YEARLY STATUS REPORT - 2020-2021

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://www.hnimr.org/aqar-report/
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.hnimr.org/academics/academic-calendar/

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 for Workshop**	**NAAC**	**2021**	**30000**

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	05	
• 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)

1. Provided uninterrupted Teaching and Learning in online mode during Pandemic for curricular, extra-curricular as well as to enrich students with the knowledge and awareness of Current Trends and Career Opportunities of different domains.

2.Organized Online Faculty Development Programmes on 'Online Teaching Methods' for internal faculty members and the faculty members of other institutes.

3.Live projects in Digital Marketing through HNIMR Training, Research and Consultancy Cell

4.Silver Jubilee Year Celebration with involvement of all the stakeholders and setting an example in front of students about Role Models - Women Achievers and Alumnae Achievers.

5.Initiated the student publication entitled 'Srujan'

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
To be Provided uninterrupted Teaching and Learning in online mode during Pandemic for curricular, extra-curricular as well as to enrich students with the knowledge and awareness of Current Trends and Career Opportunities of different domains.	Student engagement in purely online mode was achieved during the challenging period of Pandemic. The several activities viz. live lectures, competitions, events were organized in purely online mode too. Library played a vital role to provide e-resources to the students in absence of access to physical library. Student enrichment Programme was organized to explore the current trends and and career opportunities of different domains.
To be Organized Online Faculty Development Programmes on 'Online Teaching Methods' for internal faculty members and the faculty members of other institutes.	Organized five FDPs for internal and outside faculty members. The faculty members found the hands-on sessions very useful for appropriate blend of e-learning methods in their teaching and learning. The courses were designed and delivered by HNIMR Faculty.
Live projects in Digital Marketing through HNIMR Training, Research and Consultancy Cell	HNIMR Training, Research and Consultancy Cell started live projects in Digital Marketing. The Cell started generating revenue through these projects. There are total five projects. It is a good learning experience for MBA students to work on the live projects that is adding value to their domain knowledge. There is an involvement of several stakehoders viz. Corporates, HNIMR Alumnae, and HNIMR MBA students.
Silver Jubilee Year Celebration with involvement of all the stakeholders and setting an	There was involvement of all the stakeholders of the institute - students, faculty members,

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example in front of students about Role Models - Women Achievers and Alumnae Achievers	management, non-teaching staff, parents, alumni's, recruiters, corporates from the society and vendors while celebrating its milestone of completing 25 years of its existence. It strengthened the bond between institute and its stakeholders. It created an example in front of MBA students to see 25 Women Achievers and 25 Alumnae Achievers which could be their role models.
To be initiated the student publication entitled 'Srujan'	The Publication Cell is established. This activity provided platform for students to express their creativity and learn real-world skills. It encouraged students to think, write & utilize language effectively for conveying ideas. Around 40 students contributed in the magazine either by way of publishing article, poem, book review, entrepreneur story, thought provoking idea/emotion, drawing or photography. Topic covered ranged from Indian ethos to current management practices.

13.Whether the AQAR was placed before statutory body?	**Yes**

- Name of the statutory body

Name	Date of meeting(s)
College Development Committee (CDC)	31/01/2022

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020-2021	**10/01/2022**

15.Multidisciplinary / interdisciplinary

16.Academic bank of credits (ABC):

17.Skill development:

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

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

20.Distance education/online education:

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**93**

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	**333**

File Description	Documents
Institutional Data in Prescribed Format	View File

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2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**94**

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

2.3 Number of outgoing/ final year students during the year	**182**

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

3.Academic

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

File Description	Documents
Data Template	No File Uploaded

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

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

4.Institution

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

4.2 Total expenditure excluding salary during the year (INR in lakhs)	**217.98**

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

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) being highly dedicated to develop competent young professional women managers focuses on an inclusive curriculum that includes the contents beyond the syllabus. The Institute being affiliated to Savitribai Phule Pune University (SPPU), inspite of the pandemic situation, adhered to the synchronous and asynchronous execution of the Lecture – Tutorial and Practical (LTP) Pattern as suggested by the university. Keeping in view the contents beyond the syllabus, the contemporary concepts that enable to meet the industry requirements and thereby develop the skills of the students were decided by the faculty members, which were delivered by the experts from industry. 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. Accordingly, academic calendar and sessions were planned. Online 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/uploads/2022/01/Criteria-1.1.1-final_compressed.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. During the Covid-19 pandemic situation, there was extensive and effective use of Google Classroom. The online sessions for course delivery was conducted through google meet and google classroom was used for course material delivery and sharing of e-resources. The individual and group presentations, group discussions, project viva-voce, were all conducted online through google meet. While the class tests, written assignments, internal exam papers were hand-written, scanned and submitted through google classroom. 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://www.hnimr.org/wp-content/uploads/2022/01/Criteria-1.1.2-final_compressed.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

01

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)

25

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

333

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

02

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

212

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://www.hnimr.org/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	**A. Feedback collected, analyzed**

be classified as follows	and action taken and feedback available on website

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

151

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

74

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

During the Covid – 19 pandemic, educational institutes had to adept online teaching following the norms of AICTE & SPPU.

