SELF STUDY REPORT

FOR

2ⁿᵈ CYCLE OF ACCREDITATION

GOKHALE EDUCATION SOCIETY'S J.D.C. BYTCO INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

J D C BYTCO INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, PRIN. T. A. KULKARNI VIDYANAGAR, BYK COLLEGE CAMPUS, COLLEGE ROAD, NASHIK 422005
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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

J.D.C. Bytco Institute of Management Studies & Research was established by Sir Dr. M. S. Gosvai in 1968 under the umbrella of Gokhale Education Society which celebrated its centenary in 2018. This ISO 9001:2015 certified Nashik based Management Institute has 55 years of standing in the field of higher education with the primary objective of promoting and developing the young students' to create responsible citizens and corporate leaders. The Institute is permanently affiliated to Savitribai Phule Pune University and is approved by AICTE, Delhi, MSDTE & Govt. of Maharashtra. The Institute is registered under 2f & 12B of UGC Act. It offers The Master of Business Administration (MBA) programme, one of the most sought after programs of Savitribai Phule Pune University with specialization in all major functional areas and also Doctor of Philosophy (Ph. D) Programme in Management. Abiding by the vision of its parent organization, Gokhale Education Society, JDC Bytco IMSR, has always believed in the philosophy of providing 'Affordable & Quality Education to All'. Continuous efforts of the Institute to provide the best possible opportunities to students and disseminates all the pertinent skills and the right attitude has ensured holistic development of the students making them rich; intellectually, emotionally, culturally & socially.

Vision

"To become a premier management education institute by imparting quality education and undertaking research, while keeping in view the socio-economic responsibilities."

Mission

"Our quest is to develop managers and entrepreneurs for tomorrow possessing managerial skills, acumen and passion to lead their organization to compete in the global environment and emerge as responsible corporate citizens."

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Institutional Strengths:

- Located in 43 acre lush green campus in the heart of the city.
- The Management consists of veteran educationists committed to the cause of affordable and quality education.
- MBA Programme Permanently affiliated to Savitribai Phule Pune University from AY 2000-2001
- Strongly functional Research Centre for Ph.D in Management with more than 28 Ph.D. Awardees till date.
- Recognized by the UGC under 2(f) and 12(b)
- Located in Nashik city which is a part of golden triangle having well established road/rail/air

connectivity to metro cities like Mumbai, Pune, Nagpur etc.

- A track record of 55 years of academic excellence in educating students from diverse backgrounds.
- ISO 9001:2015 Quality Management Systems certified since 2003
- Accredited by NAAC with B+ grade in 2018.
- A standing of more than half a century in Post Graduate Management Education and has a high brand recognition
- State of the art academic and administrative infrastructure
- Rich reference and research Library with Book Bank Facility and Inter-institutional support
- Grants attracted for organizing seminars and purchase of equipment under Quality Improvement
- Membership of professional bodies and Memorandum of Understanding
- Availability of on campus & well equipped medical/health check up facilities
- Presence of other institutes/colleges in the same campus offering variety of academic programmes creating diveresed academic environment.
- Highly qualified and experienced teaching faculty with approximately 85% with doctorate degree.
- Majority of our faculty are ex students of the institute or Gokhale Education Society, creating a sense of affinity
- Academic freedom to the teachers to ensure academic excellence.
- Team of efficient support staff members.
- Adoption of Learner centric teaching with equal focus on co-curricular & extra -curricular activities.
- Student evaluation characterized by concurrent evaluation, opportunity for improvement and Remedial coaching
- Enthusiastic students, responsive parents, associates and guest faculty who actively take part in institutional functioning
- Focus on inculcation of values and ethical behavior, value embedded quality education and social issues.
- Career Counseling and excellent placement record
- Industry experts, past students are actively involved in mentoring and internships.
- The strong and growing alumni base at senior positions

Institutional Weakness

- Constraint in form of University-prescribed syllabus.
- Additional specialization is not available in the curriculum.
- Deficiency in the field of IP / Patents from faculty and students.
- Lack of consultancy services.
- International collaborations & interdisciplinary research are inadequate
-
- Unregistered alumni association.
- The institute has approved intake of 60 (only one division) which puts limitation on student strength

Institutional Opportunity

- Scope for further growth and development.
- Management education is very significant for graduates from all streams and attracts fresher as well as experienced candidates. This poses insightful dialogues for students as well as faculty.
- Being located in a campus where graduates from Arts, Science, Commerce, Engineering,

Pharmacy,Law, Home Science and Music faculties are studying; teachers and students are benefitted with multidisciplinary educational atmosphere.

- introduce additional batch to the MBA Program
- Scope to introduce certificate courses to our students and to graduating students
- To develop more eco-friendly initiatives in the campus
- Ample scope to establish collaboration with Research Institutes and Industries
- Strengthening alumni involvement for placements, internship and qualitative collaboration
- Involving in multidisciplinary research, teaching & consultancy services to industries in light of NEP 2020
- Effective implementation of NEP 2020 is possible because of well defined choice based syllabus and student community with diverse academic background.

Institutional Challenge

- Today is the age of digital technology and information is available to the students at their fingertips.
- Bringing in more student involvement in the teaching learning process is a challenge.
- A few students belonging to rural area &/or vernacular medium of education till graduation, face language problems and barrier in communication
- Classroom engagement and participation of students towards critical thinking and creativity so as to develop leaders.
- The cost of maintenance of infra structure is increasing.
- Being a non-grant institution, student fees is the only major source of income.
- Growing competition from Institutions, Deemed Universities and Open Universities.
- Development of research aptitude among student community.
- To have more focus on learner centered education.
- Restricted number of students and faculty may put limitation on effective implementation of NEP 2020

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The JDC Bytco IMSR, Nashik is an MBA Institute permanently affiliated to Savitribai Phule Pune University and also offers PhD programme in Management studies. The faculty members are associated with curriculum designing process of the University being members of Board of Studies & syllabus designing committee. The Institute, apart from the regular courses, also offers 2 Value added Certificate Courses by designing the syllabus considering needs of the students.

Curricular planning and implementation –

The University syllabus clearly mentions guidelines for conducting lectures, tutorials and practical. Based on the same an exhaustive academic calendar is prepared. While preparing the calendar optimum resource utilization, objectives of the institute and students' need are considered. The calendar details the activities to be conducted during specific weeks. This enables the institute to focus on goals and other curricular matters.

Academic flexibility- University has adopted CBCS pattern from the academic year 2013-14. Wherever necessary an effort is made to give additional inputs to students through guest sessions, seminars and

workshops. This ensures enrichment in curriculum and incorporates flexibility. Students are given a choice to choose area of their specialization and the topic for Summer Internship. Faculty is given required freedom in teaching and evaluation methodology to be adopted.

Curricular Enrichment- To further the efforts of the University, Institute carries various activities for imparting Skill Development, Cyber Security, introducing students to Constitution of India and Human Rights Education. Regular teaching is augmented by practical sessions, guest lectures by experts, industrial visits and projects. This introduces students to the practical world. Students are encouraged to undertake additional projects/ part time internships to enhance the quality of the learning experience. Planning and implementation of various extension and social activities along with curriculum completion is an important feature of the Institute. This sensitizes students to social and community issues such as gender equality, exposure to diversity, ethics and current issues.

Feedback System- A feedback regarding the syllabus is obtained from students, teachers, alumni and employers. Areas where syllabus needs to be augmented with additional inputs are identified. These gaps are filled and expert sessions, seminars/workshops etc are organized to provide additional inputs to the students.

Teaching-learning and Evaluation

Student Enrolment and Profile- Enrolment is conducted online by the Department of Technical Education, Maharashtra State. It is a transparent and well administered system with average enrolment of more than 95% in last 5 years.

Catering to student diversity- Students belonging to different educational backgrounds are evaluated on the basis of Entrance Exam scores, graduation marks and other background information. A thoughtfully designed induction programme is organized to groom them and introduce them to various areas of management that they can enter after successful completion of the course.

Teaching Learning Process- Qualified, experienced and competent faculty develops effective teaching learning process to transfer knowledge to students. The Faculty: Student ratio is 1: 20, as prescribed by AICTE, consistently for the last 5 years. More than 80% of the faculty members have been awarded PhD. The teaching and evaluation methodologies are student centric. Traditional teaching is augmented by innovative methods like group discussions, presentations, industrial visits, project work, and case studies. Students are encouraged to use library, internet facility and e-resources. All teachers use ICT and make use of software and audio- visual materials as needed.

Teaching Profile and quality- 6 qualified teachers (1 Professor & Director, 1 Associate Professor & 4 Assistant Professors) with 5 Ph.Ds, including 2 research guide contribute to effective dilivery of the syllabus. Faculty works with keenness towards improvement and excellence. They participate in various seminars/ workshops and contribute quality research articles/papers.

Evaluation Process and reforms- Time bound Concurrent Evaluation with combination of various parameters to gauge students' knowledge and skills is undertaken. Transparency and grievance mechanism systems are maintained.

Student Performance and learning outcomes- Program and course objectives enable to continually strive for improving attainment of the outcomes. The performance of the students in University exams and assistance in

placements opportunities are the result of outcomes of these programmes.

Student satisfaction survey- Students' feedback about teaching is collected in each semester and analyzed. If the average score is less than the set standard, the action for improvement is initiated.

Research, Innovations and Extension

The active research culture of the Institute may be measured by the following data:

- 28 PhDs have been awarded under the research centre of the Institute.
- 5 out of 6 faculty members have been awarded PhD.
- 2 out of these 5 are recognized research guides.
- Faculty has published/presented more than 60 quality research papers and articles in state, national International journals & proceedings in last five years.

