this approach.

Apart from the regular sessions, Internship programmes , certificate programmes based on various upcoming skills and attributes which are relevant to the Industry and are based on the need of each and every domain/specialization, workshops , domain grooming and sessions on soft skill and grooming have also been initiated .Consultancy Projects were initiated with students were they had a hands on practical exposure to the Business aspects and cases. Corporate Interface Sessions, Students Enrichment Programmes, were engaged by various Corporates sharing their valuable insights with the

students. Specialization wise Assignments, Presentations, Remedial sessions were conducted by the faculties from time to time. During the International Conference organized by the Institute the students were encouraged to contribute through research papers and the relevant papers were published in UGC care listed Journal.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.3.1%20final.pdf

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

After the COVID period the usage of e learning and IT enabled Learning Management tools have become an indispensable part of the curriculum. The effective use of Google Meet, Google classroom and its various applications by faculties have embedded the effective use of ICT in HNIMR culture. The use of ICT is compulsory for all the faculties to be used in some way or the other in their relevant Teaching Learning Process.

The college has added necessary hardware and software to equip classrooms and labs with ICT facilities. Desktop computers, laptop computers, portable audio systems, LCD and screens have been procured. Faculty members make use of various teaching aids, Internet connectivity, e-learning sites, e - resources… During the ongoing sessions also the Faculties make smart use of all the ICT and e learning resources and made their sessions impactful and operative. Library also made an efficient use and implementation of providing the online resources to the students. The availability of Swayam, NDL, NPTEL and other resources have been only made possible due to the ICT culture at HNIMR. The respective faculties use ICT mode to design, implement and evaluate the CCE's of all the assignments to the students.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

17

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

17

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

14

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

220

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

In terms of frequency and variety, the Institute's review procedure is open and strong. The system of internal assessment is presented to the students well in advance in order to maintain transparency in that process. The institute hosts an orientation programme during which a session on teaching and learning evaluation is presented by a college exam officer. The credit system which includes full credit and half credit courses, the pattern of evaluation and the elements of concurrent evaluation are explained to the students. Students are given an academic calendar with a detailed schedule of the SPPU examinations. Before the start of the term, the institute Director schedules a staff meeting where effective planning and implementation of the system is discussed. Through the teachers of their individual subject areas, the students are made aware of the pattern of evaluation well in advance. Depending on the subject, the internal assessment component may take the form of a case study, MCQ test, research article review, live project, presentation etc. The faculty talks with the students about the test answers and the scoring criteria. Exams and evaluations were successfully conducted online during the pandemic using Google Classroom and other virtual technologies. A committee is constituted to oversee the timely scheduling, execution and evaluation of the internal evaluation component in order to ensure an effective and transparent examination process.

File Description	Documents
Any additional information	[View File]()
Link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.5.1_final.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

Grievance at the institution: The internal examination-related grievance procedure is open, timely, and effective. The procedure listed below is used for any internal and external examination complaints.

1. Students must submit a written, signed application addressing the specific exam section where they feel they have been treated unfairly. The topic teacher resolves any complaints that are linked to that subject.

2. The exam committee which is directed by a college exam officer, handles any additional exam-related complaints. The student may contact the institute's director if the issue is not remedied within eight days after the application where the exam committee led by the director can resolve exam-related complaints. Any problems or complaints relating to internal exams are promptly resolved with the assistance of the concern subject teacher. The exam/grievance redressal committee is a part of the examination department. Internal squad committees are formed to monitor the examination process as a whole during university exams. Regular instructions are given to the students and it is checked that the tests are administered efficiently.

3. Examining a grievance at the university: If students have questions about the grades they received on their university exams. Students submit online requests for revaluation and rechecking together with the required payments. Candidates have ten days from the date of receipt of the photocopy to submit an application and the necessary costs.

File Description	Documents
Any additional information	[View File]()
Link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.5.2.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The following methods are used to inform both students and faculty on the learning outcome:

The college is dedicated to the students' overall development and has a well-articulated vision and purpose statement. The programme outcomes are stated in full declarative phrases that concisely outline the information, abilities and proficiencies that students should have after finishing their course of study. In accordance with the programme outcomes to be reached, the institute practices resources like faculty, library, labs and technology. For efficient course delivery and student learning, the teaching methodology that will be employed with the students is decided before the start of the semester.

Program Specific Outcomes (PSOs): These are declarations of a program's results that help students understand how the skills they acquire in this program directly contribute to the sustainability and improvement of society.

Course Outcomes (COs): It provides the knowledge and skills the student ultimately gains at the conclusion of each course. It describes the cognitive functions that a course offers to the students.

Communication Mechanism: The course outcomes are stated in detail in each program's curriculum and are also available on the Institute website for ready reference. The subject faculty clearly explains the facts about outcomes to the students.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.6.1.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

A disciplinary pedagogy is utilized to ensure a fair and accurate assessment of students' performance, knowledge and abilities in relation to the learning outcomes. The PSOs, POs and COs were created by Savitribai Phule University with specific industry needs in mind. Curriculum is used to achieve the programme result and programme specific outcome. Course Outcomes (COs) are specified for each course and are mapped to POs and PSOs. COs is quantitatively evaluated using a set of performance evaluation criteria. As a result, achieving COs serves as proof that PO and PSO have also been accomplished. Various techniques for measuring, evaluating and assessing POs and PSOs methods of direct assessment internally ongoing evaluation Continuous internal review was carried out to evaluate the course outcomes.

Case studies, class tests, assignments, simulations, and other forms of evaluation are employed as part of the constant internal evaluation. End-of-semester exams: When determining the course outcome, the weighted average of each student's performance in the final exams is also taken into account. Indirect Assessment Methods: The Exit Survey: This survey, which final year MBA students completed at the end of their degree, serves as a thorough evaluation of the PO/PSO assessment.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	https://hnimr.org/wp-content/uploads/2022/01/2.6.2.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

144

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	[View File](#)
Upload any additional information	[View File](#)
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://hnimr.org/hnimr/naac/2-7-summary-of-student-satisfaction-survey/

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	[View File](#)

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	**No File Uploaded**
Supporting document from Funding Agency	**No File Uploaded**
Paste link to funding agency website	**Nil**

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The Institute has been exploring the ecosystem for innovation and transfer of knowledge through various initiatives. The purpose is to promote 'Learning by Doing ' approach, the institute provides a platform for students to acquire multi-disciplinary skills, experiment with industry's best practices to bring innovations, provide hands on experiences and industry exposure to students.

Industry-Institute Interface-The Institute organizes industry visits and field trips and encourages Internships. Industrial experts, professional agencies and Alumnae impart training to students in various areas for Skill

Entrepreneurship Development Cell conducts various activities such as entrepreneurs awareness camp, Business Plan Workshops ,Idea Generation workshops, Women Entrepreneurs Meet, and "E-BAZAAR" to give students hand on experience of entrepreneurship which has resulted in many students becoming entrepreneurs

Research Department organizes various conference/workshops/seminar to facilitate the research aptitude among the faculty members and students. The Institute also regularly publishes conference proceedings, magazines, monograph and guidelines on Research Work.

Faculty Development Programs are conducted on regular basis The highly qualified and skilled faculty members imparts the knowledge to students through innovative teaching learning methods with help of latest technology.

With strong industry academia interface the institute has created an eco-system for innovation & incubation which has become an integral part for creation and transfer of knowledge among beneficiaries. This ecosystem is instrumental in various achievement of the institute.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/3.2.1%20final.pdf

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

3

File Description	Documents
Report of the event	[View File](#)
Any additional information	[View File](#)
List of workshops/seminars during last 5 years (Data Template)	[View File](#)

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

7

File Description	Documents
URL to the research page on HEI website	https://www.hnimr.org/ph-d/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

41

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

0

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

The institute promotes regular engagement of faculty, students and staff with neighbourhood community for their holistic development and sustained community development through various activities.

Various awareness programs, workshops with themes like cleanliness, tree plantation, and empowerment of girls and women are organized.

Blood donation camp strengthens the sense of empathy and compassion among donors and also inculcates in them a sense of commitment and ethical responsibility. All this leads to informed, balanced and responsible citizenship.

Impact & Sensitization:

Exposure to extension and outreach activities sensitize the students towards social issues and also to legal and social remedies.

The activities conducted lead imbibing the values of social responsibility such as:

1. Tree Plantation/Cleanliness
2. Blood Donation Camps
3. Marathi Bhasha Din Celebration
4. Har Ghar Tiranga
5. Carbon Neutral Campus
6. Climate Responsiveness in Business
7. E-Waste Collection

Learning outcomes of the activity:

1. Enlarge the knowledge of societal issues and problems and to search solution by getting involved with their lives.
2. Build up relation and tie up with organizations/NGO to carry forward humanitarian work in future.
3. Develop a passion and brotherhood towards community, affected people/animals and destitute.
4. Develop skill and aptitude for problem solving.

File Description	Documents
Paste link for additional information	http://www.hnimr.org/wp-content/AQAR%202021-22/3.4.1%20finalup.pdf
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from

Government/ Government recognized bodies year wise during the year

`0`

File Description	Documents
Any additional information	**No File Uploaded**
Number of awards for extension activities in last 5 year (Data Template)	<u>View File</u>
e-copy of the award letters	**No File Uploaded**

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

`10`

File Description	Documents
Reports of the event organized	<u>View File</u>
Any additional information	<u>View File</u>
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<u>View File</u>

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

`411`

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

18

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

11

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

Institute adheres to norms and guidelines of its affiliating bodies viz. AICTE, SPPU and DTE in maintaining physical facilities on the campus. The campus is built on 0.5 acres of land with 3234.67 Sq. mtrs. Built-up area having four-storey building.

The following are highlights of provided facilities for teaching and learning and its allied activities:

ICT-enabled Classrooms, Auditorium, Seminar Hall

Air-conditioned Building except Corridors

Institute has three computer laboratories named as Lab-I (45), Lab-II (30) and Lab-III (60).

Faculty and Staff members are provided with PC for individual access, network printer facility, scanner facility, Internet and Wi-Fi access etc.

