

**KHANDESH COLLEGE EDUCATION
SOCIETY's**

**INSTITUTE OF MANAGEMENT AND
RESEARCH, JALGAON**

(Affiliated to North Maharashtra University, Jalgaon)



SELF STUDY REPORT



SUBMITTED TO
The National Assessment and Accreditation Council
(NAAC)
Bengaluru – 560 072

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NAAC STEERING COMMITTEE

Sr.No.	Name	Designation	Contact
1	Dr. Parag Narkhede	Coordinator - NAAC	9422778876
2	Mr. Anilkumar Marthi	Member	9975984433

Declaration by Head of the Institution

I declare that the data included in the SSR is true as per best of my knowledge. The SSR is prepared by team after discussion and no part is outsourced. I am aware that the peer team will validate the information provided in SSR during the peer team visit to our institute.



Signature of Head of the Institute with seal

DIRECTOR
Institute of Management &
Research, Jatgaon-425002

PREFACE

To create facilities for higher education in North Maharashtra earlier known as Khandesh having no college at all in the district, a group of philanthropists from the city of Jalgaon formed a trust in the name and style of '*Khandesh College Education Society*' (KCE Society) which was registered on 16th September, 1944. It is managed by socially conscious people from all communities. One of the highly valued missions of the Society is to impart better education and technical expertise to students in multiple disciplines. The first college established by the Society is M.J. College in 1945 which enjoys the status of College of Excellence accorded by NAAC.

With a humble intake of 30 students MBA program was started in Institute of Management and Research (IMR) in 1986. It was affiliated to Pune University from 1986 to 1992. Out of the five batches of students, IMR students topped the University three times. After the North Maharashtra University was established IMR continued to cultivate toppers in Management stream.

Subsequently, Masters of Computer Applications programme with an annual intake of 60 students was added in 1999 and the intake of MBA was enhanced to 180 in 2010. In 2014 two intergraded courses with an intake of 60 were added in both the streams. In keeping with the ideals of the Society, IMR has been imparting outstanding quality education to its students. Progress being dynamic, IMR seeks to further improve the quality of education following the parameters demarcated by the NAAC after it is assessed on its merit for accreditation. Efforts have been made to collate the data available and present the statements in this SSR while confining to the boundaries of criteria. In the process of preparing this SSR during the past 8 months we have learnt a lot from the manual supplied by NAAC which is quite comprehensive.

We are grateful to NAAC for its educative approach.

Dr. Vivek Katdare
Director

Executive Summary

Khandesh College Education Society, Jalgaon, established in 1944 is a profound academic movement through various institutes under its umbrella. In order to fulfil the need of Management Education in the region, Institute of Management & Research, Jalgaon is established in the year 1986, is a pioneer institute in the field of management education in North Maharashtra Region. Initially affiliated to Pune University then affiliated to North Maharashtra University, Jalgaon since its inception. IMR is approved by AICTE since its establishment. The Institute also received 2(f) from UGC. The Institute is recognized by Government of Maharashtra and also life member of All India Management Association (AIMA) New Delhi and Association of Indian Management Scholars (AIMS) International, USA. IMR, Jalgaon is equipped with state of the art infrastructures and other facilities for Management and Computer education in North Maharashtra region.

IMR made a distinct mark among the Higher Education Institutes in Maharashtra since its inception.

The Institute stands tall in North Maharashtra with dedicated and committed faculty, best infrastructure, learning resources and progressive teaching pedagogy with consistent placement record and a vibrant campus life. The students are taking lifetime learning experience with enriched values in IMR through numerous events and activities which helps them to be a part of Nation building programme.

In its quest to be among the most preferred institution in the region IMR has opted for getting NAAC certification and the report is herewith presented. The NAAC document consists of the institute's interpretation to the series of questions from the seven criterions listed as under:

Criterion I : Curricular Aspects: The activities of the institute are in line with the vision and mission statements. All efforts are duly taken to communicate the same to the stakeholders such as students, teachers, staff and others. The institute relies on various forms of communication to ensure transparency as one of the oldest institutes in the region.

