SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

MKSSS'S SMT. HIRABEN NANAVATI INSTITUTE OF MANAGEMENT AND RESEARCH FOR WOMEN

NEAR CUMMINS ENGINEERING COLLEGE, KARVE NAGAR
411052
www.hnimr.org

SSR SUBMITTED DATE: 29-06-2024

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

June 2024

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Maharshi Karve Stree Shikshan Samstha, (MKSSS) Pune was established in 1896 by the great visionary and social worker **Bharat Ratna Maharshi Dhondo Keshav Karve** to provide shelter to destitute women. The parent body is committed to **"Empowerment of Women Through Education"**. It has nearly more than 70 educational and other units including institutions imparting education for women from KG to Doctoral Programmes including professional educational institutions like Cummins Engineering College, Bhanuben Nanavati College of Architecture, School of Fashion Technology and **Smt. Hiraben Nanavati Institute of Management and Research for Women (HNIMR).**

HNIMR, is an all-women management institute established in 1995; Approved by All India Council for Technical Education, New Delhi, recognized by Directorate of Technical Education, Govt. of Maharashtra and affiliated to Savitribai Phule Pune University. HNIMR has an intake capacity of 180 students per year offering Two Year Full Time MBA Programme with various specializations namely- Financial Management, Human Resource Management, Marketing Management, International Business Management, Information Technology Management, Digital Media and Communication Marketing, Family Business Management, Operations Management and Supply Chain Management. It also offers Ph.D. Programme in Management. The Institute has a state of art infrastructure and highly qualified and experienced faculty members.

HNIMR is a major sought after institute for MBA amongst female students in Maharastra. With its strong Industry-Academia Interface, HNIMR is committed to nation building by developing competent women managers who can be an integrated human resource working for the benefit of the society and community at large.

Vision

"To develop a world-class management institute exclusively for women".

Mission

"To develop competent, young professional women managers with the capability to contribute effectively in the challenging environment."

OBJECTIVES:

1. To develop among women, knowledge, attitude and skills required for managerial positions.
2. To enhance managerial abilities to ensure career development among employed women.
3. To encourage self-reliance and business entrepreneurship among women.

4. To identify career avenues for women.
5. To assist and motivate women managers and business women for success in their endeavours.
6. To provide a forum for cooperation and exchange of ideas among executives.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Legacy of women empowerment through education.
2. Transparent and Value Based Governance.
3. Institute works on the holistic development of the students by imparting professional ethics, human values and sensitizing them towards environment and sustainability.
4. Well formulated blended inter disciplinary learning approach.
5. Excellent Academic performance with adoption of innovative teaching-learning methods and IT Tools.
6. Professional education under NEP guidelines.
7. Highly qualified, experienced and dedicated faculty members.
8. Centrally located safe and secured environment.
9. Strong Industry- Academia interface.
10. Multi-layered Mentoring System.

Institutional Weakness

1. Few Industry-sponsored projects.
2. Moderate response for placements due to socio-economic constraints.
3. Limited research projects.
4. Limited response for Revenue generation from alumnae.

Institutional Opportunity

1. Added linkages with industry for Summer & Winter Internship Projects, Training, Final Placements, and Donations through CSR Activities-Funding
2. Expand and create customized Programmes in collaboration with industry.
3. Initiate new programs (Certificate/Diploma) in association with professional institutes of National and International repute.
4. Offer consultancy to Industry.
5. Strengthen the research Eco-system.
6. Upgrade technical and digital awareness.
7. Creating more entrepreneurs.

Institutional Challenge

1. To strengthen International Collaborations and student-Faculty exchange activities.

2. To acquaint students with the contemporary and dynamic technological changes in business world.
3. Getting Industry and Government funded projects.
4. To strengthen alumnae network world-wide.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The institute is affiliated to Savitribai Phule Pune University, hence, follows the curriculum designed and developed by the affiliating University. The faculty members contribute in designing and developing curriculum at various levels for syllabus revision.

The Institute has a strategic plan for effective implementation of the curriculum consisting of experiential learning method, participative learning method and problem-solving method. Academic planning is done by IQAC (previously called Academic Monitoring Committee) keeping in view the parent body and Institute's Vision, Mission, and PSOs of MBA program. The processes are defined for the execution of academic activities as per the academic planning done before the commencement of the semester.

Academic Calendar includes planning related to curricular, co-curricular and extra-curricular activities. The Course planning is done by faculty members which includes course delivery content, identified curriculum linkages with certification/Add-on/Transferable Skill and different activities w.r.t. experiential learning/participative learning based on pre-defined POs and COs, keeping in line with the Institute's mission. The implementation and delivery of the curriculum is regularly coordinated by Academic Coordinators (ACs) and monitored by the director.

Academic Audit is the part of the process which ensures the quality of the curriculum delivery, attainment of components of course delivery like class tests, conferences, projects, practical assignment, concurrent internal assessments and students' attendance are monitored through this audit. The Institute has taken initiative to start add-on courses to ensure all round development of students and their placement.

The feedback system of the Institute is in place to collect feedback from various stake holders on the curriculum, delivery of the course content, extension activities, faculty development, infrastructural facilities

Teaching-learning and Evaluation

Institute takes initiatives to assess learning levels of the students through MBA Pilot Study Program (Induction), mentoring and performance in various examinations. Based on these evaluations' special activities like remedial teaching sessions are undertaken as per need for slow-learners and advanced learners. The faculty members in their respective subjects conduct various activities wherein pairing of slow and advanced learners is done to facilitate peer learning. Provisions like Moodle and additional library facilities- digital library are made available to students. Library assignments form an important parameter in the evaluation. The state of art classrooms provides opportunity for the use of e-Databases, NDL Google Classroom, smart class, NPTEL, YouTube, slide share, etc., to enhance effectiveness of teaching learning process. Innovative teaching approaches such as proactive methods, digital social learning platform, etc., are adopted by faculty members. Institute takes due care to provide required training and resources to the faculty members for implementing such innovative practices.

Institute is committed to providing quality education to students through well qualified, competent, experienced teachers. Institute supports and encourages faculty members to undertake industry internships, attend National and International Seminars and Conferences to get acquainted the contemporary issues.

The Institute meticulously follows all the examination and syllabus related reforms and the timeline laid down by Savitribai Phule Pune University. The evaluation process is transparent and well-organized. Various innovative formative and summative assessment tools aiming at multifaceted development of student are implemented regularly. Well defined formal and informal procedure is exercised for addressing grievances.

Skills acquired are considered for measuring effectiveness of teaching learning process outcomes. The evaluations and stake holders' feedback are analyzed and reviewed for further planning and overcoming obstacles in teaching learning process.

Research, Innovations and Extension

The Institute has a full-fledged Research department affiliated to Savitribai Phule Pune University to promote research and consultancy related activities. Administrative help, academic assistance, financial support, and execution autonomy is given to researchers for smooth progress and implementation of research/live projects in collaboration with industry and Board of Deans (Previously called as Board of College and University Development). Institute has received grants from Board of Deans (Previously called as Board of College and University Development) for various research projects. The Institute has received grants from NAAC for workshops-ACADEMIC WRITING SKILLS. Also, the institute regularly conducts workshops and conferences on Intellectual Property Rights (IPR) and industry academia practices. International conferences are conducted in collaboration with Foreign Universities like Opole University of Technology and GORI State University Georgia International, National, and state level conferences are organized each year. The institute motivates faculty members and students to publish their research work in reputable journals and conferences. Institute has also stated code of ethics to check malpractices and plagiarism in research. Institute has created an ecosystem for transfer of knowledge.

There is a significant boost in the research publications in reputed national and international journals and conferences. Faculty members and students are motivated for research activities and encouraged to take up industry and Savitribai Phule Pune University projects.

Institute promotes and supports students to participate various challenging research activity/competitions like HORIZON-SIP based competition. A student Research Magazine INQUEST is Published. This helps student to develop their research aptitude.

Through 23 MoUs with Industry, NGOs, Universities, community organizations, the institute has strong extension activity base in line with the mission of parent body to inculcate social values amongst students.. Many extension and outreach programs like Blood Donation camps, Entrepreneurship Bazzar, Workshops etc. in associations with community organizations and NGO's. The Institute has received grant from National Commission for Women to conduct Workshop for House wives.

Infrastructure and Learning Resources

The physical facilities comprise of 10 classrooms, 3 computer laboratories, 1 seminar hall, Library with spacious reading room, 1 Auditorium, 1 Conference Room, spacious Girl's Common Room, 3 Staff Rooms, fully equipped Gymnasium Room, exclusive space for Training and Placement (T & P) cell, sufficient space for outdoor and indoor sports activities, related academic and administrative rooms along with Centralized Sports and other facilities like Canteen, Parking Space, Health Club, Dispensary, Auditoriums, Credit Society etc. Ramps and lifts are provided for Divyang students.

The library is comprising of_32573-books, (27835+4738 e-Books) and 260 journals/magazines (20+240 e-journals) with 325 sq. mtr. area having reading room seating capacity of 100 students and separate Digital Library having 11 PCs with multimedia facilities.

The Library is automated using KOHA software .There is a touch screen monitor for WEB OPAC. Library has subscribed databases like DELNET. NPTEL, NDLI and other free/open source study material is also available to students and faculty. Remote Access facility is available for all the users.

The Institute has an efficient IT infrastructure and augments regularly, IT facilities in terms of hardware, software and firewall system as per need. The institute has a massive network of 214 computers with 300 Mbps internet connectivity with Wi-Fi to fulfil Admin., Academic and Research needs. The Data Centre is established by the Parent Body for Centralized access to internet, anti-virus, firewall etc.

A logbook of IT Laboratory equipment's is maintained, which indicates the maintenance/repair/calibration of the respective equipment. For maintenance of campus facilities, the Parent Body has various department such as Vaastu Vyavastha which takes care of Canteen and Campus cleaning, landscaping, Waste Management etc. The Vaastu Vyavastha takes care of General civil maintenance and upkeep of civil infrastructure. Centralized takes care of all purchases. The Parent Body has appointed personnel for housekeeping and security of campus. Emergency exits and firefighting systems are provided to counter situations like fire hazard and natural calamities.

Student Support and Progression

Institute has created an eco-system for hassle-free operations like IQAC (previously known as Academic Monitoring Committee), Academic Coordinators, Class Managers, Mentoring system, where for each class there are two Class Representatives along with Class Manager and for approx. every 20 students a faculty acts as a mentor, till the student completes his/her program. Faculty mentor looks after mentees for overall development, academics, personal counselling.

Institute has an effective system of informing students of various schemes of scholarships and freeship facilities. Institute has various committees such as Sexual Harassment Prevention Committee, grievance Committee, anti-ragging Committee to address student grievances. The teaching-learning process is enhanced by various activities such as industry expert's sessions, Industrial Visits, Workshops and conferences and various certification/Add-on/Transferable Skills courses to provide exposure to students to real life practical traits. The institute takes efforts create awareness in students about various opportunities after post-graduation. Several training sessions are conducted for career guidance and entrepreneurship development.

The institute has a strong Industry-Academia Interface wherein Industry experts are invited to conduct grooming sessions for students. This endeavour results in students pursue their higher studies or opt for dual specialization in the institute. Many students take up entrepreneurship.

The Institute organizes various co-curricular and extracurricular activities in cultural and sports events which eventually help the students to showcase their talent. Students are encourages to showcase their writing skills through 'SRUJAN' – Student Magazine. Our students have participated at University, state and national level. The alumnae contribution towards the development of the institute is through participation in different institute-level activities, work as resource person for various event and activities etc. Students are given guidance for higher education. A handsome number of students have qualified the competitive exams like AFCAT, etc. Few students are pursing the higher education in foreign universities like-DEAKIN.

Governance, Leadership and Management

MKSSS's HNIMR has envisaged its vision and missions with the complete women empowerment. It exhibits affordability of education with features viz. women empowerment, quality academics, infrastructure, research initiatives, industry-interaction, co-curricular and extra-curricular activities. The governance promotes participative management and plays significant role in the evolutionary reforms to lift up the Institute in preference of stakeholders.