HNIMR being committed to create conducive teaching learning

environment for all type of students, provides equal opportunities for quality education for students from diverse backgrounds. Hence, in such unprecedented times also institute had ensured that all types of learners are well equipped for better understanding.

At the starting of the academic year institute arranged support classes to impart fundamental knowledge of the subjects. Slow learners get a lot of personal level mentoring from faculty members for improving their skills. They are encouraged to benefit from remedial sessions and subject level guidance.

Institute also encouraged students to take up advanced certification courses available online on the platforms like COURSERA, Udemy etc. and mentors helped them to clear the certification.

Institute encouraged advanced learners to write the research papers with the help of their mentors, for this they read research papers available on Google scholar and EBSCO portal of the institute and learn the latest trends and development in their respective discipline. Research appears were published in student journal and national level journal. Research paper competition was also organized to promote them to take up the internship which enhance students resume for the final placement.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/Criteria-2.2.1_compressed.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
333	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

The Challenges which we have been facing since last one and a half year due to COVID, it has pushed us to take up new instances for expediting the Teaching Learning Process at HNIMR. The inception and a wide canvas of online teaching, designing the CCE's in accordance to them have been the most exciting and tough task to be accomplished. The platform of Google meet, Google classroom and the Google suite has been successfully incorporated to make the online mode efficient. Though the students were online but efforts were taken to make them participate in every activity, events, sessions, workshops, certificate courses which were run for them through online mode.

The vital use of the online Library was surely made possible, having the remote access for the Faculties and the students were there 24x7. Online Conferences were arranged along with online domain and soft skill grooming sessions for the students. Apart from the regular online sessions, Internship programmes have also been initiated through hybrid mode were students have been with the companies through online and offline mode. Consultancy Projects were initiated with students were they had a hands on practical exposure to the Business aspects and cases.Online 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 National Conference organized by the Institute the students were encouraged to contribute through research papers and the relevant papers were published in an ISSN peer reviewed journal.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/Criteria-2.3.1_compressed.pdf

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

The use and awareness regarding the various modes of technology in teaching especially during COVID period has resulted in implementing the blended learning process for Students at HNIMR. ICT based learning & digital materials has become an imperative during these times of COVID. It is becoming more essential through the online modes and applications of various platforms and usage.

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 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 online sessions also the Faculties made 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

210

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.

The Institute has transparent and robust evaluation process in terms of frequency and variety. In order to ensure transparency in internal assessment, the system of internal assessment is communicated with the students well in time. . The institute organises induction program in which a session is delivered by College Exam Officer on teaching learning evaluation. The students are oriented about Credit system-Full credit/Half credit courses, Pattern of evaluation, Components of concurrent evaluation. . The Academic calendar is given to the students which has detail schedule of examination under SPPU. The staff meeting is scheduled by director of the institute before the commencement of the term in which effective planning and implementation of continuous internal evaluation is discussed. The students get to know well in advance about the pattern of evaluation through their respective subject teachers. The component of internal assessment is chosen depending upon the subject which can be class test, case study, MCQ test, simulations, live project, presentations etc.

The faculty member discus the marking scheme and test answers with the students. Monthly attendance of students and performance in various tests and activities are maintained and communicated to students online. During the pandemic period the examination and evaluations were conducted online through Google classroom and other virtual tools efficiently. For transparent and robust assessment examination committee is formed which looks after the timely scheduling, conduct and assessment of internal evaluation component.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/2.5.1_compressed.pdf

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

Grievance at the college: Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient For any internal examination grievances following mechanism is followed

1. Written signed application from students addressing exam section, mentioning the grievance is taken .The subject related grievance is solved by the subject teacher.

2. **For any other exam related grievance its handled by the exam committee headed by**

College exam officer.

1. **If the query is not resolved with in eight days of application ,the student can apply to**

the director of the institute. Where the exam committee headed by director can solve the

Grievance related to exam.

1. **During the period of Pandemic the students were oriented for online submissions of assignments and tests. Any issues or grievance related to internal examinations are immediately solved with the help of IT Department.**

The examination department encompasses of the exam /grievance redressal committee:

During the university examination internal squad committee is formed to keep vigilance on the overall conduct of examination. Students are given regular instructions and checking is done to see that the exams are conducted smoothly.