The institute is committed to ensure that the curriculum specified by the university is given due justice in terms of teaching and meeting required number of lectures prescribed. The senior faculty members have published text books in conformation with the university syllabus in most of the management subjects and a few of computer subjects. These are distributed to the students at the time of admission and serves as a predominant reference book for their studies.

The institute encourages its faculty members to participate in seminars/ conferences/ workshops at state and National level. Efficient delivery of the curriculum forms the core towards achieving the vision & mission policies of the institute. Most of the senior faculty members of the institute are appointed chairmen/ coordinator and members of syllabus setting committee and hence are involved at curriculum framing.

The Institute of Management and research offers an optional course in spoken English, and personality development to students who are interested to compete with the best in the industry. The course is exclusively handled by a professional trainer and regular classes are conducted at timings convenient to the students so as not to clash with their regular lectures.

The institute conducts various programs and events to foster the goals and objectives of the institution. In all the programs the participation of student and teacher is predominant. The programs are so conducted that students develop various skills while organizing such activity.

Feedback from all stakeholders is periodically taken and reviewed by the institute. Any aspect which is found to be particularly relevant in enriching the curriculum is forwarded to the members of the Board of Studies and the members of faculty of North Maharashtra University.

The institute also has a formal mechanism to obtain feedback from students and stakeholders on curriculum; the institute makes all efforts to supplement whatever shortcomings in the syllabus through guest lectures on topics.

Criterion – 2 Teaching-Learning and Evaluation:

The allocation of seats in the Institute is done in accordance with rules given by 'Directorate of Technical Education, Maharashtra Government for MBA & MCA courses based on merit ranking of CET. For other courses where North Maharashtra University conducts entrance exam; admissions are according to scores in the entrance exam

Course Name	Percentage of graduation		CET Score Percentile		CET Conducted By
	Maximum	Minimum	Maximum	Minimum	
MBA	84.75 %	46.58 %	88.53	2.06	Directorate of Technical Education, Maharashtra State
MBA – II Shift	80.8 %	48.79 %	72.9	5.95	
MCA	80.3 %	61.9 %	62.75	21.75	
MCA- Direct 2 nd year	86.7 %	56.48 %	83.25	1.08	
MBM(CM)	78.6 %	51.4 %	64	24	North Maharashtra University, Jalgaon
MBM(PM)	66.67 %	43.67 %	74	28	
UG	Percentage of HSC		CET Score Percentile		
	Maximum	Minimum	Maximum	Minimum	
Dual MCA	74 %	41.85 %	78	32	
BM + MAM	72 %	35 %	72	32	
BBM(BS)	84 %	35 %	78	26	
BBM(Ecom)	70 %	35 %	68	24	

Reservation Details

Year	SC	ST	VJDT	NT1	NT2	NT3	SBC	OBC	OPEN	Total
11-12	79	14	18	18	12	12	31	648	543	1375
12-13	73	7	13	15	17	8	36	621	524	1314
13-14	60	10	13	13	17	6	33	598	515	1265
14-15	40	8	14	18	17	6	23	589	584	1299

Financial Help to Minority

Year	No of Minority students	Total Financial help given to such students in Rs.
2011-12	15	3,75,000
2012-13	11	2,75,000
2013-14	21	5,25,000
2014-15	28	7,00,000

The Institute has made necessary arrangements so as to convenience the differently-abled students. The Institute always accepts admission of students who are physically challenged or differently-abled. The Institute is well equipped with a washroom specially designed for physically challenged students. All efforts are made to satisfy the needs of such students as and when any request is made by them.

To cite an example we have admitted on such student Ms. Gausiya Yusuf Ali a differently-abled student diagnosed with “Cerebral Palsy” disease which is permanent, non-progressive, and not likely to improve. The student was admitted to BBM ecommerce. The Institute has extended all kind of support to her. The Institute also requested the University for a special Online Examination which was approved by the University. The faculty team developed questions and evaluation pattern purely on non-remunerative basis. The Student completed her graduation in first class with distinction (71.21% marks).

For economically weaker sections government facilities of scholarships or free ships are made available to students. For others, earn and learn scheme, educational loan scheme, payment of fees in many installments scheme, giving scholarships from various NGOs like Suresh dada Jain trust, R C Bafana trust, Nationalist Congress trust, G D Bendale trust, Deshdoot Charitable Trust etc. scheme are made available.