Thorough strategic planning is done for the development of the institution. Well customary process is implemented to excel in comprehensive development through transparency in academic governance. The established organizational structure executes smooth functioning of administrative and academic processes assisted with e-governance. The policies are framed and refined time-to-time by the parent body accordingly operational strategies are framed by the College Development Committee. Thereafter, the director of the institute shoulders the responsibility of implementing it by delegating the responsibilities through Assistant Administrative Officer, IT Head, Librarian, Research Head, IQAC, Academic Coordinators, various committee incharge and the staff of the institute

Faculty/staff get benefit for higher studies and other facilities. They are encouraged to attend/organize workshops, conferences, skill development programs, seminars, projects, consultancies and to publish research papers. Institute has well designed performance appraisal system for faculty and staff; reviews of the same are communicated to the respective staff members. A meticulous system ensures no major objections in internal/external audits. Internal Quality Assurance Cell-IQAC aims at continuous enhancement of quality in teaching-learning process. Decisions taken by IQAC are intensely supported by Management. IQAC along with college administration gives suggestions based on stakeholder's feedback to improve teaching-learning process.

External and internal academic and administrative audits are undertaken periodically to improve institutional activities.

Institutional Values and Best Practices

Being a women specialized management institute, Institute always focuses on technical advancement with safety, security and disable friendly facilities- like Ramp, wheel-chair, elevator, Special toilets, CCTV, fire extinguisher etc. Institute with centralized support has adopted eco-friendly practices as Rain Water Harvesting, Extensive Renewable Energy Usage (Solar Power), Waste Management (Solid Waste, Liquid Waste, and E-waste), Vermiculture, Bio-gas Plant, Paperless and Plastic free campus. For better utilization of natural

resources -Solar Panels, Gray water Harvesting, rain water harvesting system are deployed. As part of social responsibility institute always focused on extension activities such as gender equity, environmental consciousness, sustainability, moral and ethics. The institute conducts Gender Audit, Energy Audit and Survey on CARBON NEUTRAL Project.

To inculcate universal values, among the students institute consistently celebrates national festivals.

To boost teaching and learning process institute has taken notable initiatives which provides technology based innovative environment. The academic span of 2018-23, consisted of physical classroom, digital as well as 'phygital' education. It was the most testing span in life of the students as well as the faculty members, wherein abruptly from physical classroom education everything shifted to online education. During this phase, ensuring availability of authentic study resources to the students and faculty members was required. Teachers, including the Library of the institute ensured the availability of repositories of study resources to channelise education in all circumstances.

At the institute the students' strength comprises of pupils from all segments and strata of the society with segregated needs. Apart from regular academic development of the students, with a viewpoint of 'Students Holistic Development' the institute took focused steps. The focus was on education and training of life skills and job skills, which channelizes holistic development of the students

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	MKSSS'S SMT. HIRABEN NANAVATI INSTITUTE OF MANAGEMENT AND RESEARCH FOR WOMEN
Address	Near Cummins Engineering College, Karve Nagar
City	Pune
State	Maharashtra
Pin	411052
Website	www.hnimr.org

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Director	Surya Ramdas	020-25475977	9422008665	020-25471449	hnimrw@gmail.com
IQAC / CIQA coordinator	Sonali Parchure	020-25474870	9423032159	-	iqac@hnimr.edu.in

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	For Women
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Maharashtra	Savitribai Phule Pune University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	06-12-2022	View Document
12B of UGC	06-12-2022	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	15-05-2023	12	EOA for next academic year has been received
AICTE	View Document	15-05-2023	12	EOA for next academic year has been received

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Near Cummins Engineering College, Karve Nagar	Urban	0.5	3234.67

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)

Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Management,Human Resource Management Financial Management Marketing Management OSCM Business Analytics	24	Graduation	English	180	180
Doctoral (Ph.D)	PhD or DPhil ,Research,	72	Post Graduation	English	9	4

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	2				4				12			
Recruited	0	1	0	1	1	2	0	3	3	9	0	12
Yet to Recruit	1				1				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				20
Recruited	9	11	0	20
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	1	2	0	3	6	0	12
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	0	1	0	1
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	0	0	0	0	0	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	1	0	1
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	2	8	0	10

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	0	0	0	0	0
	Female	178	2	0	0	180
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	10	0	0	0	10
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	0	0	0	0
	Female	17	15	14	18
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	1	1	0	0
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	24	24	15	22
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	122	117	95	114
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	16	17	14	26
	Others	0	0	0	0
Total		180	174	138	180

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The NEP 2020 Policy aims to offer high-quality education to students, enabling them to meet global challenges with a strong foundation rooted in indigenous knowledge. In line with the National Education Policy (NEP 2020) having the inception of Multidisciplinary approach Smt. Hiraben Nanavati Institute of Management and research for women has initiated the following: 1. Felicitating "Women Achievers "and creating awareness of the challenges faced in their journey towards success. 2. Symphony – Unity in Diversity., 3. Vedic Day Celebrations. 4. Physical Fitness Initiatives – yoga, meditation, marathon, Zumba, sports tournament 5. Certificate course on Carbon Neutral Campus Felicitating

	Women Achievers from the society as Role Models for the students. – HNIMR recognizes and felicitates Women Achievers who have made remarkable contribution to the welfare and wellbeing of society and showcase their journey to success. Students are enlightened with the challenges faced by these achievers and this helps in inculcating the feeling of social responsibility. Symphony – Unity in Diversity. Display of the heritage and values of various Indian States and Territories through their demographic and cultural representations. A state wise cultural representation program was organized, wherein group of 10-12 students studied one state of India and presented it. In this presentation students covered the aspects like – culture, food, dressing, monuments, business, languages, uniqueness of state, tourism and relevant aspects of the state. Also Multifaceted dimensions of the G20 including global economic, political, and cultural narratives, shaping the discussion on international cooperation, development, addressing a wide range of challenges from financial regulations and trade to climate change were the part of this activity. Vedic Day Celebration: An initiative to create awareness about the ancient Indian mythology and invoke a sense of Indian tradition amongst students. An in-depth insight into spiritual, psychological, and behavioral knowledge of life management was instilled amongst the students. Physical Fitness Initiatives – yoga, meditation, Zumba, sports competitions etc. – Physical fitness is of utmost importance for all and everyone. HNIMR organized multiple activities - yoga, meditation, marathon, Zumba, sports competitions to develop the habit of Physical Fitness among the students. Certificate Course on Carbon Neutral Campus HNIMR, took active participation in 'Carbon Neutral Campus (CNC)', an idea initiated by Samuchit Enviro Tech, a member of Indian Network on Ethics and Climate Change (INECC) as well as Climate Collective Pune (CCP), as a means of kick-starting climate change discussions and relevant action on educational campuses. HNIMR, seeing the need for this, decided to take an initiative in the form of this project which, by trying to reduce climate change, also educated the students on this subject which is very important for their future.
2. Academic bank of credits (ABC):	The choice-based credit system (CBCS) was

	implemented by the Savitribai Phule Pune University (SPPU) in 2019. The Institution being affiliated to Savitribai Phule Pune University follows the syllabus as defined by the University. Hence, the Institute need not register for the Academic Bank Credits (ABC) on National Academic Depository (NAD). SPPU has instructed the affiliated colleges to create an ABC id for students by registering at http://abc.gov.in/ to store the academic credits earned by students from HEIs digitally. This allows students to choose their own learning routes to obtain a degree/diploma/certificate in a context with various entry and exit points as well as learning at any-time, anywhere, and at any level. Students have now registered with ABC id. The students are encouraged to join various courses given by recognised institutes to obtain credits. Apart from the regular syllabus as prescribed by the university, the institute focuses on imparting content beyond the syllabus, wherein, the faculty members design the Add – On Programmes and Certificate Courses. They design con-current evaluation approaches to evaluate the knowledge imparted to the students. The faculty members are also involved in framing the syllabus of various courses for the affiliated University. The Institution proposes to execute additional online courses apart from the SPPU syllabus, wherein students are given credits for the same. As mentioned above, the Institution designs contents that are over and above the syllabus by way of Certificate Courses related to skill upgradation. Such Online Courses eg. Advanced Excel, etc. were delivered to the students and academic credit were given for the same. The Institution has also initiated the process of Internationalization of education by entering into a Memorandum of Understanding (MoU) with Opole University of Technology, Poland and Gori University, Georgia and organized an International Conference in association with them. The Institution proposes to create joint degree courses to enable credit transfer in association with the International University.
3. Skill development:	Enhancing the proficiency of MBA students to make them corporate ready is an immense need. There is a need to nurture student's talent along with regular academics. Skill Development Cell at HNIMR aims to perform focused efforts to increase proficiency of

	students in different areas of management and to help students grow their skill set. Thus Multidisciplinary approach adopted in line with NEP 2020. The Institute identify skill gaps / needs with respect to employability of the students in general and specialization domain. Accordingly HNIMR designs and develops the lecture series, workshops, certificate courses, arranges training programs for specified, and enhances collaborative programs to build strong skill development programs. Activities viz. Symphony - Unity in Diversity: State Representation Activity, Vedic Day, certificate courses like Digital Marketing, HR Analytics, Financial Modeling. Workshops on Cybersecurity, Workshop on Advanced Excel and sessions on Human Rights were conducted. Continous sessions were organized in different areas pertaining to personality development and enrichment of domain knowledge. Workshops on Tableau, Python, SQL etc. were arranged for the same. The focus was also to provide them with an opportunity for experiential learning. The concurrent evaluation was conducted according to outcome based method as prescribed by SPPU using components like cases study, simulations, presentations, roleplay, assignments, class test, internal examination and oral Viva Outcome: 1. Students learnt new tools and techniques to build their competencies 2. Students learnt tools and techniques to polish the existing skills 3. Students became competent with the fundamental knowledge 4. Students acquired advanced and practical knowledge
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Indian Knowledge Systems (IKS) represents a vast source of wisdom that incorporates various fields such as philosophy, science, medicine, arts, and management. Important attributes of Indian Knowledge system are Vedas and Upanishads, yoga and meditation, Artha shastra and Natya Shastra and so on. Artha shastra is an ancient treatise on statecraft, economics, and political science which provides insights into governance, diplomacy and economic policies. The Institute has incorporated the learning of Indian knowledge system through activity based learning. In order to imbibe Indian cultural values among the students and the faculty members, various events are organized to generate the feeling of social harmony. Symphony – A state wise cultural

	representation program has been organized, wherein group of around 10-12 students study and research one state of India and present the same. During this cultural representation students provide information of their respective state on aspects like – culture, food, dressing, monuments, business, languages, uniqueness of state, tourism and any special features. Institute celebrates various National and International commemorative days like Marathi Bhasha divas, International Yoga Day, International Women's Day, Jayanti's of various of personalities, which increases awareness in students and inspires them to excel in life. The Institute also promotes regional languages by publishing student's poems in our institute's magazine "Srujan",and also various books on Hindi and Marathi language are also available in the library. The Indian Ethos and business ethics is taught as a part of syllabus. The topic covered are related to ancient Indian knowledge. Vedic day is organized where students participate in this competition and present their understanding of ancient knowledge through drama and dance as well as through PowerPoint Presentation. During Vedic day students performed on various stories from Ramayana, Chanakyaniti, Mahabharat, mythological characters like lord Shiva, Brahma and Mahesh, Saints like Dhyaneshwar, Kabir and Tukaram . It gives platform to our students to portray values, ethics, beliefs followed in different religions. Institute has certain customs and practices such as the National Anthem at the start of every formal function, reciting of Ashram Geet to pay homage to the founder of the MKSSS our parent body - Bharart Ratna Maharshi Dhondu Keshav Karve.
5. Focus on Outcome based education (OBE):	OBE is an educational approach and a learning philosophy, focusing and organizing the entire academic programs (curriculum) and instructional efforts around clearly defined 'outcomes'. It is a student-centered instruction model that focuses on measuring student performances through outcomes. The Institute adheres to the syllabus of Savitribai Phule Pune University which was built upon the Choice Based Credit System (CBCS), Grading System and the Outcome Based Education The CBCS Pattern adopted by the institute offers choice-based credit system to the students and to earn credit based on their performance. The number of credits