Technology-enabled teaching and learning processes that provides flexible and mobile access to resources through e-platforms viz. LMS – Moodle, ERP, Google Apps etc.

Safety and security: Security guards on the campus, CCTV, Fire Fighting System, Firewall, Anti-virus etc.

The other support facilities viz. Water Drinking facility, Medical Room, Change Room, Toilet blocks, Sanitary Pads Vending Machines, Ramps, Lift etc. are also made available with required housekeeping services.In addition to above, the centralized facilities are available viz. Auditoriums, Play Ground, Medical, Health Club, Canteen, Hostel etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.1.1%20Final.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Institute encourages Sports and Cultural activities. It formed dedicated cells for both the activities – Sports and Cultural.

1. Sports Cell:

Playground:

Centralized playground area of 2.5 acres.

Sports facilities for outdoor sports

Gymnasium:

Area of gym is 56.21sq.mtr. with multi-station equipment

Open Gym on Centralized Sports Ground

Indoor games:

Facilities are available to play viz. Table Tennis, Carom and Chess etc.

Yoga, Meditation Sessions:

The trained trainers of centralized facilities or from Patanjali conduct such sessions.

Seminar Hall area 112.42 Sq. Mtr.

Centralized facilities offered by MKSSS for students and staff. Tejaswini Health Club is exclusively for women established by parent body.

1. Cultural Cell:

Institute encourages participation in cultural activities since it believes in Aesthetic sensitivity and an approach of Art in Management Skills as well.

Facilities made available:

- Auditorium – 172.29 Sq. Mtr.
- Seminar Hall - 112.42 Sq. Mtr.

- **Girls Common Room – 185.61 Sq. Mtr.**

Centralized facilities of Samstha available on the campus:

- **Dhondumama Sathe Memorial auditorium (alias K B Joshi Hall)**
- **SBI Auditorium**
- **Auditorium of Mechanical Branch**

Institute supports the Students by bearing allied expenses like:

- **Paying Registration Fees and Conveyance**
- **Arranging Guidance Sessions**
- **Arranging Fitness Sessions**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.1.2%20Final.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

13

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.1.3%20Final.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

16.76

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

HNIMR Library provides open access facility and information related services to its users. Library strives to develop, organize and maintain a collection of books, journals, etc. needed to meet the informational, research, instructional needs of the students, faculty and administrative staff. This encourages students to develop lifelong habits of good reading, study and research.

Library is fully automated using SLIM 21 software. With network facilities, WEB OPAC can be accessed throughout the institute. Library has 27629 books, subscribed 54 excellent national and international journals and magazines, 11278 e-books and e-resources (EBSCO database) helping students to acquire knowledge on wide range of topics. There is a separate reading hall for students with around 100 seating capacity and Digital Library section for users to browse e-resources. Remote access facility is provided to users to access e-resources. To enhance learning process, Library Induction and Book Review activity is conducted for students. Online Business Standard newspaper was made available to students.

Library is a member of National Digital library of India. Institute has also formed NDLI Club. Sessions are conducted for students like Awareness on Effective Use of NDLI Resources, Reading Day, Global events announced by NDLI Club, etc.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://hnimr.org/wp-content/AQAR%202021-22/4.2.1%20paste.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources   A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

7.52

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

338

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Institute has IT facilities as per the AICTE norms, it upgrades facilities as per the advancement of technology required for the students in concerned with corporate world.

All the classrooms are digitally well equipped. The Institute provides its allied infrastructure at Auditorium. Seminar rooms, girl's common room, conference room etc.

Unlimited Internet access is provided with Wi-Fi to Students and Employees at all the locations within the unit (300 MBPS leased line). Institute has a policy to replace the old configuration PCs with current required configuration, and to renew and update software regularly, wherein only licensed software are used.

The up gradation takes place with respect to various IT tools timely for administrative work and communication systems.

Google suit is in place for teaching and learning activities to conduct academic activities. Tools like LED TVs (Signage) at entrance, Google Calendar with SMS facility, Group emails, Website, etc. Institute is also working on Social Media Optimization.

New purchases are – Laptop 5 and printers 5.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.3.1.pdf

4.3.2 - Number of Computers

174

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

129.22

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Various committees at college level and Samstha level cater to aspects like utilization and maintenance of the physical, academic and support facilities. The role and responsibilities of committees mentioned below,

- **General civil maintenance and upkeep of civil infrastructure is carried out by Centralized Vastu Vyavastha Vibhag.**
- **Repair and Maintenance of laboratory equipment's/instruments are taken care IT Department.**
- **The purchase committee handles the repair/ maintenance request appropriately by placing order to the respective equipment experts.**
- **A budget is annually is annually allocated for maintenance of the physical facilities.**
- **The Institute has adequate number of computers with internet connections.**

- **The library has provided remote access to the registered students and faculty members. During the pandemic this facility was used by students and faculties.**
- **Anti-virus software is purchased and is renewed annually for the smooth functioning of all the computers in the institute. The firewall is deployed for internet & Wi-Fi securities.**
- **Emergency exits and firefighting systems are made available to counter situations like fire hazards and natural calamities maintained by Centralized Vastu Vyavsatha Vibhag.**
- **During the pandemic fumigation completed.**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

220

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	[View File](#)
Upload any additional information	[View File](#)
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	[View File](#)

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

2

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://hnimr.org/wp-content/AQAR%202021-22/5.1.3%20finalup.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

13

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

79

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

79

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	No File Uploaded

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of student progression to higher education	[View File](#)

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

6

File Description	Documents
Upload supporting data for the same	[View File](#)
Any additional information	[View File](#)
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	[View File](#)

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

1

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at univer sity/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

HNIMR student council works as a brand ambassador. Council works as per the guidelines of Maharashtra Public University Act. HNIMR council comprises President, Vice-president and 44 students representative. Spirit of partnership and cooperation creates an appropriate environment for the Director, Students and Teachers so that they can conduct various activities in support of all the stakeholders. It provides a platform for students to develop their leadership skills, organizing skills and life skills. In addition to planning numerous co- curricular, cultural and community development activities, the council also organizes placement activities along with training and placement officers. Council follows a participative approach where opportunity has been provided to each representative to present the idea, the entire council discusses the same and voting has been conducted to finalize the entire plan related to the activity. After the Covid phase, in the new normal life students are well versed with handling and managing events in online & offline mode. Students organize all the events under the guidance of faculty members .During the organization of events, students learn different skills and they get confidence to handle the future challenges of work life. Council also motivates other students to participate in intercollegiate events. Council executes a crucial role in maintaining a healthy ecosystem in the institute.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/5.3.2%20finalup.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

5

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Alumnae association is a formal body working to bridge the gap between the institute and the working professionals who are the passed out students of the institution. This is a platform which helps the students to showcase about working environment and provides an opportunity to get the job and develop the network. In this academic year HNIMR has registered their alumnae association under society registration act. Alumnae of HNIMR are very proactive and every year they guide students on various platforms like in placement activities, corporate meet and greet, placement week sessions and induction program session. Alumnae give guidance to the current batch students in developing presentation skills, guidance about opportunities available in different companies, skills to be developed to overcome the future challenges and being a women college they also provide tips to maintain the work life balance during parenthood. Alumnae also donated an amount to Samstha for women empowerment activities. Alumnae cell has organized the event tracing the footprint where alumnae can share their experiences to show the right path for the future career. In the new normal life , after Covid phase Alumnae guides students with online and offline platforms. Students also get connected with alumnae through various social media platforms. Alumnae are providing a strong support to

the institute to develop network and overall institutional development.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/5.4.1%20finalup.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)   **E. <1Lakhs**

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

MKSSS's Smt. Hiraben Nanavati Institute of Management and Research for Women has aligned its vision and goal with MKSS Samstha's. At the top management level, Samstha has Management committees to oversee the various units of Samstha in terms of governance. Elected people make up the Managing Committee. The College Development Committee is made up of the Chairman, an elected representative from teaching and non-teaching staff, the IQAC coordinator, an alumnae representative, and specialists from academia, industry, and social service. In CDC, teaching and non-teaching representatives bridge the gap between employees and management thus ensuring smooth operation and prompt policy execution. CDC provides advice and makes strategic decisions such as reviewing the institute's success, approving various college activities, and sanctioning funding.

IQAC plays a role in the implementation of all academic-related activities to improve the institute's quality. The director oversees and analyses the overall activities of the institute. The placement cell develops information, attitude, and abilities required for managerial roles through training programs. HNIMR focuses on the empowerment and enrichment of women professionals through education, creative life skills, job skills training, and mentoring. Faculty members plan corporate seminars to help students find job

opportunities for women.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.1.1%20Final.pdf
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

HNIMR & Shri. Siddhivinayak Mahila Mahavidyalaya organized the two-day international conference in association with the Opole University of Technology, Poland on "Revisiting Leadership, Entrepreneurship, and Business Management for 2030" on 9th and 10th June 2022. LMC committee was involved in the strategic decision of holding an international conference in the interest of the overall development of students. Accordingly, the Director of the institute and conference co-convener Dr. Prashant Mamarde prepared a plan of implementation. The international conference was conducted through a participative approach. Operational responsibilities of the conference were divided among faculty members, office staff and students. An international collaboration task was assigned to Dr. Mihika Kulkarni. Dr. Ashok Pawar was entrusted with the task of liasoning with the publisher of the UGC Care listed journal. The printing of the banner and stage decoration committee was formed by two faculty members Dr. Sneha Arekar and Prof. Priyanka Potdar. Website and IT work were assigned to Dr. Suvarna Dhamdhere. The printing of participants' certificates task was given to Dr. Pranita Sonar. A hospitality committee was comprised of Dr. Sonali Parchure and Dr. Arpita Singh.

Prof. Ranjana Gogate was in charge for the arrangement of refreshments. The conference was very useful and thought provocative and was coordinated by Dr. Prashant Mamarde Sir, Dr. Mihika Kulkarni Madam under the guidance of Dr. Kishor Desarde Sir, Chairman – LMC, HNIMR & Dr. Surya Ramdas, Director- HNIMR.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.1.2%20Final.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

HNIMR has made remarkable growth in placements through a strong and dynamic Training and Placement Cell. It is catering to the needs of the industry by ensuring that the students meet the desired skill set level. A team of HR from the industry conducts the pre-placement talk and subsequently takes a written test, Group Discussion, and final interview is conducted in an effective manner. The placement cell guides the students in their successful careers.