Promotion of Research and Facilities- Facilities like e-journals, library, research centre, computer centre are made available. Institute has its plagiarism policy. Inputs from courses like Business Research Methods, Marketing Research which are the parts of MBA syllabus facilitate developing research culture among MBA students. PhD srtudents need to complete a course work as prescribed by the University which emphasizes on research methodology and statistical techniques.

Resource Mobilization for Research- Faculty are encouraged and supported for conducting surveys/research as well as doctoral research. Encouragement is also given to explore the prospects of inter disciplinary research and sharing of resources. Various activities/lectures to stimulate research aptitude among faculty are organized regularly .

Innovation Ecosystem-Institute has an Incubation Cell that functions to promote innovation and entrepreneurship. Many workshops on varied topics like Entrepreneurship development, skill development and industry- academia conclave are conducted under the same.

Research Publications and Awards- Institute is a recognized centre for PhD in Management affiliated to Savitribai Phule Pune University. Research on contemporary management aspects is undertaken at the research center for the last two decades. Faculty are encouraged to write quality research papers/articles and publish them in reputed journals and/or present them in conferences. 'AVBODH', collection of PhD abstracts of the Research Centre was published by the Institute with ISBN in 2018.

Extension Activities- Faculty extension is achieved through initiatives such as sessions in sister institutions in the campus, participation in seminars in various capacities like chief guest, guest speakers and training sessions at government institutions. The institution also conducts a number of workshops and lectures that promotes Industry-Academia Innovative practices. Yearly celebration of AIMS Management Week provides the students an opportunity to contribute a little for the social cause and makes them socially responsible.

Collaboration-Institute is a member of organizations like Association of Indian Management Schools (AIMS) and number of linkages are maintained with the Industry for faculty exchange, field work and the like. MoUs with industry, libraries and gymnasium are signed for the benefit of the students.

Infrastructure and Learning Resources

Physical Facilities-The Institute has adequate infrastructure with well-equipped class rooms, tutorial rooms, computer centre, library, seminar hall, cafeteria, common rooms, playground, sanitary facilities and other facilities. An advantage of utilising certain physical facilities and amenities available on the campus on sharing basis is also enjoyed. Facility for indoor and outdoor sports is available. A generator backup facility, lift and installation of solar equipment has added to the benefits for students and visitors. Adequate budget is allocated for infrastructure augmentation.

Library as a Learning Resource-Institute has a library with 10,072 hard copy titles, 20,933 hard copy volumes, 593E-book titles, 4,247 E-book volumes (total: 25,810). Along with this the library subscribes to 9 journals including International Scopous & UGC listed, 8 National level journals & 3 magazines. It has implemented SOUL 3.0 and has OPAC and has a collection of 28 Ph.D. theses. Teachers and students regularly use library resources. Sufficient space for reading for staff and students has been made available. Institutional Membership of National Digital has been taken. The Institute sunscribes to reputed e-journals and resources. Faculty and students have good facilities to access them.

IT Infrastructure- Total 93 computers are available for the academic purpose in the Institute. Latest IT infrastructure is available and is frequently updated. Student computer ratio is 2:1. Wi-Fi facility and language laboratory is available. A dedicated lease line with 16mbps speed for internet access is installed. Class rooms and seminar hall are equipped with LCD projectors and photocopying and scanning facility is available for administrative and academic convenience.

Maintenance of Campus Infrastructure- Adequate budgetary provision and expenditure ensures proper maintenance of physical and academic support facilities. The Institute was ISO 9001:2008 certified till 2018 and is currently certified with ISO 9001:2015. Institute has well established systems and identified agencies for maintaining and utilizing physical, academic and support facilities.

Student Support and Progression

Student Support- The institute makes every effort to offer student a conducive environment for their holistic development**.** The Institute has statutory committees like Anti- ragging Committee & squad, Internal Complaints Committee, Grievance Committee, College Development Committee and Governing Council, in place to address relevant issues. There is an active placement cell and every year students get final placements in the Industry. Special guidance sessions are organised for students who need extra attention in specific subjects. Institute provides career counselling, soft skill development, remedial coaching, access to language lab and personal counselling. Value addition is made through seminars and guest sessions. A practice of appointing class teachers enables required guidance. Dedicated faculty mentors ensure counselling to students as and when needed. The students are able to avail various Government of India scholarships and Free ships such as by Social Welfare Department, Economically Backward Class and minority scholarships.

Student Progression- The institute is a post-graduation and Research center, as such very few students opt for further studies. Therefore the focus is to make students employable. In earlier syllabus (2016 pattern), a few students opted for additional specialization or diploma programs so as to enhance their knowledge. Also few choose to go for competitive examinations or state government examinations.

Student Participation and Activities- An active Students' Council is present that prominently participates in planning, organizing and conducting various co-curricular and extra-curricular activities which support skills and competency development. Students participate in planning and organizing activities like ice-breaking, farewell, social activities under AIMS National Management Week celebration etc.

Alumni Engagement- Institute has a strong alumni base of more than 50 years that supports in various ways like contributing as guest faculty, recruitment, industrial visits and internships. Reunions are organized from time to time.

Governance, Leadership and Management

Institutional Vision and Leadership- The institute belongs to Gokhale Education Society, a teacher managed society that believes in participative decision making. The vision and mission statements guide in realizing goals of the institution. Various committees have adequate teacher representation to coordinate activities effectively.

Strategy Development and Deployment- Institute has a Governing Council which represents statutory bodies, management and faculty. There is a well-defined organization structure with recruitment and promotional policies in place. A grievance redressal mechanism like grievance handling committee, Internal Complaints Committee is present. Regular working of the various bodies ensures effective working of the Institute and also promotes participative decision making and transparency. Sufficient welfare measures to take care of its teaching and non- teaching staff are in place.

Faculty Empowerment Strategies- Training and competency development of faculty is a continuous process. Financial and other required support is extended for the same. A faculty performance appraisal system in implemented

Financial Management and Resource Mobilization- Every year budgeted provisions are made for various heads of expenditures. Allocation is made depending on the specific requirement for the year. Focus is on achieving optimum utilization of financial resources. Financial statements are subjected to internal and external audit. A CA Firm is appointed to provide expert assistance and to conduct financial audits every year.

Internal Quality Assurance System (IQAS)- IQAC is established and it strives for assuring quality in various activities. Teaching learning process, methodologies and outcomes are reviewed. The Institute is ISO certified since 2003 with current certification under 9001:2015 category and also participates in NIRF every year.

The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions.

Institutional Values and Best Practices

Institution's values & practices adhere strongly to its vision & mission. Concerns towards Environmental issues are given importance and displayed through programs like no vehicle day, Swachata Diwas, celebration of world environment day, poster competitions on save water etc. Printing on both sides is encouraged to reduce wastage and usage of paper. A number of academic and extracurricular activities are conducted for the benefit of the students. These include organization of conferences, workshops, seminars, publishing of Annual

Journal-Footprints, industrial visits, social & extension activities, communication skill development and other such activities which enrich them socially, culturally and emotionally leading to the harmonious development of students' intellectual and professional abilities

Best Practices –

Amongst several best practices the most sought after practices are 'Seminars in Collaboration' & 'Ice breaking' activity. Every year the Institute organizes state or national level seminar/workshop or conference in collaboration with other agency for quality inputs to students & faculty members. The financial supports by these collaborating agencies ensure participation of best resource persons and delegates. Icebreaking is an outdoor day long socializing session for M.B.A-I students which offers them to bond with their seniors and faculty members.

Institutional Distinctiveness-

Realizing the increasing significance of quality in field of education, the Institute has taken lead in adopting ISO standards for various institutional processes. Thus the processes become more system oriented with major focus on customer satisfaction. Being an ISO certified institute since 2003 has become a distinctive feature of the Institute.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	GOKHALE EDUCATION SOCIETY'S J.D.C. BYTCO INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH
Address	J D C Bytco Institute of Management Studies and Research, Prin. T. A. Kulkarni Vidyanagar, BYK College Campus, College Road, Nashik 422005
City	Nashik
State	Maharashtra
Pin	422005
Website	www.jdcbytcoimsr.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Sarita T. Aurangabadkar	0253-2571643	9960452050	-	gecjdcb_nsk@rediffmail.com
IQAC / CIQA coordinator	Mugdha Pavan Joshi	0253-2582841	8408055415	-	mpjoshi78@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
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	16-04-2009	[View Document](#)
12B of UGC	20-09-2012	[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](#)	30-03-2017	12	
AICTE	[View Document](#)	30-03-2017	12	

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	J D C Bytco Institute of Management Studies and Research, Prin. T. A. Kulkarni Vidyanagar, BYK College Campus, College Road, Nashik 422005	Urban	0.75	2712.96

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,	24	Graduate	English	138	121
Doctoral (Ph.D)	PhD or DPhil ,Management ,	36	Post Graduate PET	English	16	10

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	1				1				4			
Recruited	0	1	0	1	0	1	0	1	1	3	0	4
Yet to Recruit	0				0				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				1
Recruited	0	1	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				6
Recruited	4	2	0	6
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/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	0	1	0	0	3	0	5
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	1	0	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/MCH	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

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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/MCH	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**
	0	0	0	0

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	65	0	0	0	65
	Female	55	0	0	0	55
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	6	0	0	0	6
	Female	4	0	0	0	4
	Others	0	0	0	0	0

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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	3	7	11	6
	Female	9	8	3	4
	Others	0	0	0	0
ST	Male	3	1	2	3
	Female	3	3	1	0
	Others	0	0	0	0
OBC	Male	15	15	15	10
	Female	11	12	7	7
	Others	0	0	0	0
General	Male	38	39	40	42
	Female	24	24	33	33
	Others	0	0	0	0
Others	Male	16	16	8	4
	Female	17	16	9	7
	Others	0	0	0	0
Total		139	141	129	116