earned by the student reflects the knowledge or skill acquired . Each course is assigned a fixed number of credits based on the contents to be learnt and the expected effort of the student. The grade points earned for each course reflects the student's proficiency in that course. The POs, COs, PEO's, PSO's and their attainment has been worked out in accordance with the requirements of the affiliating university. Every course's teaching learning and evaluation strategy is created with cognitive abilities such as remembering, understanding, applying, analyzing, evaluating, and creating at their core. In terms of frequency and variety, the Institute's academic review procedure is open and strong. The system of internal assessment is communicated to the students well in advance, in order to maintain transparency in the process. The institute hosts an induction program during which a session on teaching and learning evaluation is presented by a college exam officer. The credit system which includes full credit and half credit courses, the pattern of evaluation and the elements of concurrent evaluation are explained to the students. Students are given an academic calendar with a detailed schedule of the SPPU examinations. Before the start of the term, the institute Director schedules a staff meeting where effective planning and implementation of the system is discussed. The respective Faculty members make the students aware of the pattern of evaluation well in advance. Depending on the subject, the internal assessment component may take the form of a case study, MCQ test, research article review, live project, presentation etc. The Institute places a significant emphasis on problem-solving, experiential learning, and participatory learning in several of its courses on the curriculum. The curriculum has a compulsory course Summer Internship Program which incorporates Project based learning. The faculty members interact with the students about the test answers and the scoring criteria. Exams and evaluations were successfully conducted online during the pandemic using Google Classroom and other virtual technologies. Continuous Concurrent Evaluation is competent practice which pertains the Outcome based education. A committee is constituted to oversee the timely scheduling, execution, and evaluation of the internal evaluation component in order to ensure an effective and transparent

	examination process.
6. Distance education/online education:	NEP has set a new milestone for India's online education system. The use and awareness regarding the various modes of technology in teaching, learning and evaluation especially during COVID period has resulted in implementing the blended learning process for Students at HNIMR. ICT based learning & digital materials has become imperative during these times of COVID. Successful practices during covid like online activities, webinars were conducted. HNIMR is equipped with the infrastructure for online teaching, activities and examinations The effective use of Google Meet, Google classroom and its various applications by faculty members have embedded the effective use of ICT at HNIMR culture. The institute has added necessary hardware and software to equip classrooms and labs with ICT facilities and it has become an integral part of the teaching learning and evaluation system at HNIMR. Library has initiated the efficient use and implementation of providing the online resources to the students. E-resources are available on campus for students and faculty members. A well-equipped Digital Library is provided. Free Internet and Wi-Fi is made available. Remote access to e-resources like EBSCO database, e-journals and e-books subscribed by the Institute. Is available Institute also organizes different value added/add-on courses in online mode. Faculty members and students are encouraged to undertake online courses through different platforms such as SWAYAM-NPTEL, Coursera etc. Thus, the efforts are made in line with NEP 2020 towards creating an online pedagogy is highlighted. More and more efforts are being taken by the institute in this direction of online education.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes. The institute has Electoral Literacy Club consisting of four faculty members and student representatives. The Institute participated in the Systematic Voter Education and Electoral Participation (SVEEP) program of Government of Maharashtra. Under this Electoral Literacy Club (ELC) has been set up in HNIMR in 2021. It

	organizes voter registration drive, awareness session and sensitize them on their electoral rights and voting. The Electoral Literacy Club (ELC) is functional in the Institute. The ELC (Election Cell) has a Nodal officer and faculty members and student representatives from the institute. The Nodal officer's job is to create awareness and execute circulars.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes. The activities are coordinated by IT Head Dr. Suvarna Dhamdhere, IT staff and faculty members. HNIMR has appointed following members and Nodal Officer for academic year 2023-24: 1) Nodal officer - Dr. Ganesh Lotke 2) Faculty members -Dr. Kamlakar Munde, Dr. Prashant Mamarde, Prof. Priyanka Potdar. 3. Student representatives-Ms. Nameera shaikh and Ms. Poorva Abhinkar. The role of club is to organize the election awareness session, voter registration drive, playing and sharing videos for increasing awareness on the significance of voting.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	ELC Awareness program and registration drive conducted in collaboration with district collector office, Pune. Information of Voter Registration App is provided. The institute organizes awareness drives to promote electoral literacy among the students every year. National voters pledge was administered.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	Awareness session was conducted in the institute. Voter Registration drive is conducted. You tube video link for the enhancing awareness were shares with students through email.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	All voters' registration drive was coordinated by HNIMR IT Head Dr. Suvarna Dhamdhere and other IT staff. "Mera Pehla Vote Desh Ke Liye" you tube videos were played and discussed in the auditorium.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
396	346	333	361	338

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 18

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
16	17	16	16	17

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
299.24	234.04	217.97	294.56	289.31

File Description	Document
Upload Supporting Document	[View Document](#)

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

MKSSS'S Smt. Hiraben Nanavati Institute of Management and Research for Women (HNIMR) is affiliated to Savitribai Phule Pune University and approved by AICTE. The Institute being affiliated to the university follows the basic curriculum. (http://collegecirculars.unipune.ac.in/sites/documents/Syllabus2020). To achieve the goal of development of the budding young professional managers, HNIMR designs and develops a comprehensive curriculum by adopting and delivering contents that are beyond the syllabus.

Effective Curriculum Planning:

- **Well - developed Academic Structure:**

- For planning, conducting & evaluating the academic schedule.

- **Preferences & Allotment:**

- Class coordinators invite preferences of subjects to deliver for the academic term from the faculty members, after which allotment of subjects are done according to the previous feedback taken from the students.

- **Session – Lesson Plan:**

- Session - lesson plan for the subjects allotted are prepared

- **Academic Calendar:**

- Academic Calendar is framed that includes the corporate expert sessions and activities for the overall development of the students apart from the regular teaching time – table for delivering the contents beyond the syllabus,

- **Course files:**

- Include a brief description of the course, course objectives, syllabus, teaching and lesson plan with pedagogical approach, keeping in view the Lecture – Tutorial and Practical Pattern as suggested by the university.

Curriculum Implementation:

- **Commencement of Academic Sessions:**

- With reference to the academic calendar of the university and the notification from the other regulatory bodies like DTE and AICTE, the academic sessions are commenced accordingly.

- **Execution of Academic Calendar:**

- Along with the regular class time – table, the Academic Calendar planned in executed. Certificate Courses and various add – on programmes related with the subjects, as per the feedback received from the employers and alumni, become part of the extended curriculum and accordingly experts from industry are invited to deliver the same.

- **Delivery of University syllabus:**

- The courses as per the SPPU syllabus are delivered, wherein, the teaching delivery includes contemporary concepts that enable to meet the industry requirements and thereby develop the skills of the students are decided by the faculty members. Teaching pedagogy is executed by the subject faculty members such as group discussions, corporate interface, class presentations, written assignments, live projects, role play, book - reviews etc.

- **Student – Centric Education:**

- For effective curriculum implementation, the institute has adopted the use of Learning Management Systems (LMSs), other e-resources available in an innovative manner to actively involve the students in the teaching – learning process and thereby, focus on 'student-centric education' rather than 'teacher-centric education'. In-order to make the learning process more interactive and dynamic, students are mentored and encouraged to appear for online courses through MOOCs and also to participate in academic and extra-curricular activities within institute and outside the institute.

Concurrent Evaluation & Internal Assessment:

- Planned by every subject faculty according to the guidelines given by the university.
- Flexibility of planning and conducting the CCE is given to the subject faculty within the purview of the university guidelines.
- The institute has its system for attainment of course and programme outcomes.
- The time – table for the examination and evaluation is framed by the Chief Examination Officer following the guidelines and schedule given by the university.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 28

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Other Upload Files	
1	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 73.39

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
300	106	293	265	338

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

The Institute Smt. Hiraben Nanavati Institute of Management & Research for Women runs under its parent body Maharshi Karve Stree Shikshan Samstha (MKSSS). The samstha was established by Bharat Ratna Dhondo Keshav Karve to provide shelter to destitute women. MKSSS is a 127 year old organization that relentlessly works on "Empowerment of Women through Education". It works towards educating the women and thereby making them self – reliant, which is the need of the hour.

The vision of the institute – HNIMR, 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 through sensitizing awareness for women's issues in the society.

HNIMR strives hard to enhance the development of the students by catering to the industry requirements which are beyond the syllabus contents. 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 gender, environment and sustainability of the society. The institute has catered to inculcating professional ethics as per the industry requirements as recommended by the industry experts. with the help of delivery of soft skills like Grooming and Personality skills, Effective Communications, Corporate etiquettes etc. along with technical skills like MS Excel, Business Analytics, Tableau, Python, Digital Marketing, Financial Analytics, Entrepreneurship etc. Research Competitions and research paper writing is encouraged that deals with organizational, economical and societal issues etc. The Professional ethics enable the students to develop skills that would allow them to be self-independent and self-employed even in the hard course of their life.

With a view to sensitize the students, Community Development activities are conducted .for issues in the society and environmental issues. The institute strongly follows the philosophy of its parent body by serving the society and working for women education, which becomes a regular practice for the students

with its Bhaubeej Nidhi Programme. Along with this activity other human values and ethics related to environment and sustainability are also imbibed with the help of various activities like tree plantation, blood donation camps, integrity pledge, International Women's Day, Azadi ka Amrut Mahotsav, Celebrating birth anniversaries of freedom fighters, Vaachan Din etc. The Institute also has its Gender Equality Committee that helps to sensitize the students and make them aware by arranging sessions on women's' right and gender equality, POSH training, anti – ragging awareness programme etc.

The Covid – 19 pandemic situation was no exception to it. The Professional Ethics, Human Values and the issues related to environment and sustainability were addressed through online sessions. Students were encouraged to make masks and support the people staying in the nearby society.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 92.68

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 367

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 94.67

2.1.1.1 **Number of seats filled year wise during last five years (Only first year admissions to be considered)**

2022-23	2021-22	2020-21	2019-20	2018-19
180	174	138	180	180

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
180	180	180	180	180

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 76.52

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2022-23	2021-22	2020-21	2019-20	2018-19
58	57	43	66	66

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
59	74	73	90	83

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 24.75

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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

The changes in the field of business have paved way for customising the Teaching Learning Process. The Teaching Learning approach of the Institute is purely focussed on Student centric methods.

During COVID times moving ahead with online teaching and thus framing the CCE's in accordance with that have been the most challenging task to be accomplished. The platform of Google meet, Google classroom and the Google suite was successfully incorporated to make the online mode efficient. Though the students were online, but initiatives were made for their participation in activity, events, sessions, workshops, online certificate courses.

After going through the challenging years of COVID we once again came back to the regular and offline classroom teaching structure of implementing Teaching Learning Process at HNIMR.

Experiential Learning Approach: Helping students to have a real life/hand on experience of the different attributes used in Organizations. Such learnings are provided through Industry Internships, Industry visits, Consultancy Projects, Management Games, Gamification, Summer Internship Programs caters to face the real challenges of the work environment. Encourage students to write and publish Research papers for varied Conferences, having the Summer Internship Competition.

Grooming Sessions are conducted which facilitates the students in enhancing the Aptitude, Attitude, Communication Skills, Interview Technique Skills, Group Discussion Skills.

Participative Learning Approach: Such approaches are a means to encourage students in their participation to learn from each other's ideas & share experiences in a collaborative manner generating Peer Learning. During the National /International Conference organized by the Institute through Hybrid and online mode the students were encouraged to contribute through research papers with faculties or peers and the relevant papers were published in UGC care listed Journal.