Counseling of weak students is done for performance improvement. Mentoring by faculty members helps such students. Meetings of students who have failed in individual subjects are arranged where students share their problems and perceptions and action plan to overcome difficulties is decided and implemented. For example Two day or three day workshops exclusively for one subject are arranged and such students are pursued to attend the workshops.

Before the academic year begins and before each term begins, planning for the term is undertaken. Course coordinators distribute course contents to Faculty. Faculty gives its preferences of subjects and courses. After subjects and courses submission to the respective course coordinators a meeting is held to decide on the subjects to be allocated to specific faculty.

The Institute conducts an internal examination for 20 marks in both UG and PG at the end of semester. 20 marks are set aside to be given by the individual faculty based on the students’ performance in the classroom viz: attendance, presentations, classroom interactions, practical in computer related courses, case study, group discussion, participation in events, seminars, conferences and branding activities, industrial visits, placement activities, surveys, viva, surprise tests, assignments etc.

Teachers use a combination of different teaching-learning methods to make learning an enjoyable and fruitful experience for our students at the same time it is ensured that the vision & mission policies of our institute is strictly adhered. Guest lectures of experts from industry and other professions are regularly organized. Workshops /FDP’s are conducted on relevant new developments.

In order to fulfill industry required proficiency students are involved in various activities and management games related to the topics from the subject. Towards achieving this IMR conducts events such as Managers Day, Entrepreneurs Day, IT Festa, Talent Hunt & Also conducts certain quiz programs inviting students of other institutions in the region. This is intended to improve their skill-based knowledge.

Criterion-3 Research consultancy and extension:

Khandesh College Education Society has established a research Centre in 2006 named “JalaSRI” Watershed Surveillance and Research Institute. IMR is associated with the activities of this research center since 2011. Our faculty members and students are actively participating in designing and implementation of various research projects in the areas of Geo-informatics, extension activities, skill and entrepreneurship development and CSR activities conducted by the Centre.

A Proposal to seek approval to IMR institute’s research center is submitted to the University. We hope to obtain the status of Research Centre after accreditation.

IMR has an in-house Research committee.

In-house Research committee

Sr. No.	Name	Designation	Role
1	Dr. V. V. Katdare	Director	Chairman
2	Dr. Parag Narkhede	Asst. Prof. MBA	Head, Research Center
3	Varsha Pathak	Asst. Prof. MCA	Coordinator
4	Dr. S.M. Kulkarni	Associate Prof. MBA	Member
5	Dr. Yogesh Mahajan	Associate Prof. MBA	Member
6	Dr. Anupama Chaudhari	Asst. Prof. MBM	Member
7	Ranjana Zinjore	Asst. Prof. MBM	Member

Faculty involvement in active research by guiding students can be elaborated here.

- 21 faculty members are pursuing their Ph.D. degrees and are involved in their individual research work.
- Ph. D is awarded to four members of the faculty in last three years.
Two faculty members have submitted their thesis for adjudication to the University.
- Four faculty members are guiding twenty eight research students for Ph. D.
- One international student from Yemen has been awarded Ph.D under the supervision of our Director.
- Collaborative research activities are conducted with ‘JalaSRI’

All faculty members have carried out paper presentation at National and International conferences. Total **48** papers have been presented by the faculty members in national or international conferences in last four years. Total **30** papers are published in reputed journals in last four years.

The institute continuously takes initiative to invite eminent researchers, experts and persons from industry for the guidance and motivation to faculties and students. The Institute maintains list of prominent speakers, eminent personalities, entrepreneurs and researchers.

The faculty members who are doing their Ph.D.’s are necessarily required sharing their thesis in the form of presentation with the students and staff of our institute. This helps the researcher to fine tune the thesis at the same time evokes interest amongst students on the topic thereby infusing scientific and research temper.

The Institute has sufficient research facilities; hence rarely the research scholars require the access to external facilities.

- Access to Library facilities across all institutions under Khandesh College Education Society is made available.
- JalaSRI Research Center facilities are available for the experimentation for the faculty and students.
- In addition to the above research scholars have permission to utilize the resources under Saturday club global trust for any of the requirements regarding Industry.