Grievance at the university Exam: If the students have queries related to the marks obtained in the university exam. The students apply online for the revaluation and rechecking with the stipulated fees. Candidates submit an application along with the requisite fees, within ten days from the date of receipt of photo copy.

File Description	Documents
Any additional information	[View File]()
Link for additional information	[https://www.hnimr.org/wp-content/uploads/2022/01/2.5.2.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 students and the staff are made aware of the learning outcome in the following ways

The college has clearly stated vision and mission Statement and is committed to holistic development of the students. The Program outcome are expressed as complete declarative sentences that clearly describe the knowledge, skills, and competencies that students are expected to acquire as a result of completing their programme of study.

The resources (faculty, library, labs, technology etc.) and pedagogy to be adopted for effective course delivery and student learning are determined in consonance with the program outcomes to be achieved.

Program Specific Outcomes (PSOs): These are statements that defines outcomes of a program which make students realize the fact that the knowledge and techniques learntin this course has direct implication for the betterment of society and its sustainability

Course Outcomes (COs): It gives the resultant knowledge and skills the student acquires at the end of each course. It defines the cognitive processes a course provides.

Mechanism of communication

The syllabus of every programme clearly states the course outcome, which is displayed on the website of the Institute. The information regarding outcomes is clearly communicated to students by the subject faculty. The college deputes subject teacher to attend the workshops and seminars held for focusing on the course outcome.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	https://www.hnimr.org/wp-content/uploads/2022/01/2.6.1-Outcome-sheet_compressed.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.

To ensure fair and reliable measure of students' performance, knowledge and skills against the learning outcomes a discipline pedagogy is used .The PSOs, POs and COs are designed with specific need from the industry by the Savitribai Phule University.

- The program outcome and program specific outcome are accomplished through curriculum, Course Outcomes (COs) are defined for each course and they are mapped to POs and PSOs. A set of performance evaluation criteria is used for quantitative assessment of Cos. Thus the attainment of COs provides an evidence of attainment of POs and PSO.Different methods for Assessment, Evaluation and Measurement of POs/PSOs

Direct Assessment methods

Continuous internal Evaluation To assess the course outcome continuous internal evaluation carried. Under the continuous internal evaluation different components of evaluation are used like case studies, class test, Assignment, simulations etc.

End semester Examination-The weightage of students performance in end sem examination is also considered while calculating course outcome.

Indirect Assessment methods-The Exit survey: This survey taken from the final yearstudents at the completion of their MBA programme, stands as the comprehensive feedback for the PO/PSO assessment.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	https://www.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

174

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	https://www.hnimr.org/2-6-3-annual-report/

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://www.hnimr.org/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

2

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

1. Promoting Innovation: The Institute has created an Entrepreneurship Development Cell and it encourages students to present their innovative project models during the National Conference. The Poster and Model making competition witnesses the participation of more than 30 projects across all the specializations.

2. Consultancy Cell: HNIMR Training, Research and Consultancy Cell (HTRCC) for promoting innovation & entrepreneurship activities. Students are encouraged to participate in the Consultancy Activities to have hands-on exposure to Digital Marketing.

3. Research Center: Research Cell motivates the faculty members to write research proposals and submit it to various agencies like SPPU BoD, AICTE etc. A Research center have helped the students to develop necessary skills & develop innovative projects in various domains which gets published in the Student Research Magazine.

4. Alumnae Engagement: The institute have dynamic Alumnae Network to mentor the young minds. It's a platform for encouraging alumni to socialize, collaborate in knowledge sharing and academic activities.

5. Collaborations (National & International)/MoUs: The Institute has collaboration with Opole University of Technology, Poland and has signed MOUs with few industries and institutes to promote real-time project development.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/Final-3.2.1_compressed.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

1

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

0

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

4

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

26

File Description	Documents
Any additional information	View File
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.

Continuous voluntary activities by students to maintain cleanliness in and around the Campus, create awareness about the role of clean environment in human health and contribute to the National Swachh Bharat Abhiyan.

During this Academic year, we were able to counsel students and other people to safeguard from the Corona. Blood Donation camps were 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

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/Final-3.4.1_compressed.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

0

File Description	Documents
Reports of the event organized	**No File Uploaded**
Any additional information	**No File Uploaded**
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

0

File Description	Documents
Report of the event	**No File Uploaded**
Any additional information	**No File Uploaded**
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

21

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-story 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://www.hnimr.org/wp-content/uploads/2022/01/4.1.1_compressed.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

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.

2. 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:

K B Joshi Hall

SBI Auditorium

Auditorium of Mechanical Branch

Institute supports the Students by bearing allied expenses like:

Hiring Photo and video shooting services

Paying Registration Fees and Conveyance

Arranging Guidance Sessions

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Paying Registration Fees and Conveyance

Arranging Guidance Sessions

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/4.1.2_compressed.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://www.hnimr.org/wp-content/uploads/2022/01/4.1.3_compressed.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)

51.3

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)

A Library is a heart of every institution which inspires students to read, study, learn and grow. The Institute has well stocked library with pleasant interiors and good ventilation.