Placement cell conducts rigorous training sessions, Pool Campus, HR Meet, Corporate Meet, Placement Fest Week, with various industries. The institute campus is visited by various MNCs and with their help, HNIMR has a good placement record. The placement week program was held from 07/03/2022 to 11/03/2022. A team from corporate spoke industry and their beginnings. On 08/03/2022 and 09/03/2022 women Entrepreneurs shared their journey with future India. E-Bazaar was organized on 10th March 2022 with stalls of pastries & Homemade chocolates, Scrunchies & jewellery, Cupcakes & sandwiches, Mruamba, Handmade earrings etc. Campus Placements was held on 11/03/2022. The following well-known companies were present for the campus drive

1. Cleveta Technologies

2. TSL CONSULTANCY SOLUTIONS PVT.LTD

3. NEUFLEX TALENT SOLUTIONS PVT.LTD

4. "A" CONSULTANCY

5. Soham Dadarkar Academy

6. Khajana Funds

7. Bajaj Allianz

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.2.1%20Final.pdf
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Managing Committee is an apex body of Maharshi Karve Stree Shikshan Samstha. The Management Committee of MKSSS is formed by elected members, trustees and life workers, and employees' representatives. The Secretary of MKSSS ensures transparency and accountability of all units run under Samstha. CDC Chairman reviews the progress of the institute and gives approval to various college activities, and sanctions funds for procurement. The Director of the institution is responsible for day-to-day academics, and financial and administrative activities. He also monitors admissions, teaching-learning mechanisms, and placement activities. Planning the IT infrastructure requirements in consultation with Director is the responsibility of the computer lab in charge. Faculty members ensure effective content delivery through classroom online sessions. They assist the Director to plan, execute and monitor the curricular, co-curricular, and extra-curricular activities. They motivate students to active participation in the activity. Librarian decides the scheme of classification for documents related to the library. Assistant Administrative Officer regulates the work and conduct of the staff in accordance with the Act, Statute, Ordinance, Rules, and Regulations. HR Executive implements HR policies decided by Samstha and CDC. HR also handles leave of staff, holiday and vacation notices, mediclaim policy, HR roaster, and updates employees' service book, etc.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.2.2%20Final.pdf
Link to Organogram of the institution webpage	https://hnimr.org/hnimr/naac/organogram-of-the-institution-webpage/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	**No File Uploaded**
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Smt. Hiraben Nanavati Institute of Management and Research for Women (HNIMR) is a flagship of Maharshi Karve Stree Shikshan Samstha (MKSSS). The institution gives staff welfare foremost importance. Hence, the institution has effective welfare measures for teaching and non teaching staff.

The personal, health and financial welfares are catered by the samstha and the institute. A day care centre for the children of the employees, canteen, dispensary, gym, mediclaim insurance, etc. are a few of the welfare measures catering to personal and health of the employees. Like wise, co-operative credit societies for loan facilities, concession in tution fees on daughter's education at the samstha, regular increments, etc. are some of the financial welfares for the teaching as well as non – teaching staff.

Employees at HNIMR, are allowed to opt for flexi work hour / time change as per work duties with prior permission from respected college authority. The institute allows women employees to avail maternity leave as per government rules. Employees also get special leave up to 2 years as study leave for Ph. D. work etc.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/6.3.1%20final.pdf
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

4

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

3

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

15

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Institute has a set system for performance appraisal of teaching and non-teaching staff developed as per guidelines of parent body MKSSS.

Institute puts efforts to upgrade the competency of teaching and non-teaching staff by arranging training programmes, interactive sessions and also encouraging them to attend and participate in

seminars, conferences, workshops, FDPs etc. Participation of faculty and staff members is encouraged for out-reach activities.

Following is the Performance Appraisal System:

1. Feedback form from students and teachers
2. Teaching and Non-teaching staff members submit the prescribed 'Self-appraisal Form'.
3. Director of the Institute analyses and gives feedback on the same to individual members in written format and orally.
4. The reporting is done in LMC and LMC also guides and mentors for the same.

The evaluation parameters for teaching staff are related to subject teaching, research, participation in quality improvement programmes, contribution in co-curricular activities, enrichment of campus life, student welfare and discipline and out-reach activities.

The Evaluation for Non-Teaching Staff is assessed on two levels – by the respective head of the department and the Director of the Institute. The main parameters are result oriented accomplishment of tasks, communications skills, work approach, teamwork and leadership qualities etc.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/6.3.5.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The Institution has established a mechanism for conducting internal and external audits on the financial transactions every year to ensure financial compliance.

The Institute prepares and proposes the budget at the beginning of every financial year, which includes institutional expenditure like, salary, electricity and internet bill, other expenses like library purchases, funds for annual programs. The Management committee observes and approves the budget.

MKSSS being the parent body of HNIMR, appoints a Professional Internal Auditor. They ensure that the mobilization of fund is in the utmost useful manner. Every detail is discussed and briefed to the internal audit team and queries are raised if any. The Internal Audit report is then prepared by the internal Auditor and handed over to the director and secretary of the Smastha.

An external auditor is appointed by the society, who executes the statutory audit. Statutory financial audit is conducted half yearly. Finalization of the account is completed in June/July and audited statements are prepared in July/August duly signed by the Principal, and chartered accountant. Then audited report is submitted by chartered accountant.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.4.1%20final.pdf
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

6.9

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

HNIMR being self-financed institution follows financial prudence based on transparency, ethics and integrity.

The source of earning for institution is mainly the fees received from the students. In case of short fall the parent organization

MKSSS, provides the funds.

As per Samstha's rules, there are many means by which Samstha can arrange the money like overdraft or cash credits, loans on behalf of the property of Samstha, for the enhancement of Samstha.

MKSSS being a Public charitable trust, gets the funds from donations and fees from the students. There are various strata of society from where the Samstha receives the donations and these funds are utilized to run the institutions. HNIMR, an institution of MKSSS has an AICTE and DTE approval and is affiliated with Savitri Bai Phule Pune University. The students from the Institute are eligible to receive different grants and scholarships provided by Indian government bodies (Samaj Kalyan, SC/ST/OBC etc). All these funds go to Samstha and Samstha releases the funds to institutions as per requirements.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.4.3%20final.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

HNIMR engaged in planning and implementation of NEP 2020initiative with the aim of multi-disciplinary activities and connecting students to Indian Knowledge system. Majorly two activities were executed in this context – 1) the project on Carbon Neutral HNIMR and 2) Vedic Day Celebration The brief of these activities is as follows:

Example 1: Carbon Neutral HNIMR

HNIMR actively participated in Carbon Neutral Campus (CNC) activity initiated by Samuchit Enviro Tech, a member of Indian Network on Ethics and Climate Change and Climate Collective Pune. An orientation workshop was conducted for the MBA students. The team of 30 students and 2 faculty members was formed to undertake the two months project under the guidance of Dr. Priyadarshini Karve. This survey based project added value to the knowledge of students and

awareness to reduce emissions on a personal level.

Example 2: Vedic Day Celebration

A Vedic day was celebrated to spread awareness, and promote and revive ancient Indian knowledge. This spiritual feast enlightened students to learn various aspects of Indian ancient knowledge and traditions with their active participation and performances viz. reciting Sanskrit shlokas, dance and acts based on Vedic themes.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.5.1.pdf
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

IQAC conducts concurrent interactions with faculty members and placement cell to design, redesign teaching and learning processes and methodologies. Value education and skill enhancement for employability were treated with importance for holistic development of the students. The following activities were conducted in this context:

   1. Symphony – Unity in Diversity:

A state wise cultural representation program titled 'Symphony – Unity in Diversity' was organized. The students represented different states of India per group. The activity was insightful for the students to learn aspects like culture, food, dressing, monuments, business, languages, uniqueness of state, tourism etc. of different states. The unique point of our nation 'Unity in Diversity' could be observed well by the students.

   1. Domain Grooming:

The domain grooming sessions are being conducted in the form of corporate interface sessions, workshops and certificate courses. The major objective is to enhance and enrich the employability of the students by polishing their skills. The specialisation activities

conducted were HR Practical Lab, Certificate Course on HR Analytics, Digital Marketing & Analytics, Union Budget Analysis, Financial Derivatives, Financial Techniques in Financial Modelling, and Grooming sessions for BA and OSCM students.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.5.2.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://hnimr.org/?page_id=32#toggle-id-3
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The institute aims to teach values and nationalism in the students by celebrating the national festivals and birth anniversaries of great Indian personalities in the college campus every year. The celebrations include flag-hoisting, Easy competition. Well-known personalities are invited to motivate staff and students by their

encouraging speeches on those days.

Republic and Independence Day Celebration - Each year the Institution celebrates Republic Day and Independence Day hoisting the national flag by Chief Guest of the Programme. Students and staff salutes the flag and then sang the National Anthem. This is followed by sweets distribution and tea.

Teachers Day Celebration- every years student are celebration the teacher day program to increase awareness about the hero of educators in playing quality education at all levels

Women Day celebration-Every years institute arrange the women's day celebration to promote peace with women's rights.

Diwali and Dasara Get together- Institute celibate the Diwali and Dasara an integral part of learning and building a strong cultural belief.

International Yoga day- In this year's 21st June institute celebrate the international yoga in online mode. The sessions include orientation on Yoga, its mental and physical benefits and actual performance of some yoga asanas.

File Description	Documents
Annual gender sensitization action plan	https://hnimr.org/hnimr/naac/annual-gender-sensitization-action-plan/
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://hnimr.org/wp-content/AQAR%202021-22/7.1.1%20Final.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures   Solar energy Biogas plant Wheeling to the Grid   Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

B. Any 3 of the above

File Description	Documents
Geo tagged Photographs	[View File](#)
Any other relevant information	[View File](#)

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Waste disposal is an essential activity to manage waste from its inception to its final disposal. The waste generated in the campus include biodegradable and non-biodegradable nature. The environmental policy of the Samstha is to recycle any kind of waste with the respective well organised mechanism to make the campus clean, sanitised and healthy. This includes the proper collection, transport, usage and disposal of all waste together with monitoring system.