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The MBA Curriculum by nature is interdisciplinary. Courses like Organizational Behavior, Economic Analysis for Business Decisions, Marketing Management, Financial Management, Legal Aspects of Business draw from other disciplines like Psychology, Economics, Commerce and Law. Students are therefore, exposed to all these disciplines throughout the two years.
2. Academic bank of credits (ABC):	Students are directed to register for academic bank of credits and have opened their account.
3. Skill development:	In line with the Institute's Mission statement to develop managers and entrepreneurs for tomorrow

	possess managerial skills, acumen and passion; the Institute undertakes various curricular and co-curricular activities for students. This helps in developing their confidence and strengthens their skills related to written and verbal communication, analysis, problem solving, computing and creativity. The activities are presentations, participation in contests, discussions with industry experts to name a few. Students are encouraged to manage an event, which exposes them to teamwork. Apart from the mandatory Summer Internship, institute also encourages students to take up additional internships so that they inculcate necessary skills to work in a business environment. Various career guidance and other sessions are conducted by veteran entrepreneurs, experts from industry, service and other domains. The University curriculum includes courses such as Soft Skill, verbal communication lab and MS –Excel. Also Courses like Indian Ethos, Introduction to constitution and Human Rights help provide value education. Institute has organized sessions and workshop on Universal Human values etc. Celebrations of events like Independence Day, Republic day, Teacher's day, National Youth Day, International Yoga Day, Constitution day, International women's day, Ek Bharat Shreshtha Bharat are conducted regularly. Institute conducts Ice breaking session every year especially to develop a feeling of comfort and trust among students and staff. To develop communication and event management skills and self confidence among students, it has been a practice of the Institute to appoint student teams as Master of Ceremony for all events. Teachers closely monitor and rehearse with students. Every year activities like Association of Indian Management Schools (AIMS) Week are conducted where students visit old age homes, school for blind, contribute and donate necessary items along with faculty.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The curriculum has a course Indian Ethos and Business Ethics which introduces the Indian Knowledge System. It draws on concepts about laws of Karma, lessons from Ramayana, Mahabharata and Vedas. Other courses discuss relevant ethical issues in functional areas of Management too. Human Values, cultural sensitivity is promoted through various activities. To ease the understanding of the course, teachers explain the concepts when required

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	in Indian Languages-Marathi or Hindi. A programme on Ek Bharat Shreshtha Bharat was organised where presentations on various cultural aspects of different states were given by students. Various programs begin with Ishstavan / University Song/ Society Geet. Teacher's day is celebrated every year. Celebration of various days like international Yoga day, national youth day, birth anniversary of Swatantryavir Sawarkar was held. Celebration of birth and death anniversaries of national leaders, Shiv Swarajy Din etc. are marked by the presentations, documentaries based on their contribution and life.This creates awareness among students and make them realize the contributions of such leaders.
5. Focus on Outcome based education (OBE):	University syllabus, since 2019 that is designed for Outcome based education and Choice Based Credit System. Programme Educational objectives and Programme outcomes have been defined at the University level along with graduate attributes according to Bloom's Taxonomy. The institute has defined Programme specific outcomes. In the four semesters students have a choice to select courses from various electives along with a major- minor combination specialization. To make outcome- based education effective, evaluation is the most important phase. The syllabus also provides 46 different methods to be used for Continuous Concurrent Evaluation (CCE) to choose from, so that different levels of learner's abilities are assessed in the best way possible. According to the nature of course the Institute, decides the method of evaluation. The teacher is given autonomy pertaining to the same. The syllabus also mentions Course Outcomes (COs). The Institute defines Programme Specific Outcomes (PSOs). All these outcomes are explained to the students by the faculty members and the same are displayed on the Institute website.
6. Distance education/online education:	During the COVID 19 pandemic, in order to continue with education, the institute adopted the use of various platforms. Till February 2022 much of the teaching -learning activity depended on online platforms. Teachers make extensive use of tools like Google Classroom for asynchronous activities, sharing of resources and for evaluation process. Webinars at local, state and National level have continued to strengthen the teaching learning process at the institute. The recruitment process for students

too is carried on in partial online format. Students and teachers have completed certifications in platforms such as Swayam. The Institute continues to look for ways to incorporate the various facets of NEP 2020.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	No
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?	No
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.	NA
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.	No
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.	-

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
139	141	129	116	119

File Description	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: 07

File Description	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
07	07	07	07	07

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
44.97	20.98	32.78	42.90	52.64

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:

All efforts of the Institute are deliberated and focused towards overall development of Students to impart quality management education. The curriculum prescribed by Savitribai Phule Pune University for MBA programme comprises of various subjects of contemporary significance and essentialf for the holistic development of the pupils. subjects for the first semester which are common to all, followed by specialization from the second semester. To emphasize values and develop sensitivity, the University has added two more components. A course titled Human Rights Education is introduced in the first two semesters and Introduction to Constitution is the third semester.

The Institute prepares Academic Plan for the year considering various curricular, co-curricular and extra-curricular activities to be conducted keeping in view the mission and objectives. The Director conducts faculty meeting wherein subject allocation and other details to make teaching-learning process more effective are discussed. On the basis
teachers prepare teaching plan at the beginning of the semester to ensure adequate weightage is given to each unit as per syllabus recommendation. Thiese teaching plans are authenticated by the Head of the Institute.Students are also made aware about various curricular and extracurricular activities and academic plans through notice board and classroom discussions. The Institute ensures that prescribed teaching hours are completed and necessary teaching material and facilities are provided. Daily attendance of students is maintained by subject teacher. The number of teaching hours and methods .i.e. LTP (L- Lectures T- Tutorial P- Practical) as prescribed is also followed. To ensure effective curriculum delivery, teachers use combination of methods mentioned below depending on the subject, the
topic and objective of the session.
1. Case study/ caselets
2. Role Play
3. Presentations
4. Group Discussions
5. Learning Diaries
6. Quiz
7. Industrial Visit
9. Assignments

10. online exams
In addition to this, Industrial and academic experts are invited regularly to ensure thorough knowledge transfer of the corporate world to the students. The Institute has a systematic procedure for implementation of curriculum. The main objective of the institute is to assist students to understand the seamless nature of knowledge and encourage them to apply the acquired knowledge to practical use. This

helps them to become worthy, socially responsible, professional in attitude and sought after for their leadership qualities. To minimize the gap between the industry & academia, the IQAC ensures regular visits to local industries and motivates the students to pursue part time internships under 'Additional Internship Activity.' Feedback is collected from the students regarding teaching and analyzed to take corrective actions. CDC members provide valuable suggestions to improve the institutional working in the areas like academics, research, socialwork etc. At the end of the semester, mapping of COs & POs is done to check the effective conduct of academic session and corrective measures are adopted if required.

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: 02

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](#)

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: 17.24

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
0	72	18	21	0

File Description	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:

In the fourth semester, a compulsory paper titled 'Indian Ethos & Business Ethics' is studied by the students which addresses major theories, concepts, terms, models and framework of Indian ethos and business ethics and identify and address contemporary Issues in Business Ethics. Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business are also included in the same. Students of the institute are exposed to professional ethics of the industry during various workshops/guest lecture /seminars conducted by experts.Professional ethics are introduced and inculcated by students when are deputed to industry for project related work. The institute encourages its members students, faculty and support staff to observe the professional code of conduct in their day to day activities. The courses like Soft Skills and Human Rights offer inputs on topics like corporate and professional ethics, gender sensitivity and socially responsible behavior. Specific topics of current issues related to environment, gender, health etc. are discussed with the students under various activities and lectures.

List of Core and Elective Courses:

Indian Ethos & Business Ethics

Organizational Behavior

 Conflict & Negotiation Management

International Business Environment

Corporate Social Responsibility & Sustainability

International Marketing

Marketing of Financial Services - II

Insurance Laws and Regulation

Strategic Human Resource Management

Artificial Intelligence in Business Applications

Business, Government & Society

Current Trends & Cases in Human Resource Management

Strategic Management

Corporate Governance

Skill development Courses:- Soft Skills

Human Rights

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

1.3.2

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

Response: 0

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

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: D. Feedback collected

File Description	Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[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: 96.33

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
58	60	58	57	56

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

2022-23	2021-22	2020-21	2019-20	2018-19
60	60	60	60	60

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](#)

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: 100

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
27	24	22	23	17

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
27	24	22	23	17

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](#)

2.2 Student Teacher Ratio

2.2.1

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

Response: 19.86

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:

Many student centric techniques are used in the teaching and learning process. The curriculum requires the students to complete Summer Internship project (to be submitted in the third semester). It requires that students join the concerned organization and work full time for two months for gaining work experience towards the completion of the project. The Institute encourages students to do winter project assignments / additional industry internship / participation in industrial exhibitions etc in their free time.The Institute also organizes industrial visits where students are required to submit reports about the Industry visits. Guest lectures and seminars are organized on various topics of relevance. Student's active participation in various activities is expected. Student presentations, group discussions and role plays are used as required. They are asked to write book reviews,assignments and term papers on various topics. Students are required to maintain a learning diary throughout the semester and write their reports regarding various events and activities in the diary. Assignments are given to the students that will help them develop problem solving abilities. Case study teaching and solving is an integral part of the teaching technique. Students are encouraged to use e-forms and such other facilities for project / research work.