The main objective of HNIMR Library and Information Resource Centre since its inception is to provide open access facility and information related services to its users. Library strives to develop, organize and maintain a collection of books, journals, etc. and other reading materials needed to meet the information, research, instructional and related needs of the students, faculty and administrative staff. This enables and encourage students to develop lifelong habits of good learning, reading, study and research.

Presently Library is fully automated using SLIM 21 Library Automation Software and all the reading materials like books, journals, magazines, etc. are bar coded. DDC (Dewey decimal classification) Scheme is used to classify all the documents of library subject wise.

With network facilities, the bibliographic details of all library documents can be accessed through WEB OPAC (Online Public Access Catalogue) throughout the institute. Library has collection of over 27032 books and subscription to over 55 excellent national and international journals and magazines. Library also subscribes e-resources along with the print collection of books. Presently Library has subscribed to 10569 e-books and e-resources (EBSCO database) which offers students a whole reading gamut of their choice, helping them acquire knowledge on wide range of topics and preparing them for tough competitive market. Access to Shodhganga - a reservoir of Indian Theses and NDLTD (Networked Digital Library of Theses and Dissertations) resources is also provided by EBSCO. EBSCO is the leading provider of research databases, e-journals, magazine subscriptions, e-books. Library has 585 Bound Volumes to help users browse volumes of Journals. There is a separate reading hall for students with around 100 seating capacity. There is a separate Digital Library section for users to browse e-resources.

E-resources are available in campus for students and faculty, which can be easily accessed in Digital Library and through Internet and Wi-Fi throughout the campus. Remote access facility is provided to users to access e-resources like EBSCO database and e-books subscribed by the Institute. Through remote access facility library users can access all e-resources that are subscribed by the library like e-books, e-journals, databases, etc. For utilizing E-resources the institute is having the connectivity bandwidth of 140 Mbps.

Library is also equipped with photocopier scanner and other multimedia facilities including digital library which are useful to study courses on NPTEL (National Programme for Technology Enhanced Learning). This technology aided learning mechanisms help students to improve their academic performance. Library has membership of Jaykar Knowledge Resource Centre, SPPU, Pune. Library is also a member of National Digital library of India. Institute is registered as a NDLI Club under the National Digital Library of India.

There is a separate reading hall for students. Students get sufficient reading material (books, journals, magazines, CD's, bound volumes) issued on their account for 8 days and can be renewed again if there is no reservation. There is book bank scheme for students

where students are issued books each semester apart from their regular transactions. Regular transactions consists of 6 books, 2 journals and 1 audio-visual material. Students are motivated to issue books like personality development, interview skills, group discussions, etc. which helps them in their overall grooming. A good collection of project reports of previous years are available for reference and reading, helping students in their project assignments.

To enhance learning process, there are activities like BOOK SHELF (Book Review Activity) where students under the mentoring of Librarian select a book on Management and allied areas, read them and make presentations about the management lessons learnt after reading the book. There is MINDSMEET Event where a reputed author/trainer is invited to discuss on topics related to management domain. Vacchan Prerna Din is celebrated in the month of October and Vacchan Din in the month of June to promote and enhance reading habits amongst students. There is newspaper clippings display where students are updated with latest happenings in the world of business. There are displays like new arrivals display, author display and subject display through which students are acquainted with the available and new titles of their subjects.

At the beginning of each academic year Library Induction for students is organized, thus helping students to raise awareness about the library and services provided for its optimum utilization. All the information related to Library like Library Collection (print and non-print), Automation, Library Rules, Library Events, Library facilities and services, etc. are accessible to students and readers on institute's website.

The COVID-19 pandemic has greatly impacted higher education, including academic libraries. There was a major shift from traditional methods to blended learning in academic libraries due to Covid-19 outbreak a year and a half ago. It has necessitated a rapid leveraging of digital skills, platforms, expertise, and models of service delivery to continue to support online learning. HNIMR Library has tried its best to explore the services to its users both traditional and digital to support the current trends in online education and by various practices like

- Remote access for subscribed resources
- Training and motivating users on how to use open access resources
- Online reading related activities to promote reading habits among students

- Appropriate use of social media platforms like e-mails to popularize all the services and information for maximum use.
- Regularly updating Library page on Website so that user can get the latest information at the right time.
- Business Standard newspaper is issued to students daily to keep them updated with the latest happenings in the world of Business and Management.