Solid waste –For the biodegradable waste we have two different Biogas Plan with capacity of 500 kg. With the help of that plant daily biogas is generated.

Liquid waste – Institute has a Sewage Treatment Plant to recycle the waste water. This plant treats the waste water and makes it fit for use in washrooms, cleaning purposes and watering plants and trees.

Biomedical waste - Daily 1200 Sanitary napkins are collected and disposed in the disposal machine with 0.6 is the pollution Rate. Near about 200 gms of ash produced after each disposal it is used as fertilizer.

E-waste mostly includes electronic devices, such as computer systems, Cd, DVD , Calculator, monitors, printers, scanners, copiers, calculators, fax machines, battery cells etc. E-waste is disposed of through vendors.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1. **Restricted entry of automobiles**
2. **Use of bicycles/ Battery-powered vehicles**
3. **Pedestrian-friendly pathways**
4. **Ban on use of plastic**
5. **Landscaping**

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the

D. Any 1 of the above

following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	**No File Uploaded**
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment   5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen   reading

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	**No File Uploaded**
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institution believes in equality of all cultures and

civilizations as is evident from the fact that students belonging to different caste, religion, regions are studying without any discrimination. HNIMR believe in unity in diversity that's why our students respect the different religion, language and culture. Similarly our students also celebrate the different festivals with joy and enthusiasm which help them to implant the social and religious harmony, With great fervour the national festivals, birth anniversaries and memorials of great Indian personalities like Mahatma Gandhi Sardar Vallabhbhai Patel, Sarvepalli Radhakrishnan, Lal Bahadur Shastri. On birth anniversary of Sardar Vallabhbhai Patel on October 31, institution celebrates Rashtriya Ekta Diwas (pledge is taken by staff and students on National Integration Day) every year. The institute organised different event like, Holi celebration, Traditional dress competition, Diwali, Dasera, Ganpati, Dahi-hand and intra collegiate compitition "Symphony- Unity in Diversity". The university also organizes various cultural programs to celebrate the cultural diversity of India. Students from various regional and cultural backgrounds participate in such programs.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

HNIMR has organised various activities to inform students and staff to the constitutional obligation: Values, Rights, Duties and responsibilities of the citizens. Every year, on Republic day and Independence Day, Chief Guest speech appeals to all to recall the struggle of freedom and respect the National Flag and National Anthem. Our constitution provides for, human rights and freedom dignity, equality and justice and superiority of constitution in the national life. This was witnessed by the integrity pledge celebration of Azadi ka Amrut Mahotsav and group presentations by the students on Indian Constitution.

- Institute conducts various activity under the community development cell like Vaccination drive, Blood donation drive and tree plantation where the student and staff can help the community.
- Institute conduct the Bhaubeej Nidhi Activity for collecting

fund for education of needy girls.
- The institute creates guidelines that reflect core values. Which are exhibited there Code of conduct for students.
- Guest session are organised by renowned personalities to deliver lectures on ethics, values, duties and responsibilities and on saving environment.
- Every year the institute celebrate the Bharat Ratna Dhondo Keshav Karve Jayanti.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://hnimr.org/wp-content/AQAR%202021-22/7.1.9%20Final.pdf
Any other relevant information	https://hnimr.org/wp-content/AQAR%202021-22/7.1.9%20Final.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The institute aims to teach values and nationalism in the students

by celebrating the national festivals and birth anniversaries of great Indian personalities in the college campus every year. The celebrations include flag-hoisting, Easy competition. Well-known personalities are invited to motivate staff and students by their encouraging speeches on those days.

Republic and Independence Day Celebration - Each year the Institution celebrates Republic Day and Independence Day hoisting the national flag by Chief Guest of the Programme. Students and staff salutes the flag and then sang the National Anthem. This is followed by sweets distribution and tea.

Teachers Day Celebration- every years student are celebration the teacher day program to increase awareness about the hero of educators in playing quality education at all levels

Women Day celebration-Every years institute arrange the women's day celebration to promote peace with women's rights.

Diwali and Dasara Get together- Institute celibate the Diwali and Dasara an integral part of learning and building a strong cultural belief.

International Yoga day- In this year's 21st June institute celebrate the international yoga in online mode. The sessions include orientation on Yoga, its mental and physical benefits and actual performance of some yoga asanas.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

I. Strengthening academic writing and publishing skills

In order to strengthen the academic-writing-skill ability among students and faculty members, this year HNIMR organised a 2 days'

workshop on 'Academic Writing skills', funded by NAAC.

In small groups the students conducted detailed research. The institute published an e-magazine of research carried by students. Couple of students wrote research papers along with their faculty guide in UGC Care listed journal and presented them at national and international conference.

With the help of mentors interested students were identified and guidance was provided.

1. Business Publication Scrap Book.

The institute sent an e-copy of the newspaper to the students. In each semester the students were expected to read and highlight 30 articles related to corporate strategy, CEO interviews, global business and global economics etc. and 10 articles related to any particular sector of their choice. They were expected to write their opinion like summary/Review of news, learning outcome from the news from management point of view, learning from any interview or Q/A etc. At the end of each semester the students submitted the Scrap Book to the Faculty Mentor for evaluation.

Students were kept well informed about the market and domain.

File Description	Documents
Best practices in the Institutional website	https://hnimr.org/hnimr/naac/7-2-best-practices/
Any other relevant information	https://hnimr.org/wp-content/AQAR%202021-22/7.2%20Final.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

'Channelizing students employability'

HNIMR has taken remarkable efforts in channelizing the employability of the students. The institute took help of team of HR professionals from the industry. The students are from diverse backgrounds thus regular mentoring by corporate bodies make them industry competent.

A team of enthusiastic student placement ambassadors is involved in the process. With this intension, the institute has

- More than 10 active MoU's,

- Placement Fest of a week consisting of

- Lauding the Echelon- A tete with corporate about the industry and their beginnings.
- Entrepreneurship Forum – A forum to celebrate the success of young entrepreneurs and startups
- E-Bazaar – A platform for students and young entrepreneurs to sell their product
- Campus placements

- Training sessions to help the students grab the opportunities and start their professional journey:-
    - Mock interviews,
    - Job titles,
    - Presentation skills,
    - Group Discussions',
    - HR mentoring,
    - Strategies for building your career,
    - Aptitude test,
    - Corporate interface,
    - Resume building, communication,
    - Idea generation techniques and logical structuring of thoughts,
    - Acupressure,
    - Dance yoga and personal grooming,
    - Self-awareness Etc.

The outcome of these efforts resulted into increased employability of the students. Whole batch of Sem II got internship and almost half batch of the Sem IV students got placed.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

Smt. Hiraben Nanavati Institute of Management & Research for Women (HNIMR) is affiliated to Savitribai Phule Pune University (SPPU). The Institute follows the syllabus and academic framework as designed by SPPU. However, HNIMR believes in developing competent young professional women managers. Hence, keeping in view the contemporary concepts that enable to meet the industry requirements, the institute focuses on developing the skills of the students by certifications and conducting workshops that are delivered by the experts from the industry, thereby focusing on contents beyond the syllabus. Various add – on programmes activities associated with the subjects, such as group discussions, corporate interface, class presentations, written assignments, live projects, role play etc. became a part of the extended curriculum. The institute adheres to the Lecture – Tutorial and Practical (LTP) Pattern as suggested by the university. Accordingly, academic calendar and sessions were planned. Presentations and viva-voce made the students ready to face the online corporate world. Counseling and Mental health sessions were conducted for the students to sustain them during the pandemic situation. At the same time, a feeling of belongingness for the community was inculcated amongst the students by conducting various online community development activities.

File Description	Documents
Upload relevant supporting document	[View File]()
Link for Additional information	[https://www.hnimr.org/wp-content/AQAR%202021-22/1.1.1%20final.pdf]()

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The MBA Programme at HNIMR, being affiliated to the SPPU, follows the CBCS - Revised 2019 Pattern for syllabus course structure, which is based on the philosophy of the Bloom's taxonomy,

wherein, the students are enabled to develop from the lower level thinking skills to the higher order thinking skills, with emphasis on developing their cognitive skills. The teaching – evaluation structure at HNIMR is planned and executed accordingly. Faculty members use a combination of teaching and evaluation methods for their respective subjects. Post Covid-19 pandemic, offline sessions were conducted keeping in view the Covid-19 norms. The course material and sharing of e-resources was done through Google Classroom. The individual and group presentations, group discussions, project viva-voce, were all conducted keeping in view the Covid-19 norms. The class tests, written assignments, internal exam papers were hand-written, scanned and submitted through Google classroom in the first half of the academic year, and offline class tests and internal exams were conducted in the second half of the academic year, so as to make the students prepare themselves for the SPPU external examination. The performance of the students were well documented and the feedback of the same was communicated to the students.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://hnimr.org/wp-content/AQAR%202021-22/1.1.2%20final.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

36

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

346

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The vision of the institute is empowerment and enrichment of women professionals through education, innovative training of life skills and job skills for pioneering their entry in the contemporary management streams and job domains. HNIMR also works on encouraging self-employment and through sensitizing awareness for women's issues in the society. To mark towards the accomplishment of the achievement of the vision, the institute focuses on the overall development of the students by integrating crosscutting issues relevant to Professional ethics, Human Values and sensitizing them towards environment and sustainability of the society. HNIMR strives hard to enhance the development of the students by catering to the industry requirements which are beyond the syllabus contents. The Covid – 19 pandemic situation was no exception to it. The institute has catered to inculcating professional ethics with the help of online delivery of soft skills and technical skills like MS Excel, Business Analytics, Digital Marketing, Financial Analytics, Entrepreneurship, Research Competitions that dealt with organizational, economical and societal issues etc. The human values and ethics related to environment and sustainability were also imbibed with the help of various activities like tree plantation, blood donation camps, integrity pledge, International Women's Day, Azadi ka Amrut Mahotsav etc.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

3

File Description	Documents
Any additional information	[View File](#)
Programme / Curriculum/ Syllabus of the courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View File](#)
MoU's with relevant organizations for these courses, if any	[View File](#)
Institutional Data in Prescribed Format	[View File](#)

1.3.3 - Number of students undertaking project work/field work/ internships

151

File Description	Documents
Any additional information	[View File](#)
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	[View File](#)

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	https://hnimr.org/academics/feedback-report/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	[View File](#)
Any additional information	[View File](#)

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	[View File](#)
URL for feedback report	https://hnimr.org/academics/feedback-report/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

195

File Description	Documents
Any additional information	[View File](#)
Institutional data in prescribed format	[View File](#)

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

97

File Description	Documents
Any additional information	[View File](#)
Number of seats filled against seats reserved (Data Template)	[View File](#)

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

HNIMR is institution committed to impart quality teaching learning and enhance the overall performance of the learners from

diverse background. Consequently, the learning interest and pace of every student is different. The mentoring systems of the institute assist in analyzing the strengths and weaknesses of the students on a regular basis and ensure proper guidance, timely assistance and interventions.