File Description	Document
Upload 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: 112.9

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
6	6	6	6	7

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	[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: 71.43

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
6	6	6	5	2

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

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:

Transparency in internal assessment:

The course outcomes, that is the learning outcomes expected from students per subject are displayed on institute's website. Also the Institute gives a clear idea about the internal evaluation process to the students. Internal evaluation is the concurrent evaluation. Section 7.1 on page no 12 of the syllabus provides detail discussion as to how one or more comprehensive concurrent evaluation methods (divided into 6 groups – A, B, C, D, E and F)The combination of tools with weightage of marks for concurrent evaluation is notified to the students and discussed at thebeginning of the course by the respective teachers. After the evaluation is done, students are properly communicated about their performance. Students are shown their marks gained in the internal examination and an acknowledgement for having seen the final marks is taken at the end of the semester. Any queries or doubts of students are clarified by the concerned subject teachers. An oral feedback is given to the students by each subject teacher at a group level so that the student can improve upon the same.

Exam related grievances:
Category 1- External examination:

Grievances related to external examination are handled by the CEO- College Examination Officer. Students approach CEO; give details of their problems including documents if any. The CEO then with the permission of the Director acts as a representative and approaches the concerned authorities of the University on the same day so as to solve the problem.

Category 2- Internal examination:

Each subject teacher discusses the details of internal evaluation after examination with the respective students. After internal evaluation marks are displayed for the student's information and if there are any grievances, and if solvable at the subject teacher level, the subject teacher deals with the issue. If not, the CEO gets involved in the issue and processes the grievance. The concerned faculty is expected to act on the same day in regard to this matter. The above process is completed before University opens website link for internal marks entry. To handle the grievances effectively, following procedure is observed:

- **Student reports grievance to the subject teacher**
- **The subject teacher discusses the matter with the concerned student on the same day and tries to resolves the grievance.**
- **If the grievance is not settled, the student approaches the CEO on the next working day.**
- **The CEO looks into the matter, discusses it with the subject teacher and tries to settle it within two working days.**
- **If the student is satisfied then the grievance is closed. If not, then the CEO forwards it to the Director on the same day.**
- **Director discusses the issue with the subject teacher, CEO and the aggrieved student. The Director settles the grievance within next 4 working days or before opening of University website link for internal marks entry (whichever is earlier).**

The decision of the Director is final and is binding on both the parties

File Description	Document
Upload 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:

Program Outcomes (POs): It lists the knowledge, skills and attitudes the students should have at the end of a course completion of their respective program.

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

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

Program outcomes, program specific outcome and course outcomes are displayed on the Institute website www.jdcbytcoimsr.in/. Teachers and students are directed to read the program outcomes, program specific outcomes and the respective course outcomes from the website and are guided so as to see to it that the teaching learning process assures the attainment of the outcomes.New students are informed by the class teacher in the beginning of the first semester about the programme, courses, various activities, projects and the program outcomes and course outcomes.Every teacher while introducing the subject, discusses the course outcomes. A printed copy of the program outcomes, program specific outcomes and course outcomes is made available in the Institute library for reference to all the teachers and students.

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:

Programs outcomes are achieved through attainment of specific course outcomes. Outcome mapping allows the alignment of course level outcomes with program outcomes.Teachers select the method of evaluation and assessment. Students'knowledge is measured using summative assessment methods. That is wherever they are required to display understanding of knowledge,conceptual facts and theories; these are tested through oral presentations, home assignments, MCQs, Class Quiz, class tests, open book tests and term paper. Students' reading and speaking skills are put to test through methods like oral presentations, role play, group discussions, case study discussions and viva voce. Course outcomes that require students to demonstrate application of learned knowledge are assessed by asking student to frame various reports like research proposal, case analysis or situation analysis, undertake project/research work, group activity and management games. The level of achievement of course outcomes for a subject is decided using passing percentage of students in that subject as follows :

1. **Greater than or equal to 40 and less than 50 -1**

2. **Greater than or equal to 50 and less than 70- 2**

3. **Greater than or equal to 70 -3**

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

2.6.3

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

Response: 96.94

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
63	57	56	53	56

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
64	62	57	53	58

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](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.65

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: 0

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	0	0	0	0

File Description	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:

Innovation Eco-system: The Institute strives to encourage students to think about venturing in to own business immediately after their course completion or after gaining some experience in the industry, or join their family business. This along with awareness about IPR and inculcating IKS, is done in the following (selected) ways:

1. Inviting entrepreneurs for interaction with students:

Year & Date	Details	Speaker & Other Details
2019-20 17.01.2020	Entrepreneurial Dialogue	Mr. Prashant Amin, MD, Klasspack Pvt. Ltd., Nashik (Annual Day)
08.05.2020		Mr. Rajiv Deshpande Co- Founder B. A. Logistics, Nashik
27.01.2020	Learning from entrepreneurial	Mrs. Kavita Joglekar, Tech

	Success story	Manager, Nepptune Metallurgical Lab, Nashik
2019-20	Deputation of student for Presentation	Mr. Mukul Joshi, MBA II presented business idea in Technology category in Nashik Young Entrepreneurs' meet conducted by CYDA and Youthaid.fdn at V. N. Naik College, Nashik and was shortlisted for presentation at National Youth Entrepreneurship Summit, Pune
2019-20 27.01.2020	Seminar / Webinar on IPR & Innovation	Mr. Raosaheb Ghegade, Professor, GES Sir Dr. MSG college of Pharmaceutical Education, Nashik
2021-22 22.11.2021	Webinar on Innovation	Mr. Charles Mauel Founder & CEO, FreshIdeas, Singapore, Cycles of Innovation: Manufacturing to Machine Learning & AI
27.05.2022	Seminar Intellectual Property Rights, Formation of Start-ups and Challenges	**Mrs. Charusheela Khairnar,** Vice Principal, MVP's Law College, Nashik Intellectual Property Rights, Mr. Heramb Sahasrabudhe- Founder- Tangent Concepts, Nashik
2022-23 12.09.2022	Entrepreneurial Dialogue during Annual Day	**Col. Pravin Gadre,** Director, Operations, SciTech Specialties Pvt. Ltd., Sinnar, Nashik, Chief Guest

The Incubation Centre of the institute promotes innovation driven activities. Basic infrastructure is provided in the form of, computers, internet connection, printing, Library, seminar hall and conferencing facilities. The mentors comprise our faculty, alumni and industry experts with expertise in different domains. Composition of Incubation Cell includes following members: three faculty including Director of the institute, Librarian, Alumni and an Industry Expert.

2**. Inculcation of IKS:**

Commemoration of days: Various days are celebrated every year and students are given inputs through methods like, lectures, documentaries, quiz, audio clip about the significance of Indian Culture, heritage and linking of the same with day-to-day personal and professional lives. (Select Examples: Teachers' Day, Ek Bharat Shreshtha Bharat, Technology Day, celebration of Yoga Day)

Visit to Historical sites: 24 Feb to 3 Mar 2020 61students of MBA I & II along with staff, Dr. Mrs.

Renu Thakur, Mr. Anup Mohadkar and Mr. M. R. Yeolekar went for Industrial Visit to Agra, Mussoorie, Nanital & Delhi. Places like Jama Mosque, Taj Mahal, Kempty Falls, Mussoorie Hills, Ram Jhula, Jim Corbett National Park, Porcupine Cave and Red Fort were visited. Visit to RBI Coin Museum, Mumbai was organized for the students in AY 2018-19.

Session on Strategic Management by Kautilya and use of advanced technology Dr. Yashwant Vaishampayan,Director, JBIMS, Pune during International webinar on 26th November, 2021.

These initiatives coupled with a Generic course on Indian Ethos and Business Ethics in Semester four helps to build a sound foundation among students.

File Description	Document
Upload 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: 16

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
06	05	03	01	01

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: 0

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
0	0	0	0	0

File Description	Document
Link to re-directing to journal source-cite website in case of digital journals	[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: 4.86

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
14	08	04	02	06

File Description	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](#)

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:

Institute regularly organizes various activities for sensitizing students to social issues and holistic development. Some of these are:

28 Jul 2019	Students participated in 'Toy for Joy' activity conducted by Lions Club of Nashik Star. Toys were distributed to underprivileged children of Bramhanwade village, Trimbakeshwar. Stationery and food items were also distributed. Students taught those children basics of computer.
1 to 3 Aug 2019	AIMS National Management Week was celebrated. Activities like tree plantation at certified organic farm at Chunchale, visit to Vatsalya Old age Home and dental care awareness camp at Shree Maltabai Kulkarni Secondary School were conducted.
1-15 Sept 2019	Cleanliness fortnight celebration. Activities like Clean Campus Day, Poster competition, paper bag making and competition on distribution of paper/cloth bag were conducted.
25 Sept 2019	Ice breaking activity for MBA I & II students was conducted at GP Farms, Nashik on the theme 'No Water. No Tree. No Life'
30 Sept 2019	Awareness lecture was conducted under Swacchata Hi Seva Campaign 2019. Students were made aware about the hazards of using plastic and appealed not to use single use plastic. Cloth and paper bags were also distributed
16 Jan 2020	Observation of Swacchata Pakhwada 2020 from 16 to 30 Jan 2020. Cleanliness pledge was taken on 16 Jan. Plogging i.e. picking of litter while jogging was conducted on 17 Jan. Students and staff participated enthusiastically in the same.
1 Aug 2021	Rotract Club of JDC Bytco IMSR with Rotary Club of Nashik and in collaboration with HCG Manavta Cancer Center & Indian Valve Pvt Ltd Conducted Vaccination Drive (650 people vaccinated). Mukul Satbhai, Shresth Naik, Sarang Sonawane, Sonia Dutta and Purushottam Aher actively participated in the event.
14 May 2022	Yoga Walkathon 2022 was held at Surgana & Nashik by Food Safety & Standards Authority of India, West Region under Azaadi ka Amrutmahotsav. 20 students from MBA I & II participated in the event.
12 March 2022	Jayashree Chitte, Anjali Jadhav& Yogesh