Collaborative Learning is also inculcated through Workshops, guest lecture sessions and discussions, Role Play, Individual / Group Presentations, Group Discussions / Brainstorming sessions. Collaborations with Foreign Universities during the Conferences also substantiates the learning process for our students.

Institute also organizes varied cocurricular/extracurricular activities and thus gives a learning opportunity of coordination and conduction of every activity by the students. Teams of students take care of various aspects of the event as coordination with the resource persons, venue management, stage decoration, anchoring, catering arrangements etc. thus developing stage confidence, public speaking, soft skills, team building, leadership, etc.

Problem Solving Approach: It inculcates a dimension of critical thinking and application of logical reasoning to the pursuit and providing solutions to various Problems. Internship programmes, Certificate programmes, MOOC courses, Business Plans (Carpe Diem Business Plan Competition in association with IIM), Poster/Model Making and presentation competitions, Video Presentation, Review of Articles/ video clips, Book Review and its presentation .

To cater to all the necessary approaches of Pedagogy, the Institute has provided 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. 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	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 91.11

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
18	18	18	18	18

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 80.49

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
13	14	14	14	11

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	[View Document](#)
Institution data in the prescribed format	[View Document](#)
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awareded by UGC recognized universities	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

The institute is affiliated to Savitribai Phule Pune University and hence follows its rules and guidelines regarding the assessment and evaluation of students. The institute has a robust and transparent evaluation process. Transparent internal assessment mechanism begins with well-defined SPPU's guidelines and criteria. To ensure transparency in the process, the students are given ample notice about the internal assessment method. A college exam officer briefs the credit system which includes both full and half credit courses. The evaluation pattern and the components of concurrent evaluation are explained to the students during the MBA induction programme. An academic calendar containing a comprehensive timetable of the SPPU exams is provided to students. Effective planning and system implementation are discussed at a faculty meeting conducted by the institute Director prior to the start of the term. Academic calendar and exam calendar is prepared at the beginning of academic year. It is made available to the students. Thus students know about the dates of internal examinations, submission of assignments well in advance and hence students can plan accordingly.

The internal evaluation pattern could be a case study, multiple-choice question (MCQ) test, research article review, live project, presentation and so on depending on the subject. Internal examination is conducted at the end of each semester. Implementing a system of continuous evaluation ensures that students are consistently engaged with the learning process. Regular assessments are helpful for a continuous and comprehensive evaluation of students' understanding.

The internal/external examination-related grievance procedure is open, timely and effective. The procedure listed below is used for any internal and external examination complaints.

1. Students must submit a written, signed application addressing the specific exam section where they feel they have been treated unfairly. The subject teacher resolves any complaints that are linked to that subject.
2. The exam committee which is directed by a college exam officer, handles any additional exam-related complaints. The student may contact the institute's Director if the issue is not remedied within eight days after the application in which case the exam committee led by the Director resolves exam-related complaints. Any problems or complaints relating to internal exams are promptly resolved with the assistance of the concerned subject teacher. The exam/grievance redressal committee is a part of the examination department. Internal squad committees are formed to monitor the examination process as a whole during university exams. Regular instructions are given to the students and it is checked that the exams are administered efficiently.
3. Examining a grievance at the university: If the students have questions about the marks they received on their university exams. Students submit online requests for revaluation and rechecking together with the required fees. Candidates have ten days from the date of receipt of the photocopy to submit an application and pay the necessary fees. The SPPU has online question paper download portal system. Any question paper clarification received from this online portal system is immediately communicated to the students during the examination.

In this way the institute implements the SPPUs guidelines for the assessment and evaluation process.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

The institute has a clear goal and mission statement and is committed to the holistic development of its students. The Institute is affiliated to Savitribai Phule Pune University, Pune and offers MBA Program and the institute follows SPPU Curriculum and Examination Schedules for two year MBA programme. The COs of all the courses are defined by SPPU. The program outcomes are concisely outlined by the institute. It provides clear understanding to the students about the knowledge, skills and competencies they should possess upon completion of their MBA programme. The teachers, library, computer labs and technology resources of the institute are aligned in accordance with the desired goals of the program. POs convey the key goals and objectives of MBA program. POs serve as a foundation for designing and

updating the curriculum. Program Outcome helps to structure courses and learning experiences to ensure that students acquire the necessary knowledge, skills and competencies. POs and COs act as benchmarks for assessment and evaluation. By defining specific outcomes for each program and course, the institute can establish measurable criteria to assess students' progress. This not only facilitates a fair and transparent evaluation process but also assists in continuous improvement in teaching quality. It allows the respective subject teachers to refine their teaching methodologies based on the course outcomes which are achieved during the MBA program. It provides transparency regarding the educational values and outcomes associated with each program. Newly admitted students are informed about these concepts during the induction program.

Program Specific Outcomes (PSOs) are results statements from a program. PSOs are explained to the students. It helps them to understand that how the skills they learn in this program will directly benefit society's sustainability and advancement.

Course Outcomes (COs): These are the abilities and information that students will eventually acquire at the end of each course. It explains the cognitive functions that students are exposed to in a course.

Communication Mechanism: Subject teacher calculate the COs as per the guidelines introduced by the Savitribai Phule Pune University for the respective courses. After verification of IQAC all COs and POs/PSOs are displayed on the Institute website and it is communicated to the students during classroom sessions and induction programme.

The institute follows the Choice Based Credit System (CBCS) to widen the teaching and learning activities. CBCS helps students to have the flexibility to opt for courses of their choice. The syllabus under CBCS have been strengthened with the introduction of OBE and the courses have been strengthened with desirable outcomes. The evaluation system has been modified to evaluate the courses with respect to expected outcomes. OBE helps the learners to achieve higher order learning levels based on Bloom's Taxonomy. OBE enriches the academic content of the courses offered in each programme. It equips the subject teachers with knowledge and skill. OBE empowers the students with attainable outcomes of the programme. By displaying clear Program Outcomes and Course Outcomes on the website, the institute demonstrates transparency, accountability and a commitment to provide quality education with measurable outcomes.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Savitribai Phule Pune University introduced CBCS 2019 Pattern from the academic year 2019-2020. The institute ensures a fair and accurate evaluation of students' performance. The institute uses disciplinary pedagogy. Savitribai Phule Pune University developed the PSOs, POs and COs which provides guideline for the affiliated institute in calculation of COs and POs. The attainment of COs and POs is an important indicator of the effectiveness of a course and the teaching-learning evaluation process. Course Outcomes and Program outcomes are attained through the usage of curriculum. Each course has certain objectives called Course Outcomes (COs), which are matched to PSOs and POs. By applying a set of performance evaluation criteria, COs are quantitatively assessed. Therefore, attaining COs is evidence that PO and PSO have also been completed. Program Outcomes are the overall goals and expectations of the MBA program. They represent the knowledge, skills and attitude that students are expected to acquire by the time they complete the MBA program.

A continuous concurrent internal evaluation process is used by the subject teachers to assess the course objectives. POs are typically assessed at the end of the program to determine whether students have achieved the learning outcomes. Based on nature of the course, the course teacher may include examinations, class tests, case studies, research article reviews, SIP projects, presentations and other forms of assessment as evaluation methods. They are aligned with the specific POs of the MBA program.

Course teacher selects any two or more CCE methods from Group A,B,C,D, E, F and G for minimum 25 marks. For each CCE break up of marks wrt outcomes is defined by the course teacher. Performance level rating is communicated to the students based on the performance criterion for respective course. CO attainment level is defined considering the percentage of marks achieved by the students for given course. CO attainment level is 3 if the students achieve the percentage of marks more than or equal to 70. CO attainment level is 2 if the students achieve the percentage of marks more than or equal to 60. CO attainment level is 1 if the students achieve the percentage of marks more than or equal to 40. For each outcome this attainment level is considered by the course teacher.

Attainment level summary is prepared by taking the average of attainment level obtained by each student for respective outcome. For certain courses, real-world experiences through internships can contribute to the evaluation of outcomes. It helps to identify areas of strength and areas that need improvement. This feedback is crucial for continuous improvement of the program or course. PO-CO matrix is prepared by the subject teacher considering the Course Outcome and Program Outcome.

Course teacher selects relevant teaching learning methods like lecture, classroom discussions, case study, role play, interactive sessions etc. Then course teacher prepares Teaching Learning Method chart considering the teaching learning method used for respective outcome for the given course. It helps to ensure that students are well-prepared for their future endeavours and career.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 92.72

2.6.3.1 **Number of final year students who passed the university examination year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
153	144	174	178	141

2.6.3.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
191	151	180	178	152

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	[View Document](#)
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - 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 last five years (INR in Lakhs)

Response: 2.56

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	1.09	0.808	0.66	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

The Institute adheres to and supports the "Entrepreneurial Innovations " ideology. The institute deploys the necessary hardware, staff, and funding eg-**NAAC sponsored Workshop on Academic writing skills', Sponsored Faculty to attend FDP at IIM A, National Womens Commission for Workshop on Second Innings of the Career** etc. to build an innovation environment.The objective is to provide a comprehensive and integrated range of support including mentoring, Training programs, networking and an array of other benefits. The initiatives taken up by the institution towards effective knowledge transfer to the students are mentioned:

The college organizes various lectures on Intellectual Property Rights (IRP), Research Methodology, and Entrepreneurship

The staff members and students of the institution are engaged in the publication of research papers in

national and international reputed journals such as SCI, Scopus and UGC. In the institute adequate provision is made for library to refer books and journals, e-journals. Also all faculties of Institution are having their Google scholar, Scopus and VIDWAN Platforms to get connected with real time researchers to share and refer their research activities. Faculties and students availed the financial assistance for attending conferences, patent publication and visit to research organizations.

Competitons like **HORIZON** are organized by the institute wherein students present their Summer internship work .They show case their research skills and learning outcomes. The best presentation is awarded cash prizes. This motivates the students to develop their research and presentation skills

The institution has MoUs with other institutions /Universities like-**OPOLE UNIVERSITY of TECHNOLOGY,Poland,GORI STATE UNIVERSITY,GEORGIA** which help in upgrading the knowledge by providing guest lectures, seminars, workshops for students and faculty members by mutual sharing of resources

The institution has a well-established Start ,Innovation incubation cell to help the students with the inception of innovative, entrepreneurial ideas and start-ups. The objectives of setting up the incubation centre by the institution are to promote entrepreneurship among students and faculty of the institution, generating good business ideas through Activities Like **Business Plan competition, Business Idea Generation Workshops,** Every Year the cell organizes **E-BAZAR/Market** wherein the students are made to put up stall and sell their products.This helps students to get hands on experience of entrepreneurship.

Knowledge Resource Center appreciates the **Best Library User** In student category to cultivate reading habits each year. The placement cell organizes Campus Drive frequently for the placement of fresher as well as eligible student. Each department is involved in Career Counseling. A separate research facility is available with ICT tools, reference book, and a journal section to enrich research practice. Online access of different reputed journal-books are also easily assessable to faculty and research student. The institute has well-established labs and computing facilities that offer the assistance needed to carry out research and innovation

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 32

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
13	2	7	6	4

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 5.33

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
22	49	1	24	0

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 3.33

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
2	2	32	24	0

File Description	Document
List of chapter/book along with the links redirecting to the source website	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

Introduction:

Maharshi Karve Stree Shikshan Samstha's Hiraben Nanavati Institute of Management and Research for Women (MKSSS HNIMR) in Pune has been actively involved in conducting extension activities aimed at community development and student sensitization to social issues. This report assesses the outcomes of these activities over the past years.

Women Empowerment:

Workshops and Sessions focusing on preventive measures against the increasing cyber-crimes targeting women, career counselling of the housewives, as well as sessions addressing financial wellness for women, have been arranged. Additionally, the institute regularly hosts business/ entrepreneurship

exhibitions to empower and highlight the endeavors of women, recognizing their efforts through awards.