Special support to the slow learners is ensured through remedial classes and fast track revision sessions to clarify doubts and motivate the students to perform to the best of their abilities. Peer learning is encouraged through group discussions and presentations. This aids in building a culture of team work and helps to develop leadership as well as interpersonal skills for both types of learners.

Faculty mentors encouraged the advanced learners to undertake various online certificate courses to accelerate and upgrade their professional skills. The students are given exposure towards research by motivating them to interact with academic, industrial and subject experts on regular basis through the platforms of conferences organized by the institute. In such conferences the advanced learners are encouraged to present/ publish papers. Advanced learners are also recommended to do additional internship as its offer the important opportunity to work closely with professionals, and to develop knowledge, competencies, and experience related directly to their career goals.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/2.2.1%20Final.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
346	17

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

After going through the challenging years of COVID we have once again come back to the regular and offline structure of implementing Teaching Learning Process at HNIMR. The platform of Google meet, Google classroom and the Google suite has been successfully incorporated to make the online mode efficient at every step. Regarding the Participative learning approach through "Developing Competency Model for the organization". It is a group activity which was taken up in this approach.

Apart from the regular sessions, Internship programmes , certificate programmes based on various upcoming skills and attributes which are relevant to the Industry and are based on the need of each and every domain/specialization, workshops , domain grooming and sessions on soft skill and grooming have also been initiated .Consultancy Projects were initiated with students were they had a hands on practical exposure to the Business aspects and cases. Corporate Interface Sessions, Students Enrichment Programmes, were engaged by various Corporates sharing their valuable insights with the students. Specialization wise Assignments, Presentations, Remedial sessions were conducted by the faculties from time to time. During the International Conference organized by the Institute the students were encouraged to contribute through research papers and the relevant papers were published in UGC care listed Journal.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.3.1%20final.pdf

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

After the COVID period the usage of e learning and IT enabled Learning Management tools have become an indispensable part of the curriculum. The effective use of Google Meet, Google classroom and its various applications by faculties have embedded the effective use of ICT in HNIMR culture. The use of ICT is compulsory for all the faculties to be used in some way or the other in their relevant Teaching Learning Process.

The college has added necessary hardware and software to equip classrooms and labs with ICT facilities. Desktop computers, laptop computers, portable audio systems, LCD and screens have been procured. Faculty members make use of various teaching aids, Internet connectivity, e-learning sites, e - resources… During the ongoing sessions also the Faculties make smart use of all the ICT and e learning resources and made their sessions impactful and operative. Library also made an efficient use and implementation of providing the online resources to the students. The availability of Swayam, NDL, NPTEL and other resources have been only made possible due to the ICT culture at HNIMR. The respective faculties use ICT mode to design, implement and evaluate the CCE's of all the assignments to the students.

File Description	Documents
Upload any additional information	[View File](#)
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	[View File](#)

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

17

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	[View File](#)
Circulars pertaining to assigning mentors to mentees	[View File](#)
Mentor/mentee ratio	[View File](#)

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

17

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

14

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

220

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

In terms of frequency and variety, the Institute's review procedure is open and strong. The system of internal assessment is presented to the students well in advance in order to maintain transparency in that process. The institute hosts an orientation programme during which a session on teaching and learning evaluation is presented by a college exam officer. The credit system which includes full credit and half credit courses, the pattern of evaluation and the elements of concurrent evaluation are explained to the students. Students are given an academic calendar with a detailed schedule of the SPPU examinations. Before the start of the term, the institute Director schedules a staff meeting where effective planning and implementation of the system is discussed. Through the teachers of their individual subject areas, the students are made aware of the pattern of evaluation well in advance. Depending on the subject, the internal assessment component may take the form of a case study, MCQ test, research article review, live project, presentation etc. The faculty talks with the students about the test answers and the scoring criteria. Exams and evaluations were successfully conducted online during the pandemic using Google Classroom and other virtual technologies. A committee is constituted to oversee the timely scheduling, execution and evaluation of the internal evaluation component in order to ensure an effective and transparent examination process.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.5.1_final.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

Grievance at the institution: The internal examination-related grievance procedure is open, timely, and effective. The procedure listed below is used for any internal and external examination complaints.

1. Students must submit a written, signed application addressing the specific exam section where they feel they have been treated unfairly. The topic teacher resolves any complaints that are linked to that subject.

2. The exam committee which is directed by a college exam

officer, handles any additional exam-related complaints. The student may contact the institute's director if the issue is not remedied within eight days after the application where the exam committee led by the director can resolve exam-related complaints. Any problems or complaints relating to internal exams are promptly resolved with the assistance of the concern subject teacher. The exam/grievance redressal committee is a part of the examination department. Internal squad committees are formed to monitor the examination process as a whole during university exams. Regular instructions are given to the students and it is checked that the tests are administered efficiently.

3. Examining a grievance at the university: If students have questions about the grades they received on their university exams. Students submit online requests for revaluation and rechecking together with the required payments. Candidates have ten days from the date of receipt of the photocopy to submit an application and the necessary costs.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.5.2.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The following methods are used to inform both students and faculty on the learning outcome:

The college is dedicated to the students' overall development and has a well-articulated vision and purpose statement. The programme outcomes are stated in full declarative phrases that concisely outline the information, abilities and proficiencies that students should have after finishing their course of study. In accordance with the programme outcomes to be reached, the institute practices resources like faculty, library, labs and technology. For efficient course delivery and student learning, the teaching methodology that will be employed with the students is decided before the start of the semester.

Program Specific Outcomes (PSOs): These are declarations of a

program's results that help students understand how the skills they acquire in this program directly contribute to the sustainability and improvement of society.

Course Outcomes (COs): It provides the knowledge and skills the student ultimately gains at the conclusion of each course. It describes the cognitive functions that a course offers to the students.

Communication Mechanism: The course outcomes are stated in detail in each program's curriculum and are also available on the Institute website for ready reference. The subject faculty clearly explains the facts about outcomes to the students.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://hnimr.org/wp-content/AQAR%202021-22/2.6.1.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

A disciplinary pedagogy is utilized to ensure a fair and accurate assessment of students' performance, knowledge and abilities in relation to the learning outcomes. The PSOs, POs and COs were created by Savitribai Phule University with specific industry needs in mind. Curriculum is used to achieve the programme result and programme specific outcome. Course Outcomes (COs) are specified for each course and are mapped to POs and PSOs. COs is quantitatively evaluated using a set of performance evaluation criteria. As a result, achieving COs serves as proof that PO and PSO have also been accomplished. Various techniques for measuring, evaluating and assessing POs and PSOs methods of direct assessment internally ongoing evaluation Continuous internal review was carried out to evaluate the course outcomes.

Case studies, class tests, assignments, simulations, and other forms of evaluation are employed as part of the constant internal evaluation. End-of-semester exams: When determining the course outcome, the weighted average of each student's performance in the final exams is also taken into account. Indirect Assessment Methods: The Exit Survey: This survey, which final year MBA

students completed at the end of their degree, serves as a thorough evaluation of the PO/PSO assessment.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://hnimr.org/wp-content/uploads/2022/01/2.6.2.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

144

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://hnimr.org/hnimr/naac/2-7-summary-of-student-satisfaction-survey/

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	**No File Uploaded**
e-copies of the grant award letters for sponsored research projects /endowments	**No File Uploaded**
List of endowments / projects with details of grants(Data Template)	<u>View File</u>

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	<u>View File</u>
Institutional data in prescribed format	<u>View File</u>

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	<u>View File</u>
Any additional information	**No File Uploaded**
Supporting document from Funding Agency	**No File Uploaded**
Paste link to funding agency website	**Nil**

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The Institute has been exploring the ecosystem for innovation and

transfer of knowledge through various initiatives. The purpose is to promote 'Learning by Doing ' approach, the institute provides a platform for students to acquire multi-disciplinary skills, experiment with industry's best practices to bring innovations, provide hands on experiences and industry exposure to students.

Industry-Institute Interface-The Institute organizes industry visits and field trips and encourages Internships. Industrial experts, professional agencies and Alumnae impart training to students in various areas for Skill

Entrepreneurship Development Cell conducts various activities such as entrepreneurs awareness camp, Business Plan Workshops ,Idea Generation workshops, Women Entrepreneurs Meet, and "E-BAZAAR" to give students hand on experience of entrepreneurship which has resulted in many students becoming entrepreneurs

Research Department organizes various conference/workshops/seminar to facilitate the research aptitude among the faculty members and students. The Institute also regularly publishes conference proceedings, magazines, monograph and guidelines on Research Work.

Faculty Development Programs are conducted on regular basis The highly qualified and skilled faculty members imparts the knowledge to students through innovative teaching learning methods with help of latest technology.

With strong industry academia interface the institute has created an eco-system for innovation & incubation which has become an integral part for creation and transfer of knowledge among beneficiaries. This ecosystem is instrumental in various achievement of the institute.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/3.2.1%20final.pdf

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology,

Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

3

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

7

File Description	Documents
URL to the research page on HEI website	https://www.hnimr.org/ph-d/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

41

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

0

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	<u>View File</u>

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

The institute promotes regular engagement of faculty, students and staff with neighbourhood community for their holistic development and sustained community development through various activities. Various awareness programs, workshops with themes like cleanliness, tree plantation, and empowerment of girls and women are organized.