	Dudhmogare, MBA I participated in the Blood donation camp organized by Sir Dr. M S Gosavi College of Pharmaceutical and Research, Nashik
6 Jun 2022	World Environment Day celebration was organized through an interdisciplinary activity; visit for students of MBA I to know about the trees and plants in the campus of G. E. Society. Dr. Sanjay Auti, HOD Botany, HPT Arts & RYK Science, Mr. Nilesh Madhav and Mr. Gulve gave information to the students and two staff members
1 August 2022	Eco-friendly Ganpati Murti Making, Visit to Old-age home, Orphanage Visit & Stationery Distribution during AIMS Week

These activities help students in the following ways:

- To note and appreciate various aspects of life
- Sensitized to be a good human being apart from becoming good managers.
- Appreciate the abundance of opportunities that are at their disposal as compared to the under-privileged
- Need to be compassionate and the joy of bringing happiness to others with simple gestures. Visit to old age home awakens in them the awareness of their duty towards their parents and elderly

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

3.4.2

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

Response:

AY 2018-19:

In the year 2018-19, The Institute was recognized as *'Member of Green Army, Govt. of Maharashtra'* by *Forest Dept., Govt. of Maharashtra*

Special appreciation trophy for the contributions towards Remand Home, Nashik

AY 2019-20

1. Rotary Citation with Gold Distinction by Rotary to Rotaract Club of the Institute

2. Special appreciation trophy by *Vatsalya Vriddhasram* for financial donation made by the Institute

AY 2020-21:

The Institute was awarded with *Social Contribution Award by Kotak Mahindra Life Insurance Company Ltd*.for outstanding contribution in the form of Academic and other activities during the pandemic

DRR Citation by Rotary Club to Rotaract Club of the Institute for outstanding work.

AY 2021-22:

During AY 2021-22, the Institute was felicitated with 2 prestigious awards which are as follows:

1. Special Appreciation Award by HDFC Home Loans (Ltd) for outstanding contribution in the field of education during pandemic.

2. Most Admired Professor in Marketing by World Marketing Congress and CMO Asia.

3. University Level NEP 2020 open Essay Competition organized by Savitribai Phule Pune University, Pune

4. Special appreciation trophy by *Vatsalya Vriddhasram* for financial donation made by the Institute

5. Special appreciation award by QCFI, Aurangabad Chapter for successful conduct of Quality Convention for industries in and around Nashik

6. Appreciation trophy by *Arpan Blood Bank, Nashik* for active participation in blood donation drive

AY 2022-23

Special appreciation trophy by *Vatsalya Vriddhasram* for financial donation made by the Institute

File Description	Document
Upload 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: 46

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
05	13	15	3	10

File Description	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](#)

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: 12

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](#)

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:

1. Infrastructure and other facilities for teaching – learning:

A.Total Build up area: 2712.96 sq. meters.

B. Class Rooms: Well- furnished, and well ventilated classrooms (4) maintained as per norms for proper visibility and audibility that are equipped with adequate furniture, black board, fans, lights,LCD projectors, LAN / Wi-Fi connectivity.

C .Seminar Hall: Seminar hall (1) with adequate seating capacity with LCD projector, white boards, raised platforms and mike system with internet facility.

D. Computer Laboratories: One computer labs with 58 PCs, Language Laboratory UPS, Modem, Router, LAN, Printers and Scanners,camera.

E. Faculty room for teachers PC with internet, Printers and Scanners.

F. Examination Room: Examination Room with adequate storage of examination material. E-mode University Examination Centre: with PC's, printer,scanner, reprography facility.

G Other Facilities: Water Cooler, Lockers for staff, Notice and Display Boards, White Board, Research Cell: A separate section in the Library. Incubation Centre. Ramp, wheel chair for physically handicapped students. Garden. Parking

H. Administrative Facilities: Office Record room, Store Room, Exam Room

I. Additional Facilities: Lift, Laptops, Photocopier Machines, CCTV Systems- CCTV Cameras with T. V. Monitors,
Generator, Rooftop Solar Photovoltaic System, Water coolers, Water purifiers, Fire extinguishers, Sanitary Pad Vending machine, Automatic Sanitary napkin incinerator machine, Air conditioner

2. Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc

The institution has adequate facilities for sports, games (indoor,outdoor, gymnasium, yoga centre, etc.) and cultural activities.The Institute organized "Abhivyakti" is a Sports and Cultural event of a college conducts sports and games for the students like Cricket, Football, Volley ball, Running, Tug of War, Badminton ,andalso in Indoor games like , Table tennis, Caroms, Badminton and Chess. Institute also conducts various cultural activities during Abhivyakti. The Infrastructure support in terms of hall, LCD Projector,Computers, Laptops, Microphone, Speakers, Sound System etc. are available for conducting games and cultural activities. The institute has MOUs with sister institution in the campus for using certain sports facilities. Through these MOU's students have access to gym, playground, badminton hall, table tennis, basketball facility. The institute has cricket kit, table tennis kit,Volleyball, Basketball, chess board and Caroms board,yoga mats,board games.

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: 3.43

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
1.60047	0.58132	1.38832	2.02955	1.07314

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

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:

Library is a key resource of the institute. Teaching and learning systems are supported by the library through information sources and reading material such as books, journal etc. Library is well equipped with reference books, textbooks, e-Databases, journals, Ph. D. theses and, NPTEL Videos and newspapers etc. Following are the objectives of the Library:

1.To support the teaching learning process
2.To meet the information need of students, faculty and associates
3.To provide orientation, user education and reference services to maximise the usage of library
4.To upgrade the collection of reading material in hard as well as soft copies.

Total available titles are 10,460 and books are 23,439 of which 2530 are reference books. Dewey Decimal Classification (D.D.C.) system is used and books arrangement is in broken order system. Library subscribes to 9 magazines, 18 national journals and 2 international journals. E- Databases include (EBSCO HOST and J-GATE) 20,000 plus e – Journals which covers all the areas of management. Library staff helps students and teachers in case of difficulty in locating the books. In addition to this, the information of different websites for publishing researchpapers is provided to the staff members through e- mails. Orientation and awareness programmes are arranged for students and staff regarding accessing e-resources. Book Bank facility is provided to students. A set of 3 books is lent per semester.

Online Public Access Catalog (OPAC) is available for students to browse catalogue of books and check availability. Students have access and assistance of library staff to locate the books. Shelve guides are properly placed on the rack. Facility for downloading of E-resources is available in the campus. Printing facility is available through printers and copier machine which is connected through LAN with the computers of library. Rich collection of CD's / DVD's is available for students and staff.

Library is automated using Integrated Library Management System (ILMS) Name of ILMS Software: Software for University Libraries (SOUL) isstate-of-the-art integrated library management software designedand developed by the INFLIBNET Centre. It is user friendly software developed to work under client-server environment. The software is compliant to international standards for bibliographicformats, networking and circulation protocols. Bar coding and data entry of books in SOUL software is completed.
Nature of automation (fully or partially) :Partially Version : 3.0

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:

There are 93 Computers which are well-maintained with adequate configuration in the Institute. Windows 2007 R2 Server.

Well Configured 3 Laptops for college use.

15 Printers including 4 Printer plus scanner.

All pcs are secured with UPS Battery Backup including two 16 KVA inverter in the Computer Lab.

4 LCD Projectors are used for the students in different places.Internet Facility (more than 50 MBPS) and WI-FI accesspoints are available in the Institute for staff and students.

The Institute has purchased Microsoft Teams software for online sessions

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: 5.56

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

Response: 25

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

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: 5.86

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
3.57070	0.92538	1.72194	1.75359	3.41235

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

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: 44.41

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
69	68	56	44	49

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](#)
Institutional data in the prescribed format	[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: C. 2 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
Institutional data in the prescribed format	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: 0

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
00	00	00	00	00

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: C. 2 of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[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: 44.56

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
21	19	11	41	35

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
63	57	56	53	56

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](#)
Institutional data in the prescribed format	[View Document](#)

5.2.2

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

Response: 0

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
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	[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: 7

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
2	0	2	1	2

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[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: 6.2

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
7	6	5	6	7

File Description	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:

Alumni Contribution:

The institute has a strong alumni base. The institute does not have a registered Alumni Association. However, an informal alumni group exists with following objectives:

1. To provide a platform for meeting and exchange of ideas
2. To foster strong bonds between alumni and the Institute
3. To keep alumni informed and create a network of engaged members
4. Perform all other acts in furtherance of the objectives of the Association.

Major activities supported by the association are:

1. Support students through mentoring, lectures, internships and recruitment
2. To strengthen Industry -Institute Interaction
3. To extend all assistance and cooperation to the Institute in its endeavours
4. To raise funds for various welfare and other schemes for students, Institute and Society as

approved

5. To arrange and conduct professional, social and cultural Programmes for the benefit of students, members and society at large.