Our faculty through research cell plans to increase contribution and involvement of our students, available expertise and other resources for successful completion of projects under JalaSRI. Some of the JalaSRI Projects are related to

- Nature Conservation and Biodiversity
- Watershed Development
- Hydrology and Water Resource Management
- Software Development
- Data Design and Warehousing
- Energy Conservation
- Community Development
- Environmental Education

In tune with the vision and mission policies, the institute is developing policies with respect to consultancy service. As a part of this exercise the institute has a policy to offer regular guest lecture from people belonging to the industry. This helps the people from industry to recognize the potential of the faculty members their areas of expertise and how this could be utilized by the industry in the form of consultancy service.

The Institute keeps itself updated with the latest technologies to aid our faculty at par with requisite standards so as to enable them to be ready to offer any consultancy service.

- The Institute has developed linkages with following
 1. Saturday club global trust
 2. JalaSRI
 3. Creative Group
 4. Gandhi Research Foundation

The institution also takes into account the students exposure to updated technologies to be at par with requisite standards, and also to be a major contributor to the society in terms of social education for overall improvement in the standards of their living.

Criterion-4 Infrastructure and learning resources:

The relevant infrastructural facilities include 30 classrooms, 2 seminar halls, 1 auditorium (ICT enabled). 7 Computer laboratories, 1 computer centers (with leased line connectivity), 3 staff rooms, 2 tutorial rooms

Floor wise facilities

Floor	Particulars
Ground Floor	administrative office, director cabin, 2 staff room, 2 ICT

	enabled Class Rooms, one auditorium hall, one meeting hall/GD room, one Exam control office/Record room, one pantry for staff, First cum sick room, Language lab with 25 computers.
First Floor	5 ICT enabled Class Room, seminar hall, MCA library and reading room tutorial room, girls common room, boys common room
Second Floor	placement office, management library, seminar hall, 6 ICT enabled class room, tutorial room
Basement	Computer Laboratories including 120 computers, computer center one board room, one maintenance room.

Common facilities available in Institute

Facilities	Faculty Coordinator	Room/ Space allotted
IQAC:	Mr. S. N. Khan	Room No -9
Grievance Redressal Cell	Ms. Tanuja Fegade	Room No -9
Women Development Cell	Ms. Rupali Narkhede	Available
Counseling and Career Guidance Cell	Dr. Vivek Katadre & Course coordinators	Their respective offices
Placement Unit	Mr. Bhushan Pachpole	Room No - 24
Health Centre	Ms. Nilima Patil	Room No -3
Canteen	---	Shared Basis
Recreational spaces for staff and students		Shared Basis
Safe drinking water facility	Mr. B.J. Lathi	Available
Auditorium	Mr. M.R. Waykole	Room No- 10

All faculty members are provided with a Desktop with an option to prefer a Laptop as per their convenience. The computer systems including the laptops have internet connectivity through leased line of 20Mbps & 2Mbps Broad band line and also through Wi-Fi hot spots. In addition to this the faculty members are given privileged access to their smart phone on Wi-Fi.

The Students are also given access to their personal laptops which is strictly monitored. The students are made to apply through a standard format permitting them to access internet on their systems. However the access to the internet is available at all the nodes in the computer labs.

The Institute currently is well equipped in terms of IT infrastructure. However, keeping in view the future requirements, efforts are on to impress upon the management to establish SMART class rooms, Blade Servers, Fiber optic LAN, Additional Bio-matric system for classrooms, LCD screens for class rooms etc.

Plans are also on for construction of state of the art block consisting of classrooms and conference rooms which might attract latest additions on the hardware side.

The Institute offers the best ICT infrastructure to the students and faculty; All the laboratories are connected in LAN with dot matrix & Laser Printers. The software used by us is duly licensed. Efforts are also on to implement ERP system. The conference hall is equipped with conference mic system designed to hold group discussions. The hall is also equipped with LCD projector & remote operated screen to facilitate PowerPoint presentation by the students. The auditorium is equipped with a wireless HD projector system along with remote operated screen and a Public Address system for guest lectures to the students.