Blood donation camp strengthens the sense of empathy and compassion among donors and also inculcates in them a sense of commitment and ethical responsibility. All this leads to informed, balanced and responsible citizenship.

Impact & Sensitization:

Exposure to extension and outreach activities sensitize the students towards social issues and also to legal and social remedies.

The activities conducted lead imbibing the values of social responsibility such as:

1. **Tree Plantation/Cleanliness**
2. **Blood Donation Camps**
3. **Marathi Bhasha Din Celebration**
4. **Har Ghar Tiranga**
5. **Carbon Neutral Campus**
6. **Climate Responsiveness in Business**
7. **E-Waste Collection**

Learning outcomes of the activity:

1. Enlarge the knowledge of societal issues and problems and to search solution by getting involved with their lives.
2. Build up relation and tie up with organizations/NGO to carry forward humanitarian work in future.
3. Develop a passion and brotherhood towards community, affected people/animals and destitute.
4. Develop skill and aptitude for problem solving.

File Description	Documents
Paste link for additional information	http://www.hnimr.org/wp-content/AQAR%202021-22/3.4.1%20finalup.pdf
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

10

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

411

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

18

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

11

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

Institute adheres to norms and guidelines of its affiliating bodies viz. AICTE, SPPU and DTE in maintaining physical facilities on the campus. The campus is built on 0.5 acres of land with 3234.67 Sq. mtrs. Built-up area having four-storey building.

The following are highlights of provided facilities for teaching and learning and its allied activities:

ICT-enabled Classrooms, Auditorium, Seminar Hall

Air-conditioned Building except Corridors

Institute has three computer laboratories named as Lab-I (45), Lab-II (30) and Lab-III (60).

Faculty and Staff members are provided with PC for individual access, network printer facility, scanner facility, Internet and Wi-Fi access etc.

Technology-enabled teaching and learning processes that provides

flexible and mobile access to resources through e-platforms viz. LMS – Moodle, ERP, Google Apps etc.

Safety and security: Security guards on the campus, CCTV, Fire Fighting System, Firewall, Anti-virus etc.

The other support facilities viz. Water Drinking facility, Medical Room, Change Room, Toilet blocks, Sanitary Pads Vending Machines, Ramps, Lift etc. are also made available with required housekeeping services.In addition to above, the centralized facilities are available viz. Auditoriums, Play Ground, Medical, Health Club, Canteen, Hostel etc.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.1.1%20Final.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Institute encourages Sports and Cultural activities. It formed dedicated cells for both the activities – Sports and Cultural.

1. Sports Cell:

Playground:

Centralized playground area of 2.5 acres.

Sports facilities for outdoor sports

Gymnasium:

Area of gym is 56.21sq.mtr. with multi-station equipment

Open Gym on Centralized Sports Ground

Indoor games:

Facilities are available to play viz. Table Tennis, Carom and Chess etc.

```
Yoga, Meditation Sessions:

The trained trainers of centralized facilities or from Patanjali
conduct such sessions.

Seminar Hall area 112.42 Sq. Mtr.

Centralized facilities offered by MKSSS for students and staff.
Tejaswini Health Club is exclusively for women established by
parent body.

   1. Cultural Cell:

Institute encourages participation in cultural activities since
it believes in Aesthetic sensitivity and an approach of Art in
Management Skills as well.

Facilities made available:

   • Auditorium – 172.29 Sq. Mtr.
   • Seminar Hall - 112.42 Sq. Mtr.
   • Girls Common Room – 185.61 Sq. Mtr.

Centralized facilities of Samstha available on the campus:

   • Dhondumama Sathe Memorial auditorium (alias K B Joshi Hall)
   • SBI Auditorium
   • Auditorium of Mechanical Branch

Institute supports the Students by bearing allied expenses like:

   • Paying Registration Fees and Conveyance
   • Arranging Guidance Sessions
   • Arranging Fitness Sessions
```

File Description	Documents
Upload any additional information	[View File]()
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.1.2%20Final.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

13

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.1.3%20Final.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

16.76

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

HNIMR Library provides open access facility and information related services to its users. Library strives to develop, organize and maintain a collection of books, journals, etc. needed to meet the informational, research, instructional needs of the students, faculty and administrative staff. This encourages students to develop lifelong habits of good reading, study and research.

Library is fully automated using SLIM 21 software. With network facilities, WEB OPAC can be accessed throughout the institute. Library has 27629 books, subscribed 54 excellent national and

international journals and magazines, 11278 e-books and e-resources (EBSCO database) helping students to acquire knowledge on wide range of topics. There is a separate reading hall for students with around 100 seating capacity and Digital Library section for users to browse e-resources. Remote access facility is provided to users to access e-resources. To enhance learning process, Library Induction and Book Review activity is conducted for students. Online Business Standard newspaper was made available to students.

Library is a member of National Digital library of India. Institute has also formed NDLI Club. Sessions are conducted for students like Awareness on Effective Use of NDLI Resources, Reading Day, Global events announced by NDLI Club, etc.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://hnimr.org/wp-content/AQAR%202021-22/4.2.1%20paste.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	A. Any 4 or more of the above

File Description	Documents
Upload any additional information	[View File](#)
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	[View File](#)

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

7.52

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

338

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Institute has IT facilities as per the AICTE norms, it upgrades facilities as per the advancement of technology required for the students in concerned with corporate world.

All the classrooms are digitally well equipped. The Institute provides its allied infrastructure at Auditorium. Seminar rooms, girl's common room, conference room etc.

Unlimited Internet access is provided with Wi-Fi to Students and Employees at all the locations within the unit (300 MBPS leased line). Institute has a policy to replace the old configuration PCs with current required configuration, and to renew and update software regularly, wherein only licensed software are used.

The up gradation takes place with respect to various IT tools timely for administrative work and communication systems.

Google suit is in place for teaching and learning activities to conduct academic activities. Tools like LED TVs (Signage) at entrance, Google Calendar with SMS facility, Group emails, Website, etc. Institute is also working on Social Media

Optimization.

New purchases are – Laptop 5 and printers 5.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/4.3.1.pdf

4.3.2 - Number of Computers

174

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution	A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

129.22

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Various committees at college level and Samstha level cater to aspects like utilization and maintenance of the physical, academic and support facilities. The role and responsibilities of committees mentioned below,

- General civil maintenance and upkeep of civil infrastructure is carried out by Centralized Vastu Vyavastha Vibhag.
- Repair and Maintenance of laboratory equipment's/instruments are taken care IT Department.
- The purchase committee handles the repair/ maintenance request appropriately by placing order to the respective equipment experts.
- A budget is annually is annually allocated for maintenance of the physical facilities.
- The Institute has adequate number of computers with internet connections.
- The library has provided remote access to the registered students and faculty members. During the pandemic this facility was used by students and faculties.
- Anti-virus software is purchased and is renewed annually for the smooth functioning of all the computers in the institute. The firewall is deployed for internet & Wi-Fi securities.
- Emergency exits and firefighting systems are made available to counter situations like fire hazards and natural calamities maintained by Centralized Vastu Vyavsatha Vibhag.
- During the pandemic fumigation completed.

File Description	Documents
Upload any additional information	<u>View File</u>
Paste link for additional information	<u>https://www.hnimr.org/wp-content/AQAR%202021-22/4.4.2.pdf</u>

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

220

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<u>View File</u>
Upload any additional information	<u>View File</u>
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<u>View File</u>

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

2

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://hnimr.org/wp-content/AQAR%202021-22/5.1.3%20finalup.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

13

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

79

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent

A. All of the above

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees	

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

79

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	**No File Uploaded**

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of student progression to higher education	[View File](#)

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

`6`

File Description	Documents
Upload supporting data for the same	[View File](#)
Any additional information	[View File](#)
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	[View File](#)

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

`1`

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

HNIMR student council works as a brand ambassador. Council works as per the guidelines of Maharashtra Public University Act. HNIMR council comprises President, Vice-president and 44 students representative. Spirit of partnership and cooperation creates an appropriate environment for the Director, Students and Teachers so that they can conduct various activities in support of all the stakeholders. It provides a platform for students to develop their leadership skills, organizing skills and life skills. In addition to planning numerous co- curricular, cultural and community development activities, the council also organizes placement activities along with training and placement officers. Council follows a participative approach where opportunity has been provided to each representative to present the idea, the entire council discusses the same and voting has been conducted to finalize the entire plan related to the activity. After the Covid phase, in the new normal life students are well versed with handling and managing events in online & offline mode. Students organize all the events under the guidance of faculty members .During the organization of events, students learn different skills and they get confidence to handle the future challenges of work life. Council also motivates other students to participate in intercollegiate events. Council executes a crucial role in maintaining a healthy ecosystem in the institute.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/5.3.2%20finalup.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

5

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Alumnae association is a formal body working to bridge the gap between the institute and the working professionals who are the passed out students of the institution. This is a platform which helps the students to showcase about working environment and provides an opportunity to get the job and develop the network. In this academic year HNIMR has registered their alumnae association under society registration act. Alumnae of HNIMR are very proactive and every year they guide students on various platforms like in placement activities, corporate meet and greet, placement week sessions and induction program session. Alumnae give guidance to the current batch students in developing presentation skills, guidance about opportunities available in different companies, skills to be developed to overcome the

future challenges and being a women college they also provide tips to maintain the work life balance during parenthood. Alumnae also donated an amount to Samstha for women empowerment activities. Alumnae cell has organized the event tracing the footprint where alumnae can share their experiences to show the right path for the future career. In the new normal life , after Covid phase Alumnae guides students with online and offline platforms. Students also get connected with alumnae through various social media platforms. Alumnae are providing a strong support to the institute to develop network and overall institutional development.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/5.4.1%20finalup.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)	E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

MKSSS's Smt. Hiraben Nanavati Institute of Management and Research for Women has aligned its vision and goal with MKSS Samstha's. At the top management level, Samstha has Management committees to oversee the various units of Samstha in terms of governance. Elected people make up the Managing Committee. The College Development Committee is made up of the Chairman, an elected representative from teaching and non-teaching staff, the IQAC coordinator, an alumnae representative, and specialists from academia, industry, and social service. In CDC, teaching and non-teaching representatives bridge the gap between employees and management thus ensuring smooth operation and prompt policy execution. CDC provides advice and makes strategic decisions such as reviewing the institute's success, approving various college

activities, and sanctioning funding.