6. Support Life-long Learning and Plan Events and Reunions

Following alumni have visited during the last five years (selected list):

Date	Event	Name	Other Details
25-26 Feb 2023	Seminar	**Mr. Charles Manuel,** Founder & CEO, FreshIdeas, Singapore	*Technology and its role in Driving Innovation*
		Mr. Prashant Tambe Marketing Professional East Africa	*Making Education Skill Based*
		Mr. Amit Gera General Manager – Retail Wholesale SBU, UAE	*Role of teachers and students in experiential learning*
		Dr. Nitin Bajaj Bloomreach -Director The Industry Show, Founder & Host Los Angeles, California, USA	*Why are Indians so successful?*
		Mr. Sanjay Raina Global Media and Entertainment	*How to Up-skill and why it is important?*

		Professional and startup advisor, UAE	
18 Jun 2022	Workshop	**Mrs. Sonali Bhamre,** HR Manager, Sahney Kirkwood Pvt Ltd, Nashik	Pre interview preparation
20 Jun 2022	Guest Lecture	**Mr. Kiran Shimpi,** Territory Manager, Bajaj Allianz Life Insurance company, Nashik (Alumnus)	Opportunities at Bajaj Allianz Life Insurance Company
12 Sept 2022	Annual Day	**Col. Pravin Gadre** Director, Operations, SciTech Specialties Pvt. Ltd. Nashik	Prize Distribution (2021-22)
17 Dec 2022	HRM Panel Discussion	**Dr. Milind Kulkarni,** HR Consultant, Nashik, **Col. Pravin Gadre**, Director: Operations, SciTech Specialties, Nashik, **Mr. Anil Daithankar,** GM-HR, TDK Electronics, Nashik	"Road Ahead for Management Professionals in Post Pandemic Period"
17 Apr 2023	Guest Lecture	**Mr. Amey Rahalkar** Owner, Valence Infracon, Nashik	Journey -Entrepreneurship
15 Jun 2022	Industrial Visit	Mr. Tushar Patwardhan Tushar Udyog, Ambad, Nashik	Manufacturing process&entrepreneurial journey
21 Jul 2022	Visit	Mr. Sachin Dange, Mahindra Institute of Quality, Nashik	Training Centre

30 Jul 2022	Interaction	Mr. Pravin Gadre, Mr. Amol Tope Mr. Deshpande	Interaction-staff and students
29 June 2021	Guest Lecture	**Mr. Rajesh Pandey** Associate Professor, SSR IMR, Silvassa	Path towards success in Marketing
7 July 2021	Guest Lecture	**Mr. Kunal Kumavat,** HR Manager,Atlas Copco., Pune	Performance Appraisal practices
31 Jul 2021	Guest Lecture	**Mr. Sameer Khare,** Finance Controller, EATON Industrial System Ltd., Nashik	How to read a balance sheet?
28 Aug 2021	Online function	**Mr. Chinmay Nair,** Head of Global Business Services Advisory, Deloitte, Zurich, Switzerland **Dr. Santosh Bhave,** Director – HR & IR, Bharat Forge Ltd., Pune	Annual Day & Prize Distribution
22 to 26 Nov 2021	International FDP	**Mr. Charles Manuel,**Founder & CEO, FreshIdeas, Singapore	Cycles of Innovation
		Mr. Sanjay Raina Global Media and Entertainment Professional and startup advisor, UAE	Data Science: Media and Entertainment
		Mr. Chandru Iyer Head of Business Development, South Asia Business Group, Grant Thornton, UK	India's emergence as a global superpower

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

04-06-2024 11:01:48

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:

The governance and leadership of our institution is firmly aligned to our vision and mission.We recognize that the NEP represents a transformative blueprint for the future of education in our country, and we have taken proactive steps to ensure its effective implementation within our institution as follows:

- Institute organized seminars to create awareness about NEP 2020
- Staff attended seminars/conferences to understand NEP 2020 organized by other colleges/Institutes
- CBCS curriculum offered by University allows students to have flexibility in selecting courses according to their interests/career goals. Staff participates regularly in syllabus framing/revision.
- Students have UGC Academic Bank of Credits account
- Students are encouraged to engage in research, present and publish
- Institute exposes students to Industry Professionals through activities like internship/project, guest lectures, in-house seminars, motivating students to attend seminars/workshops in other colleges/Institutes, encouraging them to participate in competitions to improve their communication and leadership skills.
- Comprehensive Concurrent Evaluation (CCE) is done in a manner to encourage creative thinking and problem-solving skills
- Lectures are conducted in English/Hindi/Marathi to promote language diversity
- Institute Innovation Council (IIC) is established to nurture entrepreneurial skills
- Courses/modules on ethics/values/leadership are incorporated to instill ethical behavior and social responsibility
- Students and staff are encouraged to enroll for MOOCs
- Outreach programs are conducted to promote sense of social responsibility
- Institute has applied to University for permission to run certificate courses in soft /technical skills to focus on holistic development.

We have fostered an environment that encourages innovation, research, and continuous improvement as follows:

- Strategic Plan of the Institute developed that outlines the institute's vision, mission and growth strategies
- IQAC maintains a focus on all academic/administrative endeavors
- Staff attends seminars/conferences/workshops/FDPs on regular basis to update their knowledge
- Staff and student are encouraged to engage in quality research work and present/publish

- Mentoring is available to enhance overall student experience
- Institute has MoUs with organizations/ academic institutes
- Alumni contribute to institute's growth through mentoring, fundraising, as resource persons for guest lectures/ seminars

The Director assigns responsibilities for curricular, co-curricular and extra curricular activities and same is conveyed to teachers during meeting. The in-charge faculty discusses activity with Director and fellow faculty members for ideas/ suggestions. However, complete freedom is offered to in charge faculty for effective implementation of plan.

Participation in institutional governance is actively encouraged and facilitated. Our leadership values input from all stakeholders, ensuring that voices from across the institution are heard and considered in decision-making processes. Representatives of staff, students, parents, employers, industry professionals and members from the society are occupying positions on different committees of Institute

Institutional Strategic Plan reflects our unwavering commitment to achieving our vision. Several activities are conducted as follows:

- Engaging students in continuous learning process
- Establishing linkages with subject experts and business houses to inculcate entrepreneurship/ professionals skills
- Interaction between Governing Body members and faculty on changes to be brought about in teaching learning process happens periodically.
- Meetings between students and faculty are held to discuss cultural/sports events, projects, social events etc.
- Teachers are represented through CDC and Managing Committee in decision making bodies.

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:

One of the objectives of the Institute is to develop Industry-Institute Interface to make students aware about day to day working of the industrial sector. This helps to go beyond the four walls of classrooms and make students realize what the corporate world expects from the management graduates and how

these skills can be developed and expectations can be met. To meet this objective the Institute organized HR Meet & Panel discussion on topic "The Road Ahead for Management Professionals in Post Pandemic Period". The objectives of the activity were:

- To bridge the industry-academia gap for better employment opportunities for the management graduates.
- To make students aware about the changing industrial needs post pandemic.
- To guide students on how to develop job skills/employability skills for better opportunities

Students got the opportunity to interact with HR experts from the local industry who offered quality take aways to all in terms of employability, career management & progression, legal aspects related to Human Resource & many

more.The meet also had small group activities and mentoring session at the end.

Governing Body: The council meets twice in a year to review working of the Institute.

Administrative Set Up:

Director- In charge Office-Superintendent- Accountant- Jr. Clerk- Support Staff (Peons)

Functions of Various Bodies: Institute also has College Development Committee-CDC which is formed as per guidelines. Meetings of the CDC are conducted four times in a year. Various crucial aspects like staff requirements, admission details, working of research centre, receipt & payment, audited Statement of the Institute etc. is discussed in meeting and guidance is sought for smooth academic and administrative working.

Service Rules: mentioned in appointment letter

Procedures: Various procedures of institute that come under ISO Quality Management System are Instruction Planning & Delivery, Office Administration, Library, Examination, Extra-Curricular Activity, Purchase, Internal Services (Establishment) and Accounts.

Recruitment Policy: Recruitment is carried out as per guidelines & qualification norms laid down by AICTE/ SPPU/DTE.

Promotional Policy: The opportunities for promotion are offered to eligible and qualified faculty whenever vacancies are available.

Grievance Redressal Mechanism: Various committees like Internal Complaint Committee (ICC), Reservation Committee and Anti ragging Committee and Squad have been established to address the grievances of the staff members and/or students. There is an online grievance redressal portal available

File Description	Document
Upload Additional information	[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](#)

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:

The institution strives to foster a supportive and growth-oriented environment . Systematic performance appraisal is done every year for both teaching and non-teaching staff. Teaching staff after filling self appraisal form discusses the same with HoI. Two way communication ensures that the targets and achievements are discussed clearly. On the basis of this, HoI compiles confidential report and forwards it to higher authorities. Roles & responsibilities are assigned on the basis of employee expectation and competencies. Decisions related to promotions are made based on availability of positions.

The institution places a strong emphasis on the welfare of its staff members, recognizing that their well-being is essential for overall success. Teaching and non-teaching staff is provided with various welfare facilities like:

- EPF
- Potable drinking water
- Separate washrooms
- Medical room
- Comprehensive Health check up at nominal charges

- Lunch room
- Separate work stations
- Various leaves like causal leave, duty leave, medical leave, maternity leave etc.
- Insurance to ensure the physical and mental well-being of all staff
- Work Life balance by allowing flexible working hours as and when required to achieve healthy personal and professional life
- Training and Development by providing opportunities to participate in workshops, seminars, and training sessions relevant to their roles

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: 5.71

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
0	0	0	0	2

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](#)

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: 32.56

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
1	6	3	4	0

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
1	2	3	1	1

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:

Resource Mobilization Policy:
Institute is committed to utilize funds so as to satisfy all possible needs in most cost effective manner.

Procedure:

1. Annual Budget is prepared considering funds required for Library and other expenses. It is then submitted and approved by management.

2. For any type of expenditure to be incurred, a demand is given by concerned person with full details of requirement of equipment, maintenance, infrastructure etc. to Director. Director

scrutinizes demand and forwards it to Management, which invites quotations and issues POs on recommendation of Purchase Committee. Purchases are finally made after approval and sanction of the Management. Well defined purchase procedure is strictly adhered to viz. preparing the list of approved vendors, getting approval from the purchase committee, raising the purchase order, preparation of voucher entry and issue of cheques to concerned suppliers and maintaining record.