Library has well qualified staff to solve student's queries, thus helping them to achieve their academic goals. Thus the basic focus of HNIMR library is to provide the best information and reference services for its users.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.hnimr.org/wp-content/uploads/2022/01/4.2.1-Paste.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)

11.75

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

257

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

Description of IT facilities.

Institute has IT facilities as per the AICTE norms, it upgrades facilities as per the advancement of technology required for the student's 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 Wi-Fi to Students and Employees at all the locations within the unit 140 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.

Moodle -LMS is in place for teaching and learning activities mainly to conduct MCQ and Online exams. Tools like LED TVs (Signage) at

entrance, Google Calendar with SMS facility, Group emails, Website, etc. Institute is also working on Social Media Optimization.

Summary of latest up gradation:

Unlimited Internet Access

Firewall

Computers I5 (HP)

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	[https://www.hnimr.org/wp-content/uploads/2022/01/4.3.1_compressed.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)

108.94

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.

The Institute has followed standard reputable systems and procedures for maintaining the physical, academic and support facilities.

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/uploads/2022/01/4.4.2_compressed.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

214

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

8

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://www.hnimr.org/wp-content/uploads/2022/01/5.1.3.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

32

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

44

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

44

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)	View File

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

02

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.

0

File Description	Documents
e-copies of award letters and certificates	**No File Uploaded**
Any additional information	**No File Uploaded**
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)

The Student Council is a significant pillar of HNIMR. Copious initiatives have been schematized at the HNIMR during the pandemic period as well. The very basic purpose of the innumerable activities is to provide a platform to the students to showcase and develop their various skills such as leadership skills, managerial skills, team work, by organizing and carrying out the cultural, co-curricular, entrepreneurship and community welfare activities. HNIMR Student council involves 31 student representatives elected through the election and Interview selection procedure. The student council members and entire team of volunteers learn several management skills and event management with the help of technology. Student Council students have learnt effective utilization of online platforms to execute all the events successfully since all the events have been executed virtually. Students used the Zoom, Google meet to execute the different events and competitions in effective ways. During this entire process they learnt the skills such as planning for the event, budget planning, allocation of available resources, inventory management, time management, team work, discipline, conflicts management, establishing communication through what's app , what's app calls, conference call, searching useful application so that they can execute event though online platform. Council has ensured the active participation of all the students.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/Final-5.3.2.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

08

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 play a vital role as one the significant stakeholders of HNIMR. Alumnae cell takes various activities with the help of alumnae. These activities are designed to groom the student and to strengthen the bond between alumnae and the current students. Alumnae share their industry experiences, numerous industry practices , knowledge and skills required in the corporate world. Alumnae Interim meetings are organized by alumnae cell to get more insights about industry happenings. Alumnae shares their experiences , industry updates ; this gives insights to the faculty members and director of the institution. Alumnae cell organizes various events such as domain grooming sessions, corporate interface sessions and the Panel discussions of alumnae from different specializations. Such creative activities provide an opportunity for the students to interact with alumnae in formal and informal ways. This helps current students to sharpen their communication skills , their networking and other social skills. Due to Pandemic conditions alumnae cell has organized activities through the virtual platform to maintain the connection between current student and the alumnae. Alumnae cell also motivates the alumnae to contribute to institutions so that the amount or in kind help can be utilized for educational purposes of the needy students. 25 star alumnae were

felicitaed on the occasion of Silver Jubliee function at HNIMR

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/Final-5.4.1_compressed.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) — **B. 4 Lakhs - 5Lakhs**

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 Insttute of Management and Research for women has set its vision and mission in the line of MKSS Samstha's objectives. At the top management level with respect to governance, Samstha has Management committees to manage the various units of Samstha. The Managing Committee is formed by elected members. The College Development Committee comprises of the Chairman, elected representative from teaching and non-teaching faculty, IQAC coordinator (Previously known as Academic Monitoring Committee), Alumnae Representative and experts from academia, industry and social service. Teaching and non-teaching representatives in CDC bridge the staff and management, thus ensuring smooth functioning and timely implementation of policies. CDC gives advices and takes strategic decisions like review progress of the institute, approval to various college activities, sanctions funds for procurement.

IQAC plays role in the execution of all academic related activities to enhance quality of the institute. Director monitors and evaluates overall institute's operations. Placement cell through training programmes to develop knowledge, attitude and skills required for managerial positions. HNIMR focuses on empowerment and enrichment of

women professionals through education, innovative training of life skills and job skills. Faculty members organize corporate sessions to enable students to identify career avenues for women.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/6.1.1-final.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.

The COVID-19 pandemic brought learning to a screeching halt worldwide, creating the most severe global education disruption in history. Students, teachers and parents were worried about coping and continuing to learn during the lockdown. COVID-19 forced all teachers to implement online lectures, leading to changes in educational methods.