Infrastructure: The Institute of Management and Research has 6185 Sq. Mtrs. of building space comprising 30 rooms a parking space & basement. The institute ensures that the premises are kept in clean & hygienic conditions in order to ensure this the institute has availed the facility of a labor contractor on a full time basis. The class rooms, toilets, common rooms and the staff rooms including the director's cabin are cleaned every day in the morning. The garden area is looked after by a gardener employed by the society and regular upkeep is done every Sunday.

Facilities: The facilities include Drinking water at appropriate places, extension of Wi-Fi facility, Sanitation, common room for girls, Reading rooms, internet facility, generator facility, parking, first-aid facility etc. the director has ensured that all facilities mentioned are always ready to be utilized and to ensure this there is a committee headed by one senior faculty nominated by Hon'ble President of Our Society and Office Superintendent. They are in charge in ensuring that all required facilities are up to date and usable at any point of time.

Equipment: The equipment of the Institute include power backup generator of 200 KVA capacity, Water coolers computers, UPS system, Racks, Servers, Printers, Scanners, Copier, Air Conditioners, Lift, LCD Projectors, and required furniture. The Institute has ensured that all computer lab related equipment are maintained by in house technicians. Certain equipment such as power generator, Lift, Air conditioner, photo copier, water purifier are maintained by the respective suppliers.

Criterion V :Student Support and Progression

Every year the Institute publishes placement brochure of MBA and MCA final year students with their profile, this informs the achievements of the students to the external stakeholders. The institute's website, www.imr.ac.in, also provides a link to the same. The website is updated regularly. The institute ensures its commitment and accountability by implementing quality policy and procedures. All efforts in making the institute worthy of its claims are seriously contemplated and it is ensured that the commitments given to the stakeholders are fulfilled.

The Institute supports to the students belonging to SC/ST category. They are guided by providing the information about different schemes available from the Social Welfare Department & Government and about other university and institutional scholarships. Book Bank facility is provided to the SC/ST students. A separate reference collection of books are available to these students. For economically weaker sections the institute considers fee payment in easy installments. In addition to this the Institute offers G. D. Bendale Scholarship to select students from each PG course also the students avail EBC scholarship as per eligibility norms of Government of Maharashtra.

Students are encouraged to participate in various competitions at National & International level. The students are provided auditorium for co-curricular activities like paper presentations, group discussion, debates, role playing etc. and extra-curricular activities such as dramas, extempore etc. For sports, the students are provided a well-equipped gym and playground/court at KCES's Eklavya krida sankul. The students regularly practice for their respective sport at this place. The students are provided the sports kit at the time of competitions.

Counseling regarding Competitive Examinations to create awareness and motivate students to pursue career in public services, MPSC/UPSC exams is given. A platform has been created for pass out students who are rank holders, students in banking and Alumni currently placed in various organizations to share their experience.

Counseling of weak students is done for performance improvement. Mentoring by faculty members helps such students. Meetings of students who have failed in individual subjects are arranged where students share their problems and perceptions and action plan to overcome difficulties is decided and implemented. Peer learning is encouraged.

The brighter students are encouraged to follow “teach and learn” policy, which ensures personal growth along with the development of other weak students. Personal and academic counseling is given to the students in the class room to minimize the dropout rate.

The institute has an Anti-Women harassment committee, which caters to the sexual harassment grievances of students. However, so far there has been no such case of sexual harassment in the campus. Every year two meetings of the committee are held and minutes are kept.

There is an anti-ragging committee. The senior students are made aware of the outcome of ragging as per the government instructions about ragging. The institute also displays the government notice on ragging on the notice board for strict observance of the same. The institute has the culture of “Fresher’s Party” where the senior students welcome the new students in the campus. It develops healthy relationships among Junior and senior students. Anti-ragging affidavits are filled on UGC site by the students. Anti-ragging undertaking is taken from students on affidavit. Anti-ragging boards are displayed in corridors of the Institute.

The institute has a student council which includes University representative (UR), class representatives, Ladies representative, sports and cultural representatives as per the guidelines of North Maharashtra University (NMU). This council ensures that students’ community is being represented in all aspects and their requirements are communicated to the management.