Environment Protection:

The institute took deliberate steps to safeguard the environment in its surroundings and conserve natural resources through extensive tree planting initiatives. Activities under this initiative encompassed cleanliness drives as part of the Swachh Bharat Abhiyan, eco-friendly Diwali celebrations, e-waste collection campaigns, and tree plantation initiatives. Furthermore, students actively participated in Ganesh Visarjan, assisting devotees in the proper disposal of Nirmalya.

Social Awareness:

The institute also organised Blood donation camps to raise awareness about the societal importance of contributing to a healthy community while also providing complimentary blood check-ups. Environmental awareness drives e.g. e-waste/plastic waste collection promoted sustainable practices, leading to cleaner surroundings and heightened consciousness about environmental conservation.

Knowledge Transfer:

The institute's effort to engage students with the community helped students understand social issues. They have gained practical experience in addressing societal challenges, honing their problem-solving and leadership skills. Interacting with diverse community members has broadened their perspectives and enhanced their cultural competence.

Programme for Underprivileged Children and Promoting Education:

The institute has embraced Sangrun village as part of its community engagement efforts, demonstrating a commitment to improving the lives of its residents. Through a variety of initiatives, students have actively engaged with the villagers to address pertinent issues and empower the community. One of the primary focuses has been on environmental sustainability, with initiatives such as plastic waste management programs aimed at reducing pollution and promoting cleaner surroundings. Additionally, cleanliness drives have been organized to enhance hygiene levels within the village, contributing to the overall well-being of its inhabitants.

To promote eco-friendly practices and reduce reliance on plastic, workshops on paper bag making have been conducted, providing villagers with alternative options for packaging and shopping. Moreover, efforts have been made to bridge the digital divide by introducing school students to basic computer skills, enabling them to access information and opportunities in the digital age.

Outcome of the above activities in enabling holistic development of students:

- Students gain insight into prevalent **social issues** within society.
- Students recognize their **capacity to enact change** within their **community** and beyond.
- Students understand the impact of even minor contributions on individuals' lives. These activities help foster a **sense of unity** and **compassion for the community**, particularly among the **underprivileged**.
- Students are provided with a platform to refine a multitude of skills, including **problem-solving, analytical thinking, perception, interpersonal relations, ethical leadership, and**

management, fostering comprehensive development.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Maharshi Karve Stree Shikshan Samstha (MKSSS) and MKSSS's Smt. Hiraben Nanavati Institute of Management and Research for Women (HNIMR) have been recognized for their exemplary extension activities aimed at community development and student engagement. MKSSS's Smt. Hiraben Nanavati Institute of Management and Research for Women (HNIMR) has initiated various activities under its Institutional Social Responsibility arena catering to Women Empowerment, Environment Protection, Social Awareness, Knowledge Transfer and Programme for Underprivileged Children and Promoting Education.

Our efforts in arranging and executing extension and outreach initiatives were acknowledged and honored by diverse governmental and government-recognized entities. These entities encompass government agencies, charitable trusts, private and limited companies, municipal corporation, and others.

1. received from Jankalyan Raktapedhi for organising a Blood Donation drive on 05.03.2014.
2. A **"Certificate of Merit"** is awarded to Ms. Sumedha Borade for being a member of winning team at the Zonal Level Roll Ball Competition in the Academic Year 2022-23.
3. A **"Certificate of Participation"** is awarded to Ms. Sumedha Borade for participating in the All India Inter University Level Roll Ball Competition in the Academic Year 2022-23.
4. Savitribai Phule Pune University has recognized the academic contributions of our faculty member, Dr. Sonali Parchure, by appointing her as a **Board of Studies Member-Financial Management** for the academic years 2023 to 2028.
5. G. H. Raisoni College of Arts, Commerce and Science has recognised the academic contribution of our faculty member, Dr. Ashok Pawar, by appointing him as a **Board of Studies Member-Business Administration** from the Academic Year 2023 to 2028.
6. A **'Certificate of Attainment'** is awarded to our student for actively participating and successfully completing a Project from Jun. 2022 to Aug. 2022 on "Carbon Neutral Campus" by Samuchit Enviro Tech.
7. The Institute's efforts for segregating **waste for recycling has been recognised** by ProEarth Ecosystems Private Limited for actively participating in the collection drive of e-waste and plastic on and outside of the campus from 18.07.2022 to 22.07.2022.
8. A **'Certificate of Commitment'** is awarded to our faculty member Dr. Ashok Pawar for adopting integrity pledge and committed to uphold highest standard of honesty and integrity by the Central

Vigilance Commission.

9. **"Letter of Appreciation"** received from Jankalyan Raktapedhi for organising a Blood Donation drive on 09.01.2020.

10. A **"Certificate of Commitment"** was awarded to the Institute by Jankalyan Raktapedhi for Selfless Service towards Voluntary Blood Donation Drives every year on the campus.

11. Pune Municipal Corporation conferred "**FIRST Prize"** to MKSSS, a parent body of the Institute in the category of School and College for Clean Campus in the Swachh Puraskar 2019.

12. A **"Letter of Appreciation"** received from Jankalyan Raktapedhi for organising a Blood Donation drive on 25.09.2018.

The awards and recognitions received by MKSSS and HNIMR for their extension activities from government and government-recognized bodies highlight their exceptional contributions to community development, women's empowerment, environmental conservation, knowledge transfer and skill development.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 54

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
22	11	1	5	15

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 23

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
List of year wise activities and exchange should be provided	[View Document](#)
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

Building:

Institute adheres to norms and guidelines of its affiliating bodies viz. AICTE, SPPU and DTE. The campus is built on 0.5 acres of land with 3234.67 Sq. mtrs having four stored building owned by MKSSS.

The ground floor houses the reception, airconditioned girls common room, airconditioned admin office, director office, pantry, two air-conditioned staff/faculty rooms, Lift, ramps for specially abled persons, placements and research offices. Staff members are provided with PC for individual access, network printer facility, scanner facility, Internet and Wi-Fi access etc.

The first floor has the Library with reading room, two Computer Labs, On the second floor, we have the Airconditioned Auditorium with a seating capacity of 180, six class rooms, exam control room and a record room. On the third floor, Institute has a seminar room equipped with Interactive TV, Projector, networked PC, Laptop with required softwares, Amplifiers System, Mike System, Internet Access and Wi-Fi Access.

Classrooms:

Institute has 10 ICT-enabled Classrooms having seating capacity of 60 students each. Each classroom has a Short-throw Projector, Networked PC, Speakers, Interactive Board, Internet Access, Wi-Fi Access, MS-Office. Laptops are available for the faculty members for teaching. In addition, institute has a seminar hall with a total seating capacity of 100.

Computer Laboratories:

Institute has three Airconditioned Computer Labs having 134 computers. These labs are used for practical teaching, Workshops & Corporate experts Sessions, Several events and activities viz. Kushagra, Panache, Placement activities viz. aptitude test, Preparation of projects, presentation, assignment by students, Online Mock Exams, Training/ FDP's, Ph.D Research work.

Other Facilities:

Sick room, parking, security, CCTVS, biometric, indoor sports facilities.

Centralized Facilities:

Such as Auditoriums, Playground, Medical Dispensary, Health Club, Canteen, Hostel, Common Space etc.

The institution has adequate facilities for sports, games (indoor, outdoor), gymnasium, yoga centre.

Institute encourages Sports and Cultural activities for overall personality development of students.

Sports Facilities:

Institute provides the centralized playground area of 2.5 acres having open gym facility and necessary equipment for outdoor sports activities. Necessary facilities are also available to play indoor games viz. Table Tennis, Carom and Chess etc. Trained trainers of centralized facilities conduct Yoga and Meditation sessions in the seminar hall measuring 112.42 Sq. Mtr. Area., first aid cum sick room 10 Sq. Mtr. Area.

Tejaswini Health Club is a centralized facilities offered by MKSSS for students and female staff members.

The Sports Cell conducts various activities for students viz. International Yoga Day, Zumba Sessions, MKSSS's Damini Sports Tournament**,** MKSSS's Baya Karve Marathon**,** Guidance sessions**,** Sports Day, Yoga and Meditation sessions.

Cultural Facilities:

Institute encourages participation in cultural activities. Institute provides infrastructure facilities such as Auditorium – 172.29 Sq. Mtr., Seminar Hall - 112.42 Sq. Mtr., Girls Common Room – 185.61 Sq. Mtr., centralized SBI Auditorium.

Cultural Cell organizes various activities for students viz. Freshers' Party, Symphony – Unity in Diversity, Farewell Party, Republic Day Celebration, Independence Day Celebration, Shri Ganesh Festival, other cultural programmes.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 14.34

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
22.78	16.90	51.35	26.09	74.28

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

HNIMR Library and Information Resource Centre has adequate space, infrastructure and proper ventilation which makes library a pleasant place to visit. There is a separate reading hall for students with around 100 seating capacity and Digital Library section for users to browse e-resources.

Library has adequate availability of resources to cater to user's information needs. Library Collection development offers students a whole reading gamut of their choice, helping them acquire knowledge on wide range of topics. All the information related to library are accessible to users on Library page of institute's website.

Library strives proactively to develop, organize and maintain collection of books, journals, etc. and other reading materials in print and non-print form needed to meet the information, research, instructional and related needs of the students, faculty, researchers and administrative staff. Library since its inception

from 1996 provides open access facility and information related services to its users. Books are classified according to Dewey Decimal Classification (DDC) Scheme. Shelving of books is done according to Call number (according to subject). Arrangement of books author wise alphabetically by author's last name on the shelves helps users to find books easily. Effective use of Information and Communication technology and continuous development approach helps in providing value added and effective services to the users. Efficiency is due to automation and effectiveness is due to shelving system.

Earlier library was automated using Library Easy and SLIM 21 software. At present library is automated using KOHA Library Automation Software and all the reading materials like books, journals, and other resources are bar coded and all modules are incorporated. Besides being automated, there is a biometric attendance system to measure the footfalls of the library and various entry registers like Visitor Register-students, Visitor Register-faculty members, etc. are maintained. Students get sufficient reading material issued on their account (8 Books/journals/magazines on their account for a period of 8 days and can be renewed twice if needed).

Through remote access, users can access WEB OPAC and all e-resources of the library throughout the campus and outside the campus. For utilizing e-resources the institute is having the connectivity bandwidth of 300 Mbps.

Library has membership of the following organizations/Library

- Jaykar Knowledge Resource Centre, SPPU, Pune.
- National Digital Library of India (NDLI)
- DELNET (Developing Libraries Network).

Business Standard e-newspaper is provided. Students prepare "Business Standard Clipping Notebook" and submit it to their mentors.

To enhance learning process of students some of the best practices and initiatives of library are:

- Poster Presentation
- Book Review
- Vacchan Prerna Din
- NDLI sessions
- Library Induction
- E-Resources Training sessions, etc.

Library Page on Institute's Website -   https://hnimr.org/departments/#1

As gateways to knowledge Library plays a fundamental role in enhancing the learning experience, providing students with all the materials and services they need for their academic and related reading. 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	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

Institution frequently updates its IT facilities including Wi-Fi.

Description of IT facilities.

IT infrastructure plays a vital role in the students' learning experience. We follow AICTE norms for IT infrastructure, and the Institute continuously upgrades its IT facilities from time-to-time.

The institute has 3 computer labs. Following is the ICT profile available in our Institute.

- Computers - 214
- Laptops - 17
- Printers - 20
- Scanners - 03
- Photocopy machines - 03.
- Projectors - 20
- Interactive Smart TV - 01
- Generator backup and online UPS facility
- CCTV surveillance for security
- Servers-2

The Institute has 10 ICT-enabled Classrooms with facilities such as Short-throw Projector, Networked PC, Speakers, Interactive Board, Internet Access, Wi-Fi Access, MS-Office. Laptops are available for the faculty members for teaching.