The purpose of organizing a webinar dated 12th May 2021 on "The Role of Teachers in the Implementation of National Education Policy" to provide a better understanding of education policy and its impact on career development and knowledge building. Director incharge of the institute shown readiness towards operational implementation of webinar through participative approach. Operational responsibilities of webinar were divided among faculty members. Dr. Sonali Parchure was incharge of organizing committee. A meeting between Director incharge and webinar incharge was held to assign the responsibilities among faculty members and computer lab incharge staff.

Dr. Arpita Singh, Dr. Archana Pradhan, Dr. Ashok Pawar, Dr. Pranita Sonar and Prof. Ganesh Lotke were co-host for panel discussion on different topics. It was interactive and participative learning. The webinar provided online platform leading to understand comprehensive framework for higher education. It highlights the importance of online education in the wake of the covid outbreak.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/6.1.2-final_compressed.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

During academic year 2020-21, students were not able to attend offline sessions due to pandemic situation. But students were very keen to learn employability skills. HNIMR formulated online enrichment student plan for holistic learning. Different domains such as Financial Statement Analysis in Financial Modelling, Digital Marketing and Analytics, HR Metrics

Awareness of Six Sigma, How to Convert your Talent into Online Business - Digital Entrepreneurship, Power BI Session, management of Non-profit Organisation, Tableau etc. Student's requirements were considered while designing the schedule student programme.

Coordination with speaker, communication to audience and coordination with IT team was responsibility of session in charge,

Student enrichment programme was implemented through online mode between 2nd Nov. 2020 to 4th December 2021. Technical aspects were handled by HNIMR team.

Students understood practical aspects of financial modelling. They also learnt about the growing importance of digital marketing. HR students learnt HR metrics. How to manage Non-profit Organisation understood by students. Students had hands on experience for digital marketing. Awareness on Six Sigma and its importance in the competitive business was learning point for students. Utility of technological advancement in the area of Business Analytics was learnt by students. They learnt employability and life skills.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/6.2.1-final_compressed.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 Maharashi karve Stree Shikshan Samstha. Management Committee of MKSSS is formed by elected members, trustees and life workers and employees' representatives. Secretary of MKSSS ensures transparency and accountability of all units run under Samstha. CDC Chairman reviews progress of the institute and gives approval to various college activities, sanctions funds for procurement. The Director of the institution is responsible for day to day academics, financial and administrative activities. He also monitors admissions, teaching-learning mechanism, placement activities. Planning the IT infrastructure requirements in consultation with Director is the responsibility of computer lab incharge. Faculty members ensure the effective content delivery through class room online sessions. They assist the Director to plan, execute and monitor the curricular, co-curricular and extra-curricular activities. They motivate students for active participation in the activity. Librarian decides scheme of classification for documents related to 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://www.hnimr.org/wp-content/uploads/2022/01/6.2.2-final.pdf
Link to Organogram of the institution webpage	https://www.hnimr.org/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 institute provides welfare measures to the teaching as well as the 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. Faculty up-gradation being a prime objective of the institute, it organizes faculty development programs for overall development of faculty members, and also provides financial assistance to participate in the seminar / conference outside college campus.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/Final-6.3.1_compressed.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

03

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

03

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 and is 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.

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 respective head of the department and the Director of the Institute. The main parameters are result oriented accomplishment of tasks, communications skills, work approach, team work and leadership qualities etc.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/6.3.5-Final.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 Institute prepares and proposes the budget at the beginning of every financial year, which includes institutional expenditure like, salary (Teaching and non-teaching staff), 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 in two sessions, one in the month of October/November for the period of April to September and second in the month of April /May for the period of October to March. 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://www.hnimr.org/wp-content/uploads/2022/01/final-6.4.1_compressed.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)

37.99

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

The Institute requires funds for remuneration of teaching and non-teaching staff, daily expenditure, purchases of equipments /books/journals, expenses, repairing and maintenance of equipments, other expenditures to run the institution, affiliation and accreditation fees, different programs organized by institution for students etc. 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://www.hnimr.org/wp-content/uploads/2022/01/Final-6.4.3_compressed-1.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

Covid19 Pandemic situation, the global outbreak enforced many changes and hence the purely online teaching and learning throughout for on-campus courses also. IQAC contributed to ensure regular student engagement in online mode. Rather than delivering only virtual live lectures of subjects, the efforts were put on supplementing and complementing it with asynchronous mode, online events, online competitions, workshops, certificate courses, sessions of transferable skills etc. The Agile approach had been adopted to review and revise the activities as required. The major objective was to retain students' interest in the uncertain time, helping them to maintain a positive mind-set. The following are the two examples of such activities:

Example 1: Online Induction Programme

Institute organized 'MBA Pilot Study Programme' for first year MBA students with the aim to kick-start their MBA journey with a

holistic approach as per its regular practice.