3. Receipt of fees as per FRA rules for MBA

4. Receipt of University grants (if applicable e.g. BSD, QIP)

5. Payment of salaries

6. Payment to suppliers

7. Refund of fees and deposits as applicable

8. Other receipts and payments

SOP for advance settlement

Case study: Investor Awareness Program - Investage

- Tentative budget and advance request
- Submitting income expenditure details
- Receipt of sponsorship

Final settlement of advance

The MBA Programme is documented through reports submitted to the G E Society, College Development Committee Meetings and the SP Pune University as the case may be. Matters pertaining to Staff requirements, Infrastructural requirements, Receipts and Payment status, budgetary allocations and expenditures etc. are discussed and taken care by CDC. The CDC meetings are conducted every 6 months. Also the Management Committee meetings held twice a year, makes assessment of resources, budgetary allocations and expenditures carried out.

1. Whenever any need for expenditure arises, advance is given (Only in the name of the Director)after sanctioning of the application. The advance is settled in stipulated time

2. Institute has started using cheques and electronic techniques for financial transactions and though cash receipts are allowed, cash payments are avoided.

3. Use of software is made for keeping the record

4. Cash is deposited in the bank every day.

5. Finance Manager monitors the expenditures of the institute.

Institute has appointed a CA Firm that provides expert assistance and conducts yearly financial audits for the Institute.

File Description	Document
Upload 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:

Conduct of Guest lectures and student seminar:
Additional guest lectures and student seminars are organized as required for students during semester. Industry professionals and experts are invited to Institute to talk about various domains of management followed by Q&A session.

Abhivyakti:

The annual sports and cultural event of the Institute 'Abhivyakti' is organized by students. Various sports and cultural events are managed by students' committee.

National Seminar:

National Seminar was conducted on 'Blended Learning: Opportunities for the Future' in association with ICSSR, New Delhi. Resource persons spoke on various topics relevant to the theme.

Webinar:

Webinar was conducted on 'Implementation of NEP 2020: Alumni Connect' in association with QIP of SPPU. International speakers spoke on various topics relevant to the theme.

Digital literacy:

Students are motivated to take classes from Infosys Springboard to make them productive and self reliant citizens

Periodic review of Institutional working and policies for quality assurance is carried out regularly through the meetings of CDC and Governing Council. Formal feedback from students and faculty members on various factors related to Institutional working is collected and documented periodically. Student and Parental feedback and suggestions are also invited on infrastructural facilities provided by the Institute.
Every month, the director conducts staff meeting. Based on the activities mentioned in the academic calendar for the respective month, the roles and resposnsibilities are assigned to all. A review of this

work is taken in the next meeting so as to ensure compliance. Formal feedback from the Employers is also collected to keep up and/or improve students' performance. Institute always ensures to take feedback and implement the suggestions given by the students, parents and outside participation in various events, programmes, seminars etc. (Activities under Board of Students' Development, Investage, State Level Seminars etc.)Regular meetings of the full time faculty are conducted to strive for academic excellence collectively. Efforts are made to develop leadership and managerial

qualities among students through deputation to seminars, speeches, and curricular, co-curricular and extracurricular activities at the Institute.

Every semester, overall and subject wise result analysis is carried out to keep a track of students' performance in the examination. Students are given personal counseling by the faculty members to improve their academic performance. Necessary guidance is given by the Director during the faculty meeting to improve the result of the Institute.

File Description	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](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[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:

Institution shows gender sensitivity in providing facilities such as:

1.Safety and Security

2.Counselling

3.Common Room

The Institute was established in 1968 and right from its first day, it is working as a co-education institute. In the last few years, there has been an almost equal ratio of boys and girls students. They are encouraged to study and work as a team in the curricular and extra-curricular activities.

The management gives due importance to gender equality and is very sensitive to gender related issues. Utmost care is taken to ensure the safety of girl students and female members of the staff on the campus. The Institute has established Internal Complaint Committee based on the guidelines of AICTE & UGC for providing platform to the girl students &/or female faculty members to bring up any grievance related to this. The Director and the senior female faculty members, guide girls regarding their problems and organizes special lectures on topics relevant to them. Under the various schemes of Board of student development, many activities like personality development for girl students, self defence techniques, Nirbhay Kanya Abhiyan, awareness regarding menstrual health and hygiene etc. are organized. Every year, the Institute invites an expert speaker and organizes a session to sensitize students, both boys and girls, for gender equality. Institute has created gender sensatization action plan since AY 2020-21. Every year, the plan is revised as required and implemented. The same is available on Institute website. A separate male and female doctor is made available on campus during the prescribed hours. Students are offered mentoring by the in-house faculty members in any problems related to their safety and security.

Some of these activities are common to both boys and girls helping them develop a healthy and responsible attitude towards each other. The Institute provides separate common rooms and washrooms for boys and girls. Girls washroom is equipped with sanitary napkin vending machine and incinerator. Security cameras are installed in corridors and other prominent places like parking, class rooms, seminar hall etc. to ensure safety of all the students. Girls hostel with round the clock security ensures safety and security of girls. Women Security guards and CCTV coverage of the entire campus ensures overall security. Anti- Ragging Committee & squad also helps to empower students and also redresses their grievances, if any. A lady teacher always accompanies the students for, industrial visits and extra-

curricular activities outside the campus.

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](#)
Bills for the purchase of equipment's for the facilities created under this metric	[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: C. Any 2 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
Certificates of the awards received from recognized agency (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:

a. Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic:

Abhivyakti the sports and cultural activity was conducted initially online and as restrictions were removed sports was conducted offline. This is one activity where everyone despite differrent culture , language and religion comes together and enjoys participating in different activities and mainly provide and expression of their talents. There are different roles to be played.Students can be organizers as well as participants. Their diverse back grounds do not matter. Everyone gets equal opportunity.The fun activities help everyone gel together without making any artificial efforts.

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

1. Introduction to Constitution is a new course added by the University
2. Human Rights as a 1 credit compulsory course for Semester I and II
3. Constitution Day is celebrated on 26th November

4. Session on Universal Human Values is organized every year, preferebly during induction

5. All the faculty members were motivated to attend and complete A Week Long FDP on Universal Human Values organized by AICTE, New Delhi
5. International Human Rights Day was celebrated on 10th December
6. Celebration of National Voters Day is held on 25th January
7. Sessions are organized on topics like understanding the anti ragging act, gender sensitivity, plagiarism etc to make students aware about menace of such malpractices.

8.Celebration of death & birth anniversaries of national leaders, activities like *Wachan Prerna Diwas* in the memory of Hon. Dr. A P J Abdul Kalam make students aware about the contributions of these legends in today's India.

9. Activities like *Ek Bharat-Shreshth Bharat* help students develope secular attitude towards various casts, creeds & religions.

File Description	Document
Upload 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:

Practice-1: Organizing seminars/workshops in collaboration:

Objectives:

To organize quality seminar/workshop/conference for the students &/or faculty members

To collaborate with other institutes/bodies to seek required financial support

To increase the scale of the activity with the help of support received by inviting national & international experts

Context:

Seminars/Conferences/Workshops have always proved to be effective methods of imparting knowledge. It provides platform to the delegates to have one to one interaction with the subject experts, get hands on training wherever required and also to collaborate with faculty of institutions. This certainly adds to their exposure as sharing of practices & information regarding working of various institutions occurs in an informal way.

Details of the Practice:

The Institute has made a deliberate effort to plan and successfully conduct seminar / workshop / conference every year for the benefit of academic fraternity.

Sr. No.	Year	Name of the Activity	Collaborating Body
1	2022-23	• Webinar on Implementation of NEP 2020: Alumni Connect • National Seminar	• Savitribai Phule Pune University, Pune • ICSSR, New Delhi

		on 'Blended Learning: Opportunities for the Future'	
	2021-22	• National Conference on 'Raising The Bar of Quality Through Accreditation' • Investage 2021	• NAAC, Bengaluru • BSE IPF, Mumbai • SSR Institute of Management, Silvaasa
		• Multidisciplinary National Webinar: NEP 2020 and Higher Education: Are Teachers Ready?	
	2020-21	• Two Day National Level 28th Annual E- Conference on Towards Transformation: Role of Teachers in New Normal • Investage 2021	• Maharashtra Council of Educational Administration & Management, (MCEAM) Pune & Dr. MSG Foundation, Mumbai • BSE IPF, Mumbai
	2019-20	• State level Conference on 'Industry 4.0: Bridging the Gap between Expectations & Reality' • Investage 2020	• Association of Indian Management School • BSE IPF, Mumbai
	2018-19	• State Level	• Savitribai Phule

		Seminar on Integration of ICT in Teaching	Pune University, Pune
			• BSE IPF, Mumbai
		• Investage 2019	

Evidence of Success:

The Institute has been able to successfully conduct collaborative seminars / conferences since last few years as regular practice. Over a span of 5 years, 11 seminars have been conducted successfully in collaboration. This collaboration has not been limited to conduct of seminars or workshop but has proved beneficial for other curricular assignments as well. Every year, the students of the Institute visit Bombay Stock Exchange to gain knowledge of its working. 2 Students of the Institute received internship opportunity at Bombay Stock Exchange, Mumbai in the year 2018-19. Faculty members of the Institute and SSR Institute of Management, Silvaasa shared their knowledge with the students through guest sessions in the area of HR and Marketing. A collaborative session on 'Understanding the Antiragging Act' proved beneficial for the students of both the Institutes.

Investage is being conducted every year since 1991 in collaboration with Investors' Protection Fund, Bombay Stock Exchange, Mumbai.