The students are provided with the required IT infrastructure with latest technology at Auditorium, Seminar Hall, Girls' Common Room, Conference room. Students also use the Digital Library facility for their studies.

Institute has its presence on social media as well. It has its YouTube channel which is used for live streaming and uploading important videos of different events and lectures. There is an in-house setup to

record sessions and upload online.

The institute has Wi-Fi Campus and is accessible to all the students and staff members. Unlimited Internet access is provided to the Students and Employees at all the locations within the premises with internet leased line.

The Internet access is 300 MBPS enhanced from 36 MBPS; the upgradation of internet is given below which is as per AICTE norms:

- 2018-19: 36 MBPS
- 2019-20: 60 MBPS
- 2020-21: 140 MBPS
- 2021-22: 440 MBPS
- 2022-23: 300 MBPs

The Institute upgrades PCs with the current required configuration, and renews and updates software regularly, wherein only licensed software is used. The upgradation takes place with respect to various IT tools timely for administrative work and communication systems.

During the COVID 19 pandemic situation, the Institute upgraded to branded PCs (HP). New Laptops were also purchased. The Institute utilized its IT resources optimally during the pandemic. The faculty were trained on how to use online platforms for teaching and learning activities. University exams were also conducted online during the pandemic using the IT infrastructure. Several webinars and workshops were conducted online using Zoom, Google Meet like apps and the recorded sessions / live sessions were made available through Institute's YouTube Channel.

Our library is digital and e resources, online publications, KOHA software and relevant library software's are used.

MKSSS established its centralized Data Centre in 2020-21 and most of the IT services are made available through this centralized access. Presently Firewall, Antiviruses and Internet services are centralized. Institute regularly updates and renews its Anti-virus software facility, Microsoft campus License. The Institute is registered under campus agreement with Microsoft.

The future of the institute is to go digital, to upgrade to new digital technologies innovate digital teaching methodologies, deployment of Finance software, laptops and Smartboards.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 1.85

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 214

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	[View Document](#)
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 58.57

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
189.73	149.55	125.34	148.31	169.02

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 64.83

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
270	222	222	234	202

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 15.73

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
59	84	43	44	49

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 32.34

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
58	76	43	46	59

5.2.1.2 **Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
190	195	151	178	158

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	[View Document](#)
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 2.03

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
01	08	00	01	02

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

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 last five years

Response: 2

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years*

2022-23	2021-22	2020-21	2019-20	2018-19
0	1	0	0	1

File Description	Document
Upload supporting document	[View Document](#)
list and links to e-copies of award letters and certificates	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 10.8

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
03	07	23	16	05

File Description	Document
Upload supporting document	[View Document]
Institutional data in the prescribed format	[View Document]

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

Response:

The Alumni Association acts as a link between the "Alma Mater" and the "Alumni". The Institute has a registered Alumni Association named as HNIMR Alumnae Association. Alumnae cell along with Association organizes various activities for students to groom the student and to strengthen the bond between alumnae and the current students. These activities are designed accordance with following objectives

Objectives:

1. To Form and develop rapport with all the students who have successfully completed the course from HNIMR.

2. To provide forum to alumnae to contribute to the institute by sharing their experiences in the industry.

3. To guide the students about industry practices and processes through the programs conducted to shape their personality and career plans.

4. To get funds for welfare of the current students and institution.

The association provides a platform for interaction between alumni, present students, faculty of the institute and institute administration. This platform facilitates the students to showcase about working environment and provides an opportunity to get the employment opportunities and develop the network. Several Initiatives by alumnae has contributed significantly through financial and non-financial means during the last five years. Alumnae of HNIMR are very proactive and every year they guide students on various platforms such as general and specialization wise guidance and mentoring ,placement activities like corporate meet and greet, placement week sessions and induction program session. Alumnae give guidance to the current batch students in developing presentation skills, guidance about opportunities available in different companies, skills to be developed to overcome the future challenges and being a women college, they also provide tips to maintain the work life balance during parenthood. Existing students also equally benefit by knowledge of industry practices and processes explained by alumni .

Interim alumnae meetings are conducted where alumnae who are working in corporate world are invited to discuss their experiences with the director and faculty members. This helps faculty members gain insights on the current industry trends and to design workshops, certificate courses and learning

assignments accordingly.

Induction program is another avenue where this cell runs a panel discussion with experienced alumnae. This session provide guidance to the new joiners on industry expectation from the course of MBA for their career

Alumnae cell along with association organizes various initiatives for existing students such as domain grooming sessions, corporate interface sessions and the Panel discussions of alumnae from different specializations. Such activities provide an opportunity to students to interact with alumnae in formal and informal ways. Current students are also able to sharpen their communication skills , their networking and social skills.

Alumnae are invited as judge for various events and activities conducted throughout the year. Through such initiatives, alumnae get to apply their industry skills in judging solutions for challenging problems given to the students.

The institute encourages students and alumni to contribute towards women empowerment by motivating them to participate in various skill development programs as well as philanthropic initiatives for our Samstha and students for e.g. Our needy students got help from our alumni in the form of specific donations from Explo company.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

MKSSS's managing committee is formed by elected members through life workers of samstha. It is the apex body for strategic decisions for all units of samstha. It manages more than 70 educational institutes from KG to PG spread all over Maharashtra. At the unit level, the College Development Committee (CDC) comprises of the Chairman, representatives from teaching and non-teaching faculty, IQAC coordinator, Alumnae and experts from industry. CDC / LMC gives advice and takes strategic decisions like reviewing progress of the institute and setting guidelines for academic and related activities. HNIMR-IQAC ensures a quality philosophy for all the activities of the institute. The Director develops educational processes and policies. Committees are formed for organizing all the activities at the institute as per the academic calendar.

NEP implementation: COVID-19 made all teachers implement online lectures, leading to changes in educational methods. Example: An online webinar on NEP was organized under the theme "The Role of Teachers in the Implementation of National Education Policy". It aimed to provide understanding of education policy. Having multidisciplinary approach, HNIMR felicitated "Women Achievers Vedic day celebrations and physical fitness initiatives such as yoga, meditation. Efforts are being taken by the institute in the direction of online education. Committee members prepared write up as plan for the NEP implementation It helped in creating awareness of the significance of online education in the wake of the covid outbreak. The Institute continues to follow customs and practices such as the National Anthem at the start of every formal function, reciting of Ashram Geet to pay homage to the founder of the MKSSS our parent body, Bharart Ratna Maharshi Dhondu Keshav Karve. HNIMR also provides an opportunity for experiential learning through Unity in Diversity.

Sustained institutional growth: The activities conducted at HNIMR for the students help in achieving students' professional developments as per corporate standards, there by facilitating sustained institutional growth. HNIMR has updated from time to time the infrastructure, academic programs, faculty Development and student skills. Quality initiatives are undertaken by IQAC for the overall development of the students. Certificate courses, Grooming sessions, employability sessions are conducted on a regular basis.

Decentralization: The activities conducted by the committees at HNIMR enable the holistic development of the students. The national conference was conducted in the month of June 2021 as per the academic calendar the conference committee planned and conducted the conference as per policy defined. The committee in charge was delegated with suitable authority, responsibility, decision making. This clearly demonstrates the successful practice of decentralization.

Participation and Institutional Governance:

The teaching faculty, non-teaching and student representatives are members of CDC and their suggestions and expressions are taken note by the CDC Chairman.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The Institute continuously strives to provide quality and inclusive education. From infrastructural planning to academic delivery the Institute is in the constant process of evolving new and effective strategies.

The perspective/strategic plans are meticulously crafted based on the strengths of the Institution. The vision and mission of the Institution serve as the foundation for creating the strategic plans. Appropriate **committees/Departments** are established, and review meetings are conducted periodically to pursue the long term and short-term plans.

The Institute has an Examination Committee to discuss issues related to evaluation. HNIMR has Anti-Ragging Committee, Equal Opportunity Cell, Anti Sexual Harassment Cell etc. Based on the experience and the expertise of the faculty members, teams have been formed.

The Research Committee discusses the research expectations of the Institution, suggests different possibilities, evaluates research worthy projects for funding, and organizes periodic research programs.

Teaching and Learning (Academics Committee) aims at quality learning. It also works for inclusive education focusing on developing the latest and most relevant courses with appropriate use of technology. The Institute is facilitating ICT enabled teaching, systematic internal evaluation process and continuous monitoring of the students' performance. The Institute has a strong Industry Institute Interface.

a) Curriculum Development is carried out by IQAC, subject teachers and experts from Industry and academics. In designing the curriculum, they incorporate issues of contemporary relevance. The IQAC is the central body which reviews quality in all the activities in the campus.

b) Community Engagement **-** The Institute designs programmes and activities to ensure the involvement of the students and teachers to enhance the extension activities and community development. It aims to produce knowledge, skill and attitudes necessary for developing social concerns.

Administrative set up - The Director of the Institute, who is the executive head, manages day to day working of the college with the assistance of teaching, non-teaching staff, departments, cell in-charge etc. who work as a team to reinforce the culture of excellence.

Functions of various bodies, service rules and procedures: The IQAC is the central body which assists the Institute in all the activities. The Director appoints IQAC/NAAC Coordinator and many more committees to help in the administrative work related to activities and academics, Quality issues and student welfare issues. Heads and committee coordinators are provided full autonomy within the structure to bring in participative management and decentralization of powers. All the committees have fair participation of students, and student voices are fully respected.

Human resource planning:

The purpose of HR Planning is to recruit faculty members keeping in view the adequate faculty members/students ratio for effective functioning of the institution. Teaching faculty are appointed, and their qualifications are declared as per norms of UGC, AICTE, & SPPU. Visiting/Expert/Guest Faculty are invited as per requirement. Non-teaching staff is recruited as per SPPU and MKSSS policy. The Institute conducts training programmes in new areas of knowledge and encourages faculty members to attend seminars/conferences/workshops and orientation programmes. Non-teaching staff is also deputed for the training programmes and workshops.

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

1. **Administration**
2. **Finance and Accounts**
3. **Student Admission and Support**
4. **Examination**

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	[View Document](#)
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

Performance appraisal is paramount for growth and development of employees in an organization. It provides an opportunity for employers to assess performance of employees and employees to demonstrate their achievements. HNIMR has implemented performance appraisal system as per the guidelines of the parent body MKSSS for all the employees, teaching and non-teaching staff. The objective of performance appraisal system is to evaluate and encourage the employeestowards continuous improvement and development which will help in imparting quality education to the students.

At the end of every semester, course wise feedback of the Teaching faculty is collected from students on aspects of Ability to conduct/ engage classes, teaching methodology, knowledge and understanding of subject, exam orientation,practical orientation and live examples and so on. At the beginning of the new academic year begins, teaching and non-teaching staff members are required to submit their filled self-appraisal format to the HR of the Institute. Teaching staff gives information of their achievements, additional learning, Book/Paper publications, conducting inter as well as intra institute activities for the year.. Non-teaching staff also submit their self-assessment based on Training and development programmes attended, quality and effective completion of assigned work, ability to work in team, Flexibility, and so on

The Director of the institute then evaluates the appraisal forms and records feedback for each employee and schedules one on one discussions with the staff/teaching faculty to have meaningful conversation on their performance and identify action plan for the subsequent year along with setting developmental goals. Ideas are also sought from each employee towards further improvement of their performance and any enhancements the institute can undertake for improving the quality of holistic education imparted to the students.

The Institute is thoroughly committed in providing an all-inclusive welfare measures to their staff/teaching faculty .Samstha runs day care for employees' kids within the campus to provide safe environment for their children while they are working in the institute. Samstha's health club offers gym & yoga practice to help maintain wellbeing of employees and members. Wholesome &hygienic food is available for employees & students at reasonable rates at SUSWAD canteen operated in the campus. Samstha has an on-campus dispensary or health centre for students as well as employees and appointed doctors provide medical consultation for a nominal fee. Samtha provides group health insurance to employees with premium contribution ratio of 70:30. Peons are given uniform to wear by the institute during working hours. Teachers are given financial assistance to participate in FDPs and Conferences .