The institution has a registered alumni association. The number of members in this association is 170. The members are contacted periodically to make them aware of the various events, seminars, conferences being held not only at our institute but also at various other institutions.

Criterion-6 Governance, Leadership and Management:

Institute of Management and Research displays distinctive characteristics in terms of addressing the needs of the society aligning itself to the mission statement and constantly strives to impart holistic education to students to enable them, excel in all aspects in their life as well as their profession. The institute is committed to provide quality knowledge, values, and wisdom for the students to be successful by recruiting eminent faculty with handsome experience in the industry.

The infrastructure of the Institute Provides ideal learning environment also the requisite infrastructure is laid out in such a manner so as to develop our students at par with any top institution in India thereby supporting our mission policy.

The Institute over a period of 28 years has established itself as a major contributor to the society in terms of social education for overall improvement in the standards of their living. As a constituent institute of KCE Society established in 1944 there is a lot of goodwill.

The institute has a rich tradition in the education field having produced successful individuals we are also

known for the values it cherishes and sincerely impart these amongst the students. A testament to this is our former President Hon'ble Prathibatai Patil. The most recent Jewel from the institute is Mr. Pritam Yawalkar Assistant Commissioner of Police, Maharashtra State.

The institute provides operational autonomy and works towards decentralized governance system. The director is the head of the institute and reports only to the president of KCE Society. The administration department is headed by the office superintendent and is given authority to decide matters concerning administration and matters relating to examinations.

Added to this certain faculty members have been delegated with authority to head committees such as, Grievance Redressal Committee, Placement Committee, Cultural Committee, Staff Grievance Committee, Library Committee, Sports Committee, Ladies Grievance Committee/Anti Women Harassment, Disadvantage Group Welfare Committee, Alumni Committee, Anti Ragging Committee, website committee.

The institute has formally constituted an IQAC Committee on 1st June 2014. The quality policy has evolved over a period of years of committed service to all stakeholders. The quality policy is driven by the mission and vision of the Institute. This utility oriented approach towards education is driven by the perception and passion of the leadership of the KCE Society. Prior to the constitution of IQAC the Management of KCE Society, LMC and the Director of the Institute were responsible for ensuring the activities in line with the Quality policy. Currently IQAC committee is streamlining all quality aspects.

Our vision and mission statement forms the basis for our perspective plan, Institutional development is given top priority and reflected in plan proposals which are prepared in consultation with faculty members and Director of the Institute.

- The various aspects considered for inclusion in the plan are as follows:
 - To monitor the admission process and ensure admission at optimum intake levels.
 - To identify the students who are facing difficulties in coping with the course and provide bridge courses for new admissions, provide remedial courses.
 - In order to ensure holistic development of the students, SWOT analysis of each student is proposed to be conducted and suitable training to be offered to them.
 - Organize FDP's and sponsor faculty for long duration MDP
 - Vertical Extension of the existing building.
 - Air conditioning of Auditorium and Library.
 - Individual cabins for faculty.
 - Establishment of Entrepreneurship Development Cell.
 - Building of auditorium of 500 capacity
 - Start courses like NCFM, AMFI, etc.
 - Establishment of finishing school for students of our institute.
 - Establish MOU's with Premium Institutions of global repute.
 - Introduce skill development courses under NSDC.
 - Establish MOU's with Microsoft, IBM, and Oracle on specialized module.
 - Upgradation of existing computer network with High end Blade servers and Fiber optics.
 - Renovation of Administration office and Directors cabin.
 - Introduction of SAP training facility.
 - Provision of alternative energy through Solar systems.

The institute has a formal mechanism to obtain feedback from students and stakeholders on institutional performance; the institute takes all efforts to identify shortcomings suggestions and recommendations and puts forth to the top management.

- The outcome of the feedback and response of the institution is as follows –
 - Installation of LED TV
 - Improved Drinking Water facility
 - Improved Sanitation Facility
 - Extended library hours till 12.00 Midnight during Examinations
 - Introduction of smart classrooms
 - Additions in Sports facilities
 - Provision of Wi-Fi connectivity to students free of charge.