IQAC plays a role in the implementation of all academic-related activities to improve the institute's quality. The director oversees and analyses the overall activities of the institute. The placement cell develops information, attitude, and abilities required for managerial roles through training programs. HNIMR focuses on the empowerment and enrichment of women professionals through education, creative life skills, job skills training, and mentoring. Faculty members plan corporate seminars to help students find job opportunities for women.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.1.1%20Final.pdf
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

HNIMR & Shri. Siddhivinayak Mahila Mahavidyalaya organized the two-day international conference in association with the Opole University of Technology, Poland on "Revisiting Leadership, Entrepreneurship, and Business Management for 2030" on 9th and 10th June 2022. LMC committee was involved in the strategic decision of holding an international conference in the interest of the overall development of students. Accordingly, the Director of the institute and conference co-convener Dr. Prashant Mamarde prepared a plan of implementation. The international conference was conducted through a participative approach. Operational responsibilities of the conference were divided among faculty members, office staff and students. An international collaboration task was assigned to Dr. Mihika Kulkarni. Dr. Ashok Pawar was entrusted with the task of liasoning with the publisher of the UGC Care listed journal. The printing of the banner and stage decoration committee was formed by two faculty members Dr. Sneha Arekar and Prof. Priyanka Potdar. Website and IT work were assigned to Dr. Suvarna Dhamdhere. The printing of participants' certificates task was given to Dr. Pranita Sonar. A hospitality committee was comprised of Dr. Sonali Parchure and Dr. Arpita Singh.

Prof. Ranjana Gogate was in charge for the arrangement of

refreshments. The conference was very useful and thought provocative and was coordinated by Dr. Prashant Mamarde Sir, Dr. Mihika Kulkarni Madam under the guidance of Dr. Kishor Desarde Sir, Chairman – LMC, HNIMR & Dr. Surya Ramdas, Director- HNIMR.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.1.2%20Final.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

HNIMR has made remarkable growth in placements through a strong and dynamic Training and Placement Cell. It is catering to the needs of the industry by ensuring that the students meet the desired skill set level. A team of HR from the industry conducts the pre-placement talk and subsequently takes a written test, Group Discussion, and final interview is conducted in an effective manner. The placement cell guides the students in their successful careers.

Placement cell conducts rigorous training sessions, Pool Campus, HR Meet, Corporate Meet, Placement Fest Week, with various industries. The institute campus is visited by various MNCs and with their help, HNIMR has a good placement record. The placement week program was held from 07/03/2022 to 11/03/2022. A team from corporate spoke industry and their beginnings. On 08/03/2022 and 09/03/2022 women Entrepreneurs shared their journey with future India. E-Bazaar was organized on 10th March 2022 with stalls of pastries & Homemade chocolates, Scrunchies & jewellery, Cupcakes & sandwiches, Mruamba, Handmade earrings etc. Campus Placements was held on 11/03/2022. The following well-known companies were present for the campus drive

1. Cleveta Technologies

2. TSL CONSULTANCY SOLUTIONS PVT.LTD

3. NEUFLEX TALENT SOLUTIONS PVT.LTD

4. "A" CONSULTANCY

5. Soham Dadarkar Academy

6. Khajana Funds

7. Bajaj Allianz

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.2.1%20Final.pdf
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Managing Committee is an apex body of Maharshi Karve Stree Shikshan Samstha. The Management Committee of MKSSS is formed by elected members, trustees and life workers, and employees' representatives. The Secretary of MKSSS ensures transparency and accountability of all units run under Samstha. CDC Chairman reviews the progress of the institute and gives approval to various college activities, and sanctions funds for procurement. The Director of the institution is responsible for day-to-day academics, and financial and administrative activities. He also monitors admissions, teaching-learning mechanisms, and placement activities. Planning the IT infrastructure requirements in consultation with Director is the responsibility of the computer lab in charge. Faculty members ensure effective content delivery through classroom online sessions. They assist the Director to plan, execute and monitor the curricular, co-curricular, and extra-curricular activities. They motivate students to active participation in the activity. Librarian decides the scheme of classification for documents related to the library. Assistant Administrative Officer regulates the work and conduct of the staff in accordance with the Act, Statute, Ordinance, Rules, and Regulations. HR Executive implements HR policies decided by Samstha and CDC. HR also handles leave of staff, holiday and vacation notices, mediclaim policy, HR roaster, and updates employees' service book, etc.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.2.2%20Final.pdf
Link to Organogram of the institution webpage	https://hnimr.org/hnimr/naac/organogram-of-the-institution-webpage/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	**No File Uploaded**
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Smt. Hiraben Nanavati Institute of Management and Research for Women (HNIMR) is a flagship of Maharshi Karve Stree Shikshan Samstha (MKSSS). The institution gives staff welfare foremost importance. Hence, the institution has effective welfare measures for teaching and non teaching staff.

The personal, health and financial welfares are catered by the samstha and the institute. A day care centre for the children of the employees, canteen, dispensary, gym, mediclaim insurance, etc. are a few of the welfare measures catering to personal and health of the employees. Like wise, co-operative credit societies for loan facilities, concession in tution fees on daughter's education at the samstha, regular increments, etc. are some of the financial welfares for the teaching as well as non – teaching

staff.

Employees at HNIMR, are allowed to opt for flexi work hour / time change as per work duties with prior permission from respected college authority. The institute allows women employees to avail maternity leave as per government rules. Employees also get special leave up to 2 years as study leave for Ph. D. work etc.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/6.3.1%20final.pdf
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

4

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

3

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

15

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Institute has a set system for performance appraisal of teaching and non-teaching staff developed as per guidelines of parent body MKSSS.

Institute puts efforts to upgrade the competency of teaching and non-teaching staff by arranging training programmes, interactive sessions and also encouraging them to attend and participate in seminars, conferences, workshops, FDPs etc. Participation of faculty and staff members is encouraged for out-reach activities.

Following is the Performance Appraisal System:

1. Feedback form from students and teachers
2. Teaching and Non-teaching staff members submit the prescribed 'Self-appraisal Form'.
3. Director of the Institute analyses and gives feedback on the same to individual members in written format and orally.
4. The reporting is done in LMC and LMC also guides and mentors for the same.

The evaluation parameters for teaching staff are related to subject teaching, research, participation in quality improvement programmes, contribution in co-curricular activities, enrichment of campus life, student welfare and discipline and out-reach activities.

The Evaluation for Non-Teaching Staff is assessed on two levels – by the respective head of the department and the Director of the Institute. The main parameters are result oriented accomplishment of tasks, communications skills, work approach, teamwork and leadership qualities etc.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/AQAR%202021-22/6.3.5.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The Institution has established a mechanism for conducting internal and external audits on the financial transactions every year to ensure financial compliance.

The Institute prepares and proposes the budget at the beginning of every financial year, which includes institutional expenditure like, salary, electricity and internet bill, other expenses like library purchases, funds for annual programs. The Management committee observes and approves the budget.

MKSSS being the parent body of HNIMR, appoints a Professional Internal Auditor. They ensure that the mobilization of fund is in the utmost useful manner. Every detail is discussed and briefed to the internal audit team and queries are raised if any. The Internal Audit report is then prepared by the internal Auditor and handed over to the director and secretary of the Smastha.

An external auditor is appointed by the society, who executes the statutory audit. Statutory financial audit is conducted half yearly. Finalization of the account is completed in June/July and audited statements are prepared in July/August duly signed by the Principal, and chartered accountant. Then audited report is submitted by chartered accountant.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.4.1%20final.pdf
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

6.9

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

HNIMR being self-financed institution follows financial prudence based on transparency, ethics and integrity.

The source of earning for institution is mainly the fees received from the students. In case of short fall the parent organization MKSSS, provides the funds.

As per Samstha's rules, there are many means by which Samstha can arrange the money like overdraft or cash credits, loans on behalf of the property of Samstha, for the enhancement of Samstha.

MKSSS being a Public charitable trust, gets the funds from donations and fees from the students. There are various strata of society from where the Samstha receives the donations and these funds are utilized to run the institutions. HNIMR, an institution of MKSSS has an AICTE and DTE approval and is affiliated with Savitri Bai Phule Pune University. The students from the Institute are eligible to receive different grants and scholarships provided by Indian government bodies (Samaj Kalyan, SC/ST/OBC etc). All these funds go to Samstha and Samstha releases the funds to institutions as per requirements.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.4.3%20final.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

HNIMR engaged in planning and implementation of NEP 2020initiative with the aim of multi-disciplinary activities and connecting students to Indian Knowledge system. Majorly two activities were executed in this context – 1) the project on Carbon Neutral HNIMR and 2) Vedic Day Celebration The brief of these activities is as follows:

Example 1: Carbon Neutral HNIMR

HNIMR actively participated in Carbon Neutral Campus (CNC) activity initiated by Samuchit Enviro Tech, a member of Indian Network on Ethics and Climate Change and Climate Collective Pune. An orientation workshop was conducted for the MBA students. The team of 30 students and 2 faculty members was formed to undertake the two months project under the guidance of Dr. Priyadarshini Karve. This survey based project added value to the knowledge of students and awareness to reduce emissions on a personal level.

Example 2: Vedic Day Celebration

A Vedic day was celebrated to spread awareness, and promote and revive ancient Indian knowledge. This spiritual feast enlightened students to learn various aspects of Indian ancient knowledge and traditions with their active participation and performances viz. reciting Sanskrit shlokas, dance and acts based on Vedic themes.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.5.1.pdf
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

IQAC conducts concurrent interactions with faculty members and placement cell to design, redesign teaching and learning processes and methodologies. Value education and skill enhancement for employability were treated with importance for holistic development of the students. The following activities were conducted in this context:

   1. Symphony – Unity in Diversity:

A state wise cultural representation program titled 'Symphony – Unity in Diversity' was organized. The students represented different states of India per group. The activity was insightful for the students to learn aspects like culture, food, dressing, monuments, business, languages, uniqueness of state, tourism etc. of different states. The unique point of our nation 'Unity in Diversity' could be observed well by the students.