MKSSS runs employee co-operative society for staff members where permanent employees are eligible for its membership. It offers short term personal loans to registered members to help in their financial needs. Gratuity is also applicable for permanent employees as per government rules. Non-teaching staff can avail salary advances for occasions like Diwali.. Ten percent fees concession is granted to fees for employee's daughters availing education from the institute.

These are some of the welfare measures employed by the institute. HNIMR constantly reviews the welfare measures and strives to improve on them from time to time.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 29.27

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
05	04	02	09	04

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	[View Document](#)
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 41.94

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
3	6	12	7	11

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
8	0	0	1	2

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)
Annual reports highlighting the programmes undertaken by the teachers	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The financial resources of the institute are managed in a very effective manner. The following

Statement   of accounts are maintained.

• Income and expenditure accounts

• Balance sheet.

Samstha has an internal legislative auditing team who conducts the internal audit. They ensure that funds are utilised and mobilised for the benefit of the Institute. The yearly financial Budget is prepared by the Accounts department which, includes all the necessary expenses such as salary (Teaching and non-teaching staff), Physical Facilities, Academic Support Facilities, other expenses like library purchases, funds for annual activities and academics. The Director, Faculty Members and Assistant Administrative Officer prepare the activity and academic calendar and assign faculty members the committees who conduct the activities. The committee incharge prepares the proposal alongwith the budget at the beginning of every year. The Accounts monitors the budget. The purchase committee follows the procedure of obtaining three quotations and getting them approved with the LMC. The sanstha gives directives of purchases and approves as per the proposal placed by the Director. The Management reviews and approves the budget.

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

An Internal approval system for all expenses is in place. Accordingly bills/vouchers submitted alongwith necessary evidence /clarification by the committee incharge/activity. Then the Accounts checks and reviews it and then the Director approves the same. Incase of any emergency the permission of the LMC is taken. During Internal audit The accounts department presents place and every detail of accounts is discussed and briefed to the internal audit team and queries/clarifications if any are discussed. The internal audit report is prepared and handed over to the Director and LMC and the Secretary of the Samstha. The internal audit report is placed before the LMC for its information and approval. An external auditor is appointed by the Samstha to execute 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 audit in the month of April /May for the period of October to March. Every financial aspect is discussed and briefed to the external audit team and queries are resolved (if any). Finalization of the account is completed in June/July and audited statements are prepared in July/August. Then audited report is submitted by chartered accountant to the Institute.

The source of funds for institution is mainly the fees received from the students. In case of short fall the parent organization MKSSS, provides the funds. HNIMR, is approved by 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 the state and central government bodies (Samaj Kalyan, SC/ST/OBC etc). All these funds received are deposited at the samstha and Samstha releases the funds to institutions as per requirements and as per need.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The Academic Calendar is prepared and is strictly followed. Examination schedules, and various activities are notified in the Academic Calendar. All newly admitted students attend the Induction Programme and are made aware of the teaching-learning process, concurrent evaluation, co-curricular activities, discipline and culture of the Institute. Students are apprised of the Time-Table, and syllabi of the courses. ICT-enabled Digital Classrooms, advanced computer labs with unlimited Internet access through LAN and Wi-Fi are available. Library as a learning resource along with Digital Library is made available to the students. Feedback from students is taken to enhance the teaching-learning process.

IQAC works on improving the teaching-learning process and supports adopting Outcome-Based Education(OBE)

The IQAC improve the teaching-learning process through standard academic practices, which include the following:

- Preparation and adherence of Academic & Activity Calendar
- Choice of Electives
- Preparation of Faculty workload, course allocation, Session plan and Timetable preparation
- Mentor-Mentee distribution
- Course Delivery(Online / Offline class)
- Monitoring the summer Projects,
- Monitoring of class delivery
- CO-PO mapping
- Students' Attendance Monitoring of
- Syllabus coverage
- Conduction of internal examinations

IQAC Institutionalizing the quality assurance strategies and processes

The major initiatives taken over the last five years:

- Curriculum Development: Workshops and expert lectures
- MoUs with organizations
- Promote industrial involvement by organizing value-add certificate courses, corporate mentorship, industrial visits, workshops, and guest lectures from industry experts, webinars etc.
- Conducting Student Profiling exercise, aptitude classes and soft skill classes for students to enhance personality and employability.
- Participation of Institute in NIRF&AISHE
- Encouraging Research Cell to conduct programs on IPR, National and International conferences.
- Publication of Student Research Journal that includes student research papers under the guidance of the faculty
- Provision of Financial Assistance to faculty and students to attend conferences and publication of research papers.
- Conducted successfully Ph.D. research course work in association with SPPU for the research scholars all over Maharashtra
- Conducted NAAC sponsored research workshops
- Conducted intercollegiate events/competitions like Kushagra, Panache throughout Maharashtra
- Conducted intra-collegiate Sports Event to inculcate the sporting spirit among the students.
- Participation of students in social welfare activities through Community Development Cell
- Encouraging and motivating students for entrepreneurship development through Start-up and Incubation Center.
- Providing student, a Business Standard News Paper and conducting a News Review activity
- Regular Alumni Meet/s were conducted
- Establishment of various processes to take feedback/surveys from various stakeholders.
- To implement and enhance the use of ICT tools to strengthen the teaching-learning process.

- Establishment of the Mentor-mentee process
- Successful submission of the AQAR annually to the NAAC.
- Academic and Administrative Audit(AAA) and follow-up action taken
- Collaborative quality initiatives
- Green initiatives in Campus – tree plantation, e-vehicles
- Regular meeting of IQAC; quality improvement initiatives identified and implemented

With the ongoing activity initiative that gives a holistic perspective, IQAC records incremental improvement.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	[View Document](#)
NIRF report, AAA report and details on follow up actions	[View Document](#)
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Maharshi karve stree shikshan Samstha is an institution exclusively for women's education. The institution works relentlessly towards educating the women and thereby making them self reliant. Maharshi karve holds the legacy of women's empowerment through education since 1896.

Maharshi Karve founded MKSSS institution with the objectives of upliftment, emancipation and education of women. Maharshi Karve dedicated his whole life for this humanitarian cause with great determination and courage

Our vision: MKSSS has been committed to "Empowerment of women through education". The Institution has a century-long history of dedicated work towards making women educated and self-reliant.Smt Hiraben Nanavati insititute of Management and research for women (HNIMR) is a management institute for women, established in 1996, affiliated to savitribai Phule Pune University and recognized by AICTE.

Our institute is only for girls, and we provide the best of management education, and equip them with knowledge, skills, gender equity and sensitize them to face the professional world with diverse gender. HNIMR conducts gender Audit annually.The main aims of gender audit is to understand the opinions of the stakeholders,students and faculty regarding gender sensitization and their suggestions on the same

Implementation of gender sensitization plan

At the beginning of the year the newly admitted students are made aware of the academic calendar for the year. In addition to the academic lectures, we conduct grooming sessions on facing the corporate world, professional etiquette, personality development, basic managerial skills keeping in mind gender equity. Facilities for gender equity as well as gender sensitisation committees,role and responsibilities are briefed by the coordinator.

1Mentoring & Counseling to students: The institution organizes counseling for students on academic as well as on professional and nonacademic issues.

3.Code of conduct: A discipline code is made known to the students

4.Common room: The institution has a common room for the girls' students, which is well-ventilated and has attached washroom and toilet for girls. A sick room facility is also available in case students do

not feel well, sanitary pads Vending machine is available to the students at various locations and an incinerator to dispose sanitary pads is also available.

5.Security staff and Lady attendants are available in the Institute for any help if required.

6.During Participation in inter-institute competitions or any events: The faculty is given charge of such students and ensures their participation successfully

7.CCTV Surveillance

7.Incase of industrial visits an undertaking from the students is taken for security purpose.

8.The following Committees are formed, and its information is displayed in the premises

- Equal opportunity cell
- POSH -Prevention of sexual harassment
- Nirbhaya Kanya Abhiyan
- Anti ragging committee
- Internal complaints committee
- Grievance redressal cell
- Students' welfare committee

Activities like International women s day are celebrated at HNIMR. Games which are male dominated like kho-kho, volleyball, Boxing, Kho-kho, Handball are encouraged for participation in sports day and at university level.

All the major events like kaleidoscope, Damini, Conferences and so on are conducted successfully by the students at the institute. Even though HNIMR is a girls institute we invite active participation from all gender.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

    1. **Green audit / Environment audit**
    2. **Energy audit**
    3. **Clean and green campus initiatives**
    4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Green audit/environmental audit report from recognized bodies	[View Document](#)
Certificates of the awards received from recognized agency (if any).	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance

and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

 MKSSS's HNIMR follows the Nobel ideals and principles as laid down by our founder Bharat Ratna Dhondo Keshav Karve. At HNIMR focused efforts are directed to providing an inclusive environment I.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio economic and sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens.

The following are the major initiatives under various dimensions of inclusive environment.

Cultural initiatives:

To provide inclusive environment cultural programs like freshers and Induction Program, Farewell program and Panache- a cultural function organized to showcase the talent of the students in order to develop a feeling of enjoyment and friendship. Various festivals like Ganpati, Dandiya, Diwali celebration, Dassera, Lakshmi pujan, Deepotsav, are celebrated to inculcate the Indian culture and festivals. Symphony is a show where the diverse culture of the different States is studied by the students and are performed on the stage. This helps the students in learning the huge diversity of this country

Also, an awareness of international culture was scheduled wherein students were given the basic understanding of the international culture and thinking

Regional and linguistic:

As a part of regional and linguistic initiative like Marathi diwas, Shivaji Jayanti, Vachan prerana Din, Birsa Munda Jayanti, Maharshi Karve Jayanti and Baya Karve Jayanti were organized

 Social Awareness programs like oath, , Blood Donation Women's Day, Yoga Day. In order to enhance the personality and skills of the students Motivational lectures by renowned persons are arranged for grooming the students and to enable them become responsible citizens.

Sports as an entertainment, team spirit and enhancing **sporting spirit:**

In addition, we also have sports infrastructure available for a variety of indoor sports activities like chess, carom and outdoor sports like cricket, kho-kho and volleyball. Damini is a signature event of MKSSS,an Inter-institute sports event. HNIMR students enthusiastically participate in Damini. Sports day and Yoga Day for Physical and mental fitness is also conducted at HNIMR.

Spirit of Nation and patriotism

Celebration of National days for development of National spirit and patriotism-Days of National importance.Every year the institute celebrates national festivals like Republic Day, and Independence Day . Commemorative days are celebrated Gandhi Jayanti, Dr Ambedkar Jayanti on the campus like Gandhi Jayanti to make aware the sacrifice of these great leaders. Har ghar tiranga and Azadi Ka Amrit

Mahotsav two events of National importance depicting 75 successful years of our glorious independence were celebrated at HNIMR.

constitutional obligations: values, rights, duties and responsibilities of citizens

Discipline and code of conduct is displayed on the website ..HNIMR is committed to educating and creating awareness about constitutional, fundamental rights, duties, and responsibilities of citizens. Swachh Bharat Abhiyan, E-waste drive, ban on plastics drive, World environment day are some of the environmental awareness initiatives. Carbon neutral campus project was carried out by HNIMR students'. In addition, co-curricular activities Kushagra, SIP competition, national and international Conference are conducted for enhancing the learning of the students and in developing a healthy spirit of competition among the students

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

7.2.1

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

Response:

Best Practice:- I

  1. Title: Uninterrupted Teaching Learning through Data Repositories.

   2. Objectives:

   1. To ensure availability of textbooks, reference books, and other educational materials in all circumstances.
   2. To channelise pre-learning in students.
   3. To provide access to students on various fictions and non-fiction publications which broadens their knowledge and stimulate their curiosity.
   4. To enable uninterrupted teaching, learning and evaluation.