There are two major sources of institutional receipt of funds a) student tuition fee b) resource allocation from the KCE Society. The tuition fee is credited into the society's account and the proposed budget is put forward for consideration. The management of KCE Society fulfills all the requirements of the institute from the amounts deposited in their account in case of deficit funds the society office transfers requisite amounts to fulfill the requirements.

The institute is committed to its quality policy with equal stress on achieving the vision and mission statements hence, each aspect mentioned in the quality policy is implemented without compromise thus, ensuring institutionalizing the quality process.

External Members on IQAC

Name of the Member	Designation & Affiliation
Mr. S. Y Prabhudesai	Project Manager, Supreme Industries, Jalgaon
Mr. Vasudeo Mahajan	CEO, Vaneera Hi-tech Pvt Ltd, Jalgaon
Dr. R. B. Chaudhari	CMD, Kiran Machine Tools Ltd. Jalgaon
CA. J. M. Agarawal	Chartered Accountant

Since the advent of constitution of the IQAC efforts are on to communicate the quality assurance policy to all stake holders. The institute has displayed the quality policy at all vantage points of the premises. In addition to this the website of the institute forms a major source of communication to the outside world. The quality policy and the various measures adopted are regularly communicated in the various events that take place in the institute wherein the audience includes stakeholders such as students, parents, industry professional, members of the local society and the teaching and non-teaching staff.

Criterion-7 Innovations and Best practices:

Administrative Innovation: The Institute has installed Bio-metric attendance system for faculty as well as students for easy attendance marking. Instead of manually marking attendance, the same is done in a paperless manner. The software facilitates consolidation of attendance reports and attendance summary.

Academic Innovation:

Mentorship Process has been initiated by the Institute for MBA each faculty is allotted as set of 24 students they are responsible for all activities and attributes of the individual students. The students are at liberty to contact their mentor for any academic, career and personal issues.

Traditional chalk and talk system of teaching has been replaced with state of the art electronic PowerPoint and digital presentation. Video lectures of NPTEL and prominent faculty of reputed national institutions are

shown. The institute also distributes Economic times to the students of MBA free of charge to motivate students to apprise themselves of the current industry scenario.

Best Practice: PRAYAAS: A concept developed by the institute to ensure students is in constant touch with the practicality of the subjects being learnt. The goal is to develop the student in a holistic manner whilst making them a part of the bigger system, by encouraging them to develop, plan, execute the events. The practice is an outcome of a thorough scrutiny and analysis of the course curriculum of management and computer studies. The syllabus prescribes a good exposure to principles of management and fundamentals of computers, but is lacking in exposing them to real world issues and challenges. Hence it was conceptualized in such a manner to cover all areas of the academics and put them in manner so as to work practically in a competitive environment.

Best Practice: Pustak Ani Vikas: The practice comprises of five major activities namely- Granth Pradarshan, Book Review, Readers Club, Writers Club, A display shelf on 'Books-Must Read' The goal of the project is to ensure students to refer to the traditional means of learning in place of the current trend of finding everything on google and the cell phones.

The institute has devised an alternative to ensure that students get an opportunity to see, perceive, identify the importance, read, acquire knowledge and present it to the community in the form of individual writings. This is ensured by bringing out an annual magazine 'Vyavastapan'.

The details of both the practices are given in detail in the appropriate section.

SWOC ANALYSIS OF IMR

STRENGTH:

1. Located in the heart of the city, IMR has good infrastructure, a spacious lobby and computer labs, latest teaching aids and learning resources.
2. A lift takes care of the physically challenged students and visitors.
3. There is generator back-up to take care of power failure.
4. The Institute's students consistently hold ranks in the North Maharashtra University, Jalgaon. With the joint efforts of students and faculty to achieve top positions in cultural and sports initiatives an attractive force has been maintained to pull students and mould them in the ideal of IMR.
5. IMR occupies a good position in carving its role in the field of CSR by conducting various activities for ladies, children, employees, and environment like blood donation camps, visit to old age Homes, tree plantations, besides organising and conducts workshops and training programs for various segments in the society.
6. With a good public image in the Khandesh region, IMR has a rich fund of faculty. Numerically it is 38 out of which 06 are Ph.D. awardees and 20 are in the pipeline. There are 4 of faculty who regularly contribute to international and national journals. The Institute's faculty are also members of professional bodies like CSI, AIMS-International, All India Management Association etc.
7. The Institute has well stocked libraries with numerous National & International Journals along with adequate e-journals and a number of titles.
8. Experiential learning in the classes through sharing of experience by regular Industry Institute Interactions.
9. The biggest strength the IMR has is its students with basic human values and dedication for discovering new horizons.
10. Service to the rural lot by up bringing their potentials and making them a part in meeting the global challenges.
11. Excellent facilities for extra and co-curricular activities.
12. It has a strong alumni base with an impressive placement record in the region.