Example 2: Uninterrupted Teaching & Learning during Pandemic

During the uncertain schedules of Admissions and Exams, the efforts were put to retain the students in the entire teaching & learning process. It could be achieved with the help of e-platforms, e-resources viz. viz. NDL, EBSCO, J-GATE & NPTEL, synchronous and asynchronous e-learning and delivery of value addition and transferable skills sessions.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/6.5.1-Final_compressed.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 to review the teaching and learning processes, allied operations and the learning outcomes through IQAC meetings and regular staff meetings. Despite the absence of physical activities, the efforts were put to enhance and strengthen certain areas mainly consultancy and research.

- Consultancy: The Research, Training and Consultancy Cell was initiated in 2019-20. This cell had been formed and started with live projects in which MBA students, Alumnae and Industry experts were involved. The projects were mainly catering the needs of Digital Marketing.
- Enhancing Research Culture: Research is ever needed to foster, enhance and enrich on the campus. With this thought, Pandemic was treated as an opportunity to engage students and faculty by motivating them to participate in research activities. The Research Competition was arranged for the students under the guidance of faculty members. Faculty and Students had been encouraged to publish the research papers in peer reviewed impact factor journal of National Conference 2021. The faculty members also published their research in different UGC Care

journals, scopus index, peer reviewed journals etc. Faculty had been educated about Text book writing and motivated to go for publications.

File Description	Documents
Paste link for additional information	https://www.hnimr.org/wp-content/uploads/2022/01/6.5.2-Final_compressed.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)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.hnimr.org/naac/iqac/#toggle-id-7
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

Gender equality is not only a fundamental human right, but an essential foundation for a non-violent, prosperous and supportable world. Women Empowerment and Gender Equality are the most essential requirements for development of our nation. In the effort to make HNIMR institute a strong pit of gender sensitization, the entrepreneur Women Development Cell and Community development cell

was established in 2016.Aim of the cell to create a gender sensitized community within campus as well as in the society. It has been arranging various event like co-curricular, curricular and inter collegiate competition for the upliftment of women and spread the actual importance of gender equality in the society .Institute also provides the gender sensitivity facilities such as Well-trained and vigilant women/men security guards, Grievance Redressed Committees, Day Care centre, counselling room, Girls Common Room, Facilities for the Divyangan Students and Awareness campaigns for women.

Activities from July 2020 to Dec. 2021

1] Panache

2] Kushagra

3] Celebration of International women's Day

4]] Yoga Day

5] Cultural Program [Ganpati, Dahi handi and Teacher day]

6] Prevention on Sexual Harassment of women

7] Work shop on the career guidance and mental and physical Health

8] Awareness session on safety and security

File Description	Documents
Annual gender sensitization action plan	https://www.hnimr.org/wp-content/uploads/2022/01/7.1.1_compressed.pdf
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://www.hnimr.org/wp-content/uploads/2022/02/7.1.1_Additional.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/	B. Any 3 of the above

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: 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping	A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
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 following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	E. None of the above

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

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	No File Uploaded
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, Integrity pledge, Dahi-hand and intercollegiate competition. And 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.

Sr. NO

Days Celebrated

1

Yoga Day

2

Ganpati Festival

3

Dahi handi

3

Vachan prerana din

4

INTEGRITY PLEDGE

5

Azadi ka amrut mohotsav

6

Teacher day

7

Republic Day

8

Independence Day

10

Women Day

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.

- 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://www.hnimr.org/wp-content/uploads/2022/01/7.1.9_A_compressed.pdf
Any other relevant information	https://www.hnimr.org/wp-content/uploads/2022/01/7.1.9_A_compressed.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.

Two of our Best Practices are:-

   1. Strengthening academic writing and publishing skills
   2. Business Publication Scrap Book

I. Best Practice:

   1. Title of the Practice:

Strengthening academic writing and publishing skills.

1. Objectives of the Practice:

1. To strengthen and upgrade creative and innovative academic writing skills in students and faculty members.
2. To encourage innovative research culture in the institute.
3. To enhance publishing skills in students and faculty members.

1. The context

Writing in academic style enhances curiosity in individuals learning and development process. It is an aid to reader's interpretation and understanding. It enhances analytical thinking, critical thinking, creativity and objectivity of the audience. It helps the individuals to write with structure and references and makes an individual build a good academic intellectual. HNIMR believes that through academic writing skills individuals can turn knowledge into evidence and take active part is valuable research.

1. The Practice:

In order to overcome the academic-writing-skill deficiency among students and faculty members various activities are planned at HNIMR like

Student magazine,

Guidance for Summer Internship Project writing,

Implementation based assignments,

Research papers written by the students along with faculty,

Faculty members publishing books and research papers in CARE reference list, Scopus, peer-review journals, conference proceeding etc.