  3. The Context:

Academic span of 2018-23, consisted of physical classroom, digital as well as 'phygital' education. It was the most testing span in life of the students as well as the faculty members, wherein abruptly from physical classroom education everything shifted to online education. During this phase, ensuring

availability of authentic study resources to the students and faculty members was required. Teachers including the Library of the institute ensured the availability of repositories of study resources to channelise education in all circumstances.

4. The Practice:

Facilities provided:-

- During Pandemic

- Numerous initiatives were taken by the faculty members to ensure study resources were available to students at remote places in the form of offline lectures, captured sessions, session videos - prepared by faculty members and theses videos were also made available on Youtube to the students.
- Orientation sessions and trainings related to how to use resources like NDLI, PGPathshala, how to use SPPU e-content learning, using open textbook and z-library etc.
- Free access to 'Business Standard Digital', e-books and business magazines.
- E-resources access through college website.
- Online access to sage publication journals, Time Magazine, e-journals of publishing India, Infinitthoughts.
- EBSCO access from remote places was available.

- During On-campus schedule

- Book bank facility.
- Daily E-copy of Business Standard newspaper.
- Numerous library sessions are conducted to ensure students read the books.
- Every year library organises a 'book review' activity wherein students read book which are not related to their studies but general management and allied areas.
- Exhaustive physical library repository for students to read.

In addition to these, activities like: -

- Vachan Prerana din,
- Poster Presentation,
- NDLI Promotion activities were also held.

5. Evidence of Success:

- Effective teaching and learning even during pandemic situation.
- Book bank activity of the institute ensure each student gets set of subject books at the beginning semester which they can keep with them till the end of the semester. During 2018-2023 aprrox. 1774 students got benefited by it.
- During 2018-2023 around 900 students reviewed self-help / motivational books and gave presentation on same.
- From Business Standard Newspaper, in each 1st year student reviews 30 articles related to corporate strategy, CEO interviews, global business, and global economics and 10 articles related to any sector of their choice which gets assessed by their mentor. During 2018-2023, approx.

55,800 articles were reviewed by HNIMR students.
- Around 750 students worked on group research projects by adopting research methodology procedure including detailed literature review.
- HNIMR students' university results are encouraging and promising.

6. Problems Encountered and Resources Required:

- During pandemic, all students and faculty members were not well versed with e-resources and using them confidently. Periodic training on that front helped to solve that problem.
- Reading online books has its own challenges so on-going e-mails and messages from library were sent to the students, to motivate them to read online during lock-down.

Best Practice :- II

1. Title: Continuous Grooming for Holistic Development of Students

2. Objectives:

1. To transform MBA students to competent professionals.
2. To enrich students through innovative training – Personality Enhancement Programs and Industry Orientation Programs.
3. To nurture students' intellectual development.

3. The Context:

HNIMR works with the vision of '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, Encouraging self-employment and through sensitising awareness for women's issue in the Society'.

At the institute the students' strength comprises of pupils from all segments and strata of the society with segregated needs. Apart from regular academic development of the students, with a viewpoint of 'Students Holistic Development' the institute took focused steps. The focus was on education and training of life skills and job skills, which channelises holistic development of the students.

4. The Practice:

HNIMR works on 'holistic Development of students' wherein apart from academic's various certifications and courses are provided to the students at no extra cost. These add-on courses include Personality Enhancement Program and Industry Orientation Program. The institution has the unique distinction of imparting moral and social education among the students. Throughout the year eminent resources are called for personality enhancement of the students. Under holistic development, the institute works on physical, mental, social and spiritual development of all the students.

During 2018 to 2023 around 90 **Personality Enhancement Programs** and around 40 **Industry Orientation Programs** were held.

5. Evidence of Success:

- Students have taken keen interest in these add-on courses with the regular academic courses. The enrolment of students in sizable number shows the worth of the program.
- A detailed survey of student's satisfaction on these sessions was done. Students conveyed these sessions were useful and were beneficial in enhancing their personality. By and large they got connected with the resource persons on professional networks like 'LinkedIn' which gave edge in their professional life.
- Team of HNIMR contacted our alumnis from 2018 – 2023 batches and collected their feedback on these sessions in the form of testimony. Testimonials of the students show these sessions helped them in personality development and in their professional life.

6.Problems Encountered and Resources Required:

- Obtaining buy-in or support from the industry to collaborate is challenging. But with the help of 125 years (Parent body) and 27 years (HNIMR) goodwill and corporate associations, we could overcome the problem.
- Students are not participative in the sessions apart from academics. Mentors and teachers encourage the students to take active participation in 'Holistic Development Sessions'.
- With the optimum use of ICT tools and online classes, uninterrupted 'Holistic Development Inputs' were ensured even during the pandemic.

File Description	Document	
Best practices as hosted on the Institutional website	[View Document](#)	
Any other relevant information	[View Document](#)	

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

"Instilling Vedic Knowledge & Feeling of Unity in Diversity in the Students"

Faculty members of HNIMR have attended and conducted numerous webinars on New Education Policy. In line with NEP 2020, HNIMR has taken conscious initiatives to incorporate 'Indian Knowledge System' in the curriculum of the institute. The faculty members felt in this changing time there is strong need to create awareness about the rich Indian Value system and root of our existence. With this

viewpoint after intense brainstorming, the institute decided that the ideal way of introducing this topic to the students and making them study it, will be activity based. Thus, it was decided that with the help of Cultural Cell and the Faculty member teaching 'Indian Ethos' we should celebrate 2 events:-

1. 'Symphony – Unity in Diversity' and
2. 'Vedic Day'.

Objectives of these events were:

1. To Keep students culturally rooted.
2. To make students understand rich heritage and diversity of our country.
3. To provide students opportunity to study trades and businesses of each state.
4. To learn and portray values, ethics, beliefs followed in different religions
5. To spread awareness and to promote & revive ancient Indian knowledge.

Symphony – Unity in Diversity:

India is a land of diversity, with harmony and peace in it. There is existence of oneness despite numerous distinctions. The institute believes that the students need to have knowledge about the culture, history, economy and business opportunities in our country. HNIMR organized an event Symphony – Unity in Diversity which is representation of the states of India. For this event students in group of 10 /15 studied a particular state, covering the aspects like – culture, food, dressing, monuments, business, languages, uniqueness of state, tourism etc. Students prepared power point presentations, skits, songs, dance to give information of the selected state. Students give half an hour performance on the selected state, which gets judged by abled judges on the parameters like content, communication, presentation, confidence and overall performance. Intension of this exercise is to keep the students thought process rooted with our country – India, create awareness about the rich heritage of various states of India and developing team spirit among the students and over all personality development.

Illustration (Symphony – Unity in Diversity):

One of the team presented the State of 'Kashmir'. In their Performance, all the students dressed in Kashmiri attire covered the points i.e.

- Highlights of the States Culture – Blent of Northen Indian, Northan Pakistani and Chinese territory of Aksai Chin. Amalgamates Hindu, Sikh, Muslim and Buddhist people. Their dance, music, cuisine, carpet weaving and Koshur Sufiana forms significant part of Kashmiri identity.
- Food - Kashmiri Dam Aloo, Kaahwa, Kaladi Kulcha, Modur Pulav, Rogan Josh, Momos, Herbal or Butter Tea, Kashmiri Pulav are few of the popular delicacies.
- Dressing – 'Pheran' is the prominent attire for Kashmiri women in autum season and 'burkha' in summer season. Men wear a skullcap, a close-fitting shalwar or churidar pajama.
- Businesses - Saffron Business, Apple Grading & Packaging Business, Silk Textile (Handicraft) Business, Dry Fruit Manufacturing & Processing Business, Travel & Tourism Business, Essential Oil Manufacturing.
- Start-ups - KashmirOneStop Pvt limited, Go Kash Adventures, Career Excellence Service to name a few.
- Uniqueness - There's no distinctive rainy season due to limited rainfall - The houseboat or Shikara stays are a unique experience highly recommended - The Pir Pinjal railway tunnel or the

Banihal railway tunnel is 11,215 km or 7 miles long, 8.4m wide and 7.39m tall. It's India's longest and Asia's fourth longest railway tunnel.

Vedic Day:

Our Institute is keen about imparting Indian Knowledge System in the students. It gives platform to the students to portray values, ethics, beliefs followed in different religions. Vedic day is an event, which provide platform to the students, wherein they study about ancient Indian Knowledge and present same. Students express their views and understandings on ancient knowledge through drama and dance form as well as PowerPoint Presentation. During this event, students present ancient Indian epics. They show these epics in the form of dance and drama. Students also recite Shlokas and Dohe of Kabir and Tulsidas . They present management lessons from religious books of varied religions i.e. Hindu, Muslim, Sikh, Jain, Buddhist, Christian and so on. Experts evaluated and judged students' performance.

Illustration -1 (Vedic Day):

One of the Team During Vedic Day Presented 'Dashavtar'

During this act, the students presented 10 avtars of 'Vishnu'

Matsya, Kurma, Varaha, Narasimha, Vaman, Parshuram, Ram, Krishna, Buddha, Kalki. Students told the story of each birth of 'Vishnu' and presented that 'avatar' with appropriate drapery and props.

Students also discussed the Management Lessons learnt from each 'Avatar'.

MATSYA – Strategic planning and vision.

KURMA – Adaptability and flexibility.

VARAHA – Empowerment and team building.

NARSINHA – Decision making and conflict resolution.

VAMAN – Collaboration and communication.

PARSHURAM – Resilience and change mgmt.

RAM – Innovation and creativity.

KRISHNA – Ethical leadership and integrity.

BUDDHA – Empathy and servant leadership.

KALKI – Visionary leadership.

Illustration -2(Vedic Day):

One of the student group presented 'Mahabharat'

Youtube link of the act is :-

https://youtu.be/WoCW66dbU9Q?si=jBAY4wni-V0jxAD2

It was life learning about our mythology.

Since 2021every year, all the first year students of MBA participate in 'Symphony – Unity in Diversity', whereas MBA second year students take part in 'Vedic Day'. These events play equal role in personality development of the students and develop team spirit in them. It creates a strong base of our Indian culture.

File Description	Document
Appropriate web in the Institutional website	[View Document]
Any other relevant information	[View Document]

5. CONCLUSION

Additional Information :

The Institute has adequate infrastructure, supporting academic facilities, state of the art library and computer labs., with highly qualified and experienced faculty members. The institute follows a student-centric approach and hence gives highest priority to the teaching-learning process. Emphasis is on extra and co-curricular activities for experiential and participative learning along with holistic development of students. The attempt is made to deliver the best quality in Teaching -Learning and over all development of students. These objectives are achieved through following initiatives

1. Developing an Eco-System for sharing and transfer of knowledge by involving all the stakeholders.

2.   Strong Industry-Academia Interface ensures that the objectives are met by signing MoUs with companies from across sectors.

3. Everyone takes responsibility for ensuring their individual work meets expectations and specifications.

4.   Developing an internalised quality assurance system for enhancing the overall

quality of the various operations of the institute

5.A stakeholder centered methodology that endeavors to enrich and empower students and teachers, prioritizing the development of participants in the learning and knowledge development process.

Concluding Remarks :

The Institute under the flagship of Maharshi Karve Stree Shikshan Samstha (Established by Bharat Ratna Maharshi Dhondo Keshav Karve) strives to work towards excellence by collaborating with all the stakeholders for the benefit of the students, society and community at large. The institute has a well framed vision and mission, which works as a light house and is reflected in the day-to-day operations of the institute. A state of art infrastructure, highly qualified faculty members, use of contemporary IT tools, time to time upgradation in policies are the backbone of the institute.

The institute aims at developing competent women managers to face the challenges of the dynamic corporate world.   Being   a   women's   institute, the focus is on developing a multifaceted woman who can face the world with confidence and vigor and capable of handling any role successfully in the society. The Institute aims at becoming the most preferred B-School for women in India.