1. Domain Grooming:

The domain grooming sessions are being conducted in the form of corporate interface sessions, workshops and certificate courses. The major objective is to enhance and enrich the employability of the students by polishing their skills. The specialisation activities conducted were HR Practical Lab, Certificate Course on HR Analytics, Digital Marketing & Analytics, Union Budget Analysis, Financial Derivatives, Financial Techniques in Financial Modelling, and Grooming sessions for BA and OSCM students.

File Description	Documents
Paste link for additional information	https://hnimr.org/wp-content/AQAR%202021-22/6.5.2.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://hnimr.org/?page_id=32#toggle-id-3
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The institute aims to teach values and nationalism in the students by celebrating the national festivals and birth anniversaries of great Indian personalities in the college campus every year. The celebrations include flag-hoisting, Easy competition. Well-known personalities are invited to motivate staff and students by their encouraging speeches on those days.

Republic and Independence Day Celebration - Each year the Institution celebrates Republic Day and Independence Day hoisting the national flag by Chief Guest of the Programme. Students and staff salutes the flag and then sang the National Anthem. This is followed by sweets distribution and tea.

Teachers Day Celebration- every years student are celebration the teacher day program to increase awareness about the hero of educators in playing quality education at all levels

Women Day celebration-Every years institute arrange the women's day celebration to promote peace with women's rights.

Diwali and Dasara Get together- Institute celibate the Diwali and Dasara an integral part of learning and building a strong cultural belief.

International Yoga day- In this year's 21st June institute celebrate the international yoga in online mode. The sessions include orientation on Yoga, its mental and physical benefits and actual performance of some yoga asanas.

File Description	Documents
Annual gender sensitization action plan	https://hnimr.org/hnimr/naac/annual-gender-sensitization-action-plan/
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://hnimr.org/wp-content/AQAR%202021-22/7.1.1%20Final.pdf

7.1.2 - The Institution has facilities for	B. Any 3 of the above

alternate sources of energy and energy conservation measures   Solar energy Biogas plant Wheeling to the Grid   Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Waste disposal is an essential activity to manage waste from its inception to its final disposal. The waste generated in the campus include biodegradable and non-biodegradable nature. The environmental policy of the Samstha is to recycle any kind of waste with the respective well organised mechanism to make the campus clean, sanitised and healthy. This includes the proper collection, transport, usage and disposal of all waste together with monitoring system.

Solid waste —For the biodegradable waste we have two different Biogas Plan with capacity of 500 kg. With the help of that plant daily biogas is generated.

Liquid waste – Institute has a Sewage Treatment Plant to recycle the waste water. This plant treats the waste water and makes it fit for use in washrooms, cleaning purposes and watering plants and trees.

Biomedical waste - Daily 1200 Sanitary napkins are collected and disposed in the disposal machine with 0.6 is the pollution Rate. Near about 200 gms of ash produced after each disposal it is used as fertilizer.

E-waste mostly includes electronic devices, such as computer systems, Cd, DVD , Calculator, monitors, printers, scanners, copiers, calculators, fax machines, battery cells etc. E-waste is disposed of through vendors.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	[View File](#)
Geo tagged photographs of the facilities	[View File](#)

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	[View File](#)

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	[View File](#)
Various policy documents / decisions circulated for implementation	[View File](#)
Any other relevant documents	[View File](#)

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and

D. Any 1 of the above

energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	**No File Uploaded**
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen   reading

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	**No File Uploaded**
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institution believes in equality of all cultures and civilizations as is evident from the fact that students belonging to different caste, religion, regions are studying without any discrimination. HNIMR believe in unity in diversity that's why our students respect the different religion, language and culture. Similarly our students also celebrate the different festivals with joy and enthusiasm which help them to implant the social and religious harmony, With great fervour the national festivals, birth anniversaries and memorials of great Indian personalities like Mahatma Gandhi Sardar Vallabhbhai Patel, Sarvepalli Radhakrishnan, Lal Bahadur Shastri. On birth anniversary of Sardar Vallabhbhai Patel on October 31, institution celebrates Rashtriya Ekta Diwas (pledge is taken by staff and students on National Integration Day) every year. The institute organised different event like, Holi celebration, Traditional dress competition, Diwali, Dasera, Ganpati, Dahi-hand and intra collegiate compitition "Symphony- Unity in Diversity". The university also organizes various cultural programs to celebrate the cultural diversity of India. Students from various regional and cultural backgrounds participate in such programs.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)
Any other relevant information	[View File](#)

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

HNIMR has organised various activities to inform students and staff to the constitutional obligation: Values, Rights, Duties and responsibilities of the citizens. Every year, on Republic day and Independence Day, Chief Guest speech appeals to all to recall the struggle of freedom and respect the National Flag and National Anthem. Our constitution provides for, human rights and freedom dignity, equality and justice and superiority of constitution in the national life. This was witnessed by the integrity pledge celebration of Azadi ka Amrut Mahotsav and group presentations by the students on Indian Constitution.

- Institute conducts various activity under the community development cell like Vaccination drive, Blood donation

- **drive and tree plantation where the student and staff can help the community.**
- **Institute conduct the Bhaubeej Nidhi Activity for collecting fund for education of needy girls.**
- **The institute creates guidelines that reflect core values. Which are exhibited there Code of conduct for students.**
- **Guest session are organised by renowned personalities to deliver lectures on ethics, values, duties and responsibilities and on saving environment.**
- **Every year the institute celebrate the Bharat Ratna Dhondo Keshav Karve Jayanti.**

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://hnimr.org/wp-content/AQAR%202021-22/7.1.9%20Final.pdf
Any other relevant information	https://hnimr.org/wp-content/AQAR%202021-22/7.1.9%20Final.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	**A. All of the above**

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The institute aims to teach values and nationalism in the students by celebrating the national festivals and birth anniversaries of great Indian personalities in the college campus every year. The celebrations include flag-hoisting, Easy competition. Well-known personalities are invited to motivate staff and students by their encouraging speeches on those days.

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Women Day celebration-Every years institute arrange the women's day celebration to promote peace with women's rights.

Diwali and Dasara Get together- Institute celibate the Diwali and Dasara an integral part of learning and building a strong cultural belief.

International Yoga day- In this year's 21st June institute celebrate the international yoga in online mode. The sessions include orientation on Yoga, its mental and physical benefits and actual performance of some yoga asanas.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

I. Strengthening academic writing and publishing skills

In order to strengthen the academic-writing-skill ability among students and faculty members, this year HNIMR organised a 2 days' workshop on 'Academic Writing skills', funded by NAAC.

In small groups the students conducted detailed research. The institute published an e-magazine of research carried by students. Couple of students wrote research papers along with their faculty guide in UGC Care listed journal and presented them at national and international conference.

With the help of mentors interested students were identified and guidance was provided.

   1. **Business Publication Scrap Book.**

The institute sent an e-copy of the newspaper to the students. In each semester the students were expected to read and highlight 30 articles related to corporate strategy, CEO interviews, global business and global economics etc. and 10 articles related to any particular sector of their choice. They were expected to write their opinion like summary/Review of news, learning outcome from the news from management point of view, learning from any interview or Q/A etc. At the end of each semester the students submitted the Scrap Book to the Faculty Mentor for evaluation.

Students were kept well informed about the market and domain.

File Description	Documents
Best practices in the Institutional website	https://hnimr.org/hnimr/naac/7-2-best-practices/
Any other relevant information	https://hnimr.org/wp-content/AQAR%202021-22/7.2%20Final.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

'Channelizing students employability'

HNIMR has taken remarkable efforts in channelizing the employability of the students. The institute took help of team of HR professionals from the industry. The students are from diverse backgrounds thus regular mentoring by corporate bodies make them industry competent. A team of enthusiastic student placement ambassadors is involved in the process. With this intension, the institute has

- More than 10 active MoU's,

- Placement Fest of a week consisting of

  - Lauding the Echelon- A tete with corporate about the industry and their beginnings.
  - Entrepreneurship Forum – A forum to celebrate the success of young entrepreneurs and startups
  - E-Bazaar – A platform for students and young entrepreneurs to sell their product
  - Campus placements

- Training sessions to help the students grab the opportunities and start their professional journey:-
  - Mock interviews,
  - Job titles,
  - Presentation skills,
  - Group Discussions',
  - HR mentoring,
  - Strategies for building your career,
  - Aptitude test,
  - Corporate interface,
  - Resume building, communication,
  - Idea generation techniques and logical structuring of thoughts,
  - Acupressure,
  - Dance yoga and personal grooming,
  - Self-awareness Etc.

The outcome of these efforts resulted into increased employability of the students. Whole batch of Sem II got internship and almost half batch of the Sem IV students got placed.

File Description	Documents
Appropriate web in the Institutional website	[View File]()
Any other relevant information	[View File]()

7.3.2 - Plan of action for the next academic year

The Institute continuously strives hard to maintain the student centric teaching – learning process. This enables the students to upgrade themselves with the changing times and upcoming trends in the industry. A strong Industry Interface and College Development Committee (CDC) constantly guides the Institute to develop and upgrade the entire academic process at HNIMR.

Accordingly, the future plan of action for the next academic year has been designed as given below:

1. **Progressing towards autonomy for attaining higher quality in teaching - learning and evaluation process.**
2. **Strengthening of the Skill Development Cell to impart certificate courses to students in different domain areas for enhancing employability.**
3. **Introducing Multidisciplinary Courses**
4. **Upgrading and Strengthening Research Activities, Entrepreneurship Activities and Extension Activities**
5. **Focussing on writing skills and publication activities**
6. **Setting up systems for departmental audits, infrastructural audits etc.**
7. **Strengthening the involvement of students in placements activities so as to increase their industry connect and network.**