Challenges faced:

- Identifying the funding agency & getting timely approvals.
- Planning & organizing the activity in a given time limit
- Inviting participation of faculty across various disciplines

Practice-2: Ice Breaking Activity:

Objectives:

- To create an environment where students can bond with each other and with faculty members
- To provide hands on training to the second year students to plan, organize and conduct the entire event successfully.
- To provide a platform to new students to showcase their skills & talents by organizing various competitions & activities.
- To create a feeling of teamwork & cooperation amongst the students.

Context:

Students enrolling for MBA programme come from varied background, be it academic, financial, religious or social. Institute being located at Nashik gets enrolment of students from nearby rural areas like Niphad, Lasalgaon, Ozar, Igatpuri etc. Such students who generally come from vernacular academic background may find it challenging to be accustomed with Institutional environment immediately. To make them feel comfortable and informally introduce them to their friends & faculty Ice Breaking Activity is planned every year.

Details of the Practice:

The activity is planned off the campus for the new batch of MBA-I by the students of MBA-II under the guidance of faculty members. MBA-II year students form an organizing committee and one faculty member is involved as a coordinator. This team plans various aspects like finalizing the dates, venue, menu, schedule, budgetary preparations and taking necessary permissions etc. New students are asked to introduce themselves in an innovative manner. Activities like group games, Mr. & Miss JDC Personality Contest are conducted. This contest has various rounds like written test, talent round & finally the judges' question round. Winners are awarded with attractive prizes which motivate them to participate in various activities throughout the year. MBA-II students also look after anchoring, report finalization, taking feedback from the participants, payment & settling the accounts.

The activity helps the organizing committee members to get hands-on training of planning, organizing, coordinating & also helps to improve interpersonal communication skills and time management.

New students get a platform to acquaint with peers, show case their talent and overcome a fear of public speaking. Group games help them develop team spirit amongst themselves and also display their leadership traits.

Evidence of Success:

The activity is being conducted successfully since 2001 and has always proved helpful in creating harmony, affection and a feeling of togetherness amongst the students and faculty members.

Challenges faced:

- Availability of venue in vicinity
- Rising cost of hospitality services

File Description	Document
Best practices as hosted on the Institutional website	[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:

Established way back in 1968 and being the pioneering management Institute in Maharashtra, the JDC Bytco IMSR, Nashik has always been keen on maintaining high standards in both, academics as well as administrative activities. The management believes that getting ISO does not only enhance credibility but

also offers the Institute a competitive edge. It promotes a culture of continuous improvement, helping the institution refine its processes, enhance efficiency, and deliver exceptional educational services. The Institute took up ISO certification in 2002-03, with involvement of staff, faculty and students in quality improvement process. The Institute currently has the status of being ISO 9001: 2015 certified. Institute has a quality policy that is appropriate to the purpose and context of the organization and is communicated, understood and applied in the organization. The institute has established quality objectives that are consistent with the quality policy and are measurable, and updated as appropriate.

Customer focus: Adhering to ISO standards allows the institute to demonstrate commitment to customer satisfaction.

List of procedures under ISO:

Eight institutional procedures are included under the system as mentioned below:

1. Internal Services (Establishment)

2. Accounts

3. Office Administration 4. Instruction Planning & Delivery

5. Library

6. Examination

7. Extra-Curricular Activity

8. Purchase

Each year the institute plans and conducts two Internal Audits; along with surveillance audit every year and re-certification audit after every 2 years by the identified ISO Certification body.

Features and Benefits to the Institution:

- Procedures are System driven
- Records and documents are collected well in time and are available for planning and making decisions.
- Each employee is aware about the Quality Policy and tries to adhere to the same.
- ISO certification is globally recognized symbols of excellence and has added to institution's reputation, instilling confidence in students, parents, stakeholders, and other crucial associates.
- It differentiates the institution from others in the education landscape and has demonstrated our commitment to meeting and exceeding industry standards.

5. CONCLUSION

Additional Information :

The Institute, to improve effectiveness of overall working, wishes to undertake various activities in the upcoming academic year. It includes:

1. To invite companies to participate in placement drive programme

2. Investage to be organised for small investors of Nashik

3. Conducting Induction Program for MBA Part I

4. Organizing Ice breaking: a best practice activity

5. Conducting career guidance sessions for MBA II

6. Participation in NIRF

7. To organize alumni interaction with students in online/offline mode

8. To conduct social and cultural week Abhivyakti 2023

9. ISO Audit to be conducted

10. To conduct webinar/ Seminar and publish proceedings with ISBN

11. To conduct activities to improve emotional and social quotient of the students and make them responsible citizens of our country

12. Planning and implementing curricular & co-curricular activities in light of NEP-2020

13. Conducting Certificate Course for the students in collaboration with the University

Concluding Remarks :

Gokhale Education Society's JDC Bytco Institute of Management Studies & Research, Nashik has been contributing in the field of management education for over five decades. Located at the centre of Nashik city, the Institute is easily approachable to all the areas of not only Nashik district but also to nearby districts like Dhule, Jalgaon, Bhusawal etc. This has enabled the Institute to cater to the academic needs of the students belonging to these areas.

The Institute ensures that the students not only learn theoretical concepts but also get a glimpse of what is happening at the corporate front. This way they are better exposed to the current industry trends and are able to make informed decisions. Every effort of the Institute is to create a successful professional who can contribute meaningfully to the self and societal development. Institute's focused effort of creating entrepreneurial culture

is another important feature which is motivating the students to be the Job Givers. With the strong support of management, sustainable approach, transparent governance, well established infrastructure, highly qualified & dedicated faculty & research oriented learning organizational culture, the Institute wishes to continue its legacy of providing professional education at affordable cost.

04-06-2024 11:01:48

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
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)** Answer before DVV Verification : Answer After DVV Verification :02 Remark : Certificate / add on / value added courses of less than 30 hours will not be considered and Repetition of add on/certificate/value added programs in every year during assessment period to be counted one only. Input edited accordingly.
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* 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 Answer before DVV Verification: 	2022-23	2021-22	2020-21	2019-20	2018-19
---	---	---	---	---
59	0	0	0	0 | Answer After DVV Verification : | 2022-23	2021-22	2020-21	2019-20	2018-19
---	---	---	---	---
0	72	18	21	0	 Remark : Certificate / add on / value added courses of less than 30 hours will not be considered Input edited accordingly.
1.3.2	**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)** 1.3.2.1. **Number of students undertaking project work/field work / internships** Answer before DVV Verification : 85 Answer after DVV Verification: 0 Remark : Without project work completion certificates/ internship completion certificates/ field visit permission letter mere list will not be considered, input edited accordingly.
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*

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

Answer After DVV Verification: D. Feedback collected

Remark : Input edited from supporting documents.

2.1.1	**Enrolment percentage**

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
66	68	65	58	55

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
58	60	58	57	56

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
69	69	69	60	60

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
60	60	60	60	60

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*

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
36	41	34	31	24

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
27	24	22	23	17

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
36	41	34	31	24

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
27	24	22	23	17

Remark : Input edited from data template.

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)*

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**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
5	5	4	4	4

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
6	6	6	5	2

Remark : Input edited as per the given Dr. certificates and date mentioned on it.

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

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**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
7	4	3	1	1

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
06	05	03	01	01

Remark : Input edited as per supporting documents.

3.3.1	**Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**
	3.3.1.1. Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
4	1	2	1	4

Answer After DVV Verification :

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

Remark : Input edited as per the research papers in the Journals notified on UGC CARE list year wise during the last five years.

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**
	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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
23	9	11	10	15

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
14	08	04	02	06

Remark : Publications with ISBN number only will be considered. Input edited accordingly.

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.*
	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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
22	37	13	3	7

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
05	13	15	3	10

Remark : National festivals, Days celebrations like Yoga day, Women's day etc., will not be considered. Input edited accordingly.

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.*

Answer before DVV Verification :

Answer After DVV Verification :12

Remark : Collaborations with the sister institutions under the same trust will not be considered. Input edited accordingly.

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

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

Answer before DVV Verification:

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

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
1.60047	0.58132	1.38832	2.02955	1.07314

Remark : Input edited as per the expenditure for infrastructure development and augmentation excluding salary.

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

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

Answer before DVV Verification : 80

Answer after DVV Verification: 25

Remark : Input edited as invoice of only 25 computers given.

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)*

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)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
43.17444	30.32407	34.74924	47.86655	54.07406

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
3.57070	0.92538	1.72194	1.75359	3.41235

Remark : Input edited as per the expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component. Only AMC expenses shall be considered.

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*

Answer before DVV Verification : A. All of the above
Answer After DVV Verification: C. 2 of the above

5.1.3

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

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**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
19	19	11	41	35

Answer After DVV Verification :

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

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**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: C. 2 of the above

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
19	19	11	41	35

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
21	19	11	41	35

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
64	62	57	53	58

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
63	57	56	53	56

   Remark : 5.2.1.1- Input edited from supporting documents. 5.2.1.2- Only pass students will be considered. Input edited accordingly.

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)**

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
22	25	15	1	26

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
7	6	5	6	7

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**
	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**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
5	2	2	3	5

Answer After DVV Verification :

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

Remark : As per SOP financial support less than Rs. 2000 shall not be considered.

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*
	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**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
6	6	6	6	6

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
1	6	3	4	0

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

Answer before DVV Verification:

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

2.Extended Profile Deviations

ID	Extended Questions
1.1	**Number of teaching staff / full time teachers during the last five years (Without repeat count):** Answer before DVV Verification : 6 Answer after DVV Verification : 07

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

Answer before DVV Verification:

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

Answer After DVV Verification:

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
43.17444	30.32407	34.74924	47.86655	54.07406

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
44.97	20.98	32.78	42.90	52.64

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