Research paper competition based on SIP report,

Students research magazine,

National Conference,

Souvenir – Silver Jubilee Celebration etc.

1. Evidence of Success:

The institute has introduced and published first copy of its student magazine – Srujan – a plat form for students to publish articles, poems, book reviews written by them.

Students wrote research papers along with their faculty guide.

A separate student's research magazine's e-issue was published.

Quality of thesis written for SIP has improved.

1. Problems encountered:

Encouraging the individuals to work on their academic writing skill, finding time from routine work is difficult for the faculty members as well as students.

1. Resources required:

Student and faculty member's willingness to work on their academic writing skills, SPSS software, support from research cell, library and active participation of educators in this process.

II. Best Practice:

1. Title of the Practice:

Business Publication Scrap Book.

1. Objectives of the Practice:

1. To motivate students to read business newspaper.
2. To encourage students acquire knowledge related to business, trade, national and international economy, finance, share market, politics etc.

1. The context:

Business Newspapers are the source of knowledge about various

segments and the happenings in and around the world. It keeps the students up-to-date on politics, economy and global market, corporate world & improves vocabulary. It also develops ability of critically analysing any event. This is very important for MBA graduates as it leads to better situational decision making in various situations.

1. The Practice:

This year due to pandemic students were perusing their education from home and HNIMR took care that their learning is not hampered. Every year the Library at HNIMR subscribes Business Standard Newspaper for each student. On daily basis the institute sent an e-copy of the newspaper to the students. Students were expected to read and highlight five to ten news and write learning outcome in the Scrap Book. At the end of each semester the students submitted the scanned copy of Scrap Book to the Faculty Mentor for evaluation.

1. Evidence of Success:

Students started reading business newspaper on daily basis.

Habit of writing down learning outcomes from the important news is developed in the students.

1. Problems encountered:

The language of the newspaper seems so Extra-terrestrial (ET), at times students find it difficult to come in terms with it. With regular practice this problem was overcome.

1. Resources required:

Willingness from students, Commitment from Faculty members and librarian.

File Description	Documents
Best practices in the Institutional website	https://www.hnimr.org/7-2-best-practices/
Any other relevant information	https://www.hnimr.org/wp-content/uploads/2022/03/7.2-Best-Practice.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

'Working towards women empowerment by showcasing women achiever's in front of the students'

Smt.Hiraben Nanavati Institute of Management and Research for Women (HNIMR) works with the mission 'To develop competent young professional women managers with the capability to contribute effectively in the challenging environment'. The institute strives to grooms students professional and managerial skills. It takes continues efforts to make its students job providers as well, through aspiring them to become entrepreneurs or achieve heights of professional success in their professional life.

During the year 2020-21, HNIMR organised a program for felicitating the women achievers & star alumnae. During this event the institute felicitated 25 women and 25 alumni's who have shown the courage and calibre to do something extraordinary by appreciating the sincere efforts taken by the chosen women from varied fields. All these women were either champions or achievers in their field of work or proved to be inspiration for their work.

These women were identified as the one, who have paved the way, demonstrated their extraordinary talent, provided support and encouragement to peers and to next generation. They lead by example, lives on purpose and inspires others to be more & do more making a rippling impact across the community and around the globe. They are the contributors of their relentless pursuit of excellence, outstanding performance & perseverance in their respective fields.

The real life knowledge sharing of these women proved to be inspiring for the students.

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

Covid-19 Pandemic had great impact on educational activities. HNIMR strived to maintain balance during this challenging situation being purely online formats, uncertain schedules and changing guidelines of examinations. HNIMR was continuously reviewing its plans under the guidance of management. Future plan of action for the next academic year has been designed aiming Holistic Student Development through Teachers' upgradation, realigning / restructuring academics and its allied activities as given below:

1. Establishment of Skill Development Cell to impart certificate courses to students in different domain areas
2. Strengthening the publication activities through Publication Cell
3. Realigning processes of placements and aggressive networking with industry. Liasoning with Industry by framing a body of industry advisors for guidance. Creating Training and Placement group comprising of Alumnae.
4. Development of Faculty to upgrade their skills.
5. Enhancing learning experience of students with lab-based learning, blended learning with e-learning / online education.
6. Creating departments of various specialisations, cells and committees.
7. Setting up systems for departmental audits, infrastructural audits etc.
8. Upgrading of activities Research Department, Entrepreneurship Development Cell, and Community Development Cell
9. Developing established Entrepreneurs' association
10. Fostering the autonomy process to provide a better framework for attaining higher quality and performance in teaching and learning encouraging the involvement and commitment of all the stakeholders - teachers, students and management.