WEAKNESS:

1. Lack of flexibility and adequate autonomy to introduce innovative course content which is controlled traditionally by the affiliated University.
2. Majority of the students come from rural background and lack exposure which slows down the learning process.

OPPORTUNITY:

1. Many students pursuing management education belong to families having business and they come for real education and the sluggish job market do not come on their way.
2. The image and consistently positive track record of the institute.
3. Locational disadvantage of other institutes situated at considerably long distance is an opportunity for IMR which is situated in the heart of the city.
4. The comparatively better teaching hands.

CHALLENGES:

1. The Institute has the challenge of upgrading resources in order to attract better quality students so as to rise above the regional eminence.
2. Establishing working relations with Institutes of International repute and foreign Universities
3. The institute is poised to transform itself into an autonomous institute by 2020.

Action towards the Strengths, Weaknesses, Opportunities and Challenges:

BUILDING ON STRENGTHS:

1. The infrastructure can be further developed & in keeping with the upcoming requirements.

2. The generator can be upgraded according to the need after further development of the infrastructure.
3. Monitoring to retain excellence in academic and co-curricular activities
4. CSR activities can be further spread to include more villages.
5. Image can be boosted by tie-ups with more number of industries and reputed Institutes.
6. Students will be further encouraged to retain top positions in the universities by giving good incentives. Similarly, incentives to be given for sports and cultural activities so as to attract students to the institute.
7. To encourage faculty members to publish papers in peer reviewed Journals, financial incentives will be given.
8. The library will have educative and informative videos.
9. The alumni association will be involved more in the Institutes activities like seminars, parties etc. so that placement will get a good mileage.
10. A few nearby villages will be adapted for academic counselling and scholarships.

OVERCOMING WEAKNESSES:

1. The Institute is poised to be autonomous by 2020 so that it gets liberty and flexibility to design its innovative course content.
2. It will take the students to industries and other hub of advanced activities in industrial cities. Conversely captains of leading industry will come to the classroom to share their experiences with the students.
3. To enhance the general knowledge, quiz sessions covering up to date information will be organised.

TAPPING OPPORTUNITY:

1. The students who go their own business can be motivated to employ some of their friends and juniors. Those who are economically better placed can come forward to institute scholarships/organised events
2. The faculty can visit in vacation the adopted villages for interactions with village folk, this will change the mental makeup of the villagers which in turn will build the image of IMR.

MEETING CHALLENGES:

1. In two phases the upgrading of resources can be taken.
2. Some of the faculty are associated with international forums, through them tie-up can be initiated with foreign Universities.
3. Steps are afoot to make the institute autonomous, data has already been collected in this regard to go for the autonomous status.

SECTION B: PREPARATION OF SELF-STUDY REPORT

Profile of the Affiliated Institute

1. Name and Address of the College:

Name :	Khandesh College Education Society's Institute of Management and Research, Jalgaon	
Address :	Behind DIC, Near NH-6, Jalgaon	
City : Jalgaon	Pin : 425001	State : Maharashtra
Website :	www.imr.ac.in	

2. For communication:

Designation	Name	Telephone with STD code	Mobile	Fax	Email
Director	Dr. V. V. Katdare	<i>Office:</i> 0257 - 2251281 <i>Residence:</i> 0257 - 2250832	94231 48238	0257- 2251281	vvkatdare@rediffmail.com
Steering Committee Co-ordinator	Dr. Parag Narkhede	<i>Office:</i> 0257-2254912 <i>Residence:</i> 0257-2210474	94227 78876	0257- 2251281	paragnarkhede@yahoo.com

3. Status of the Institution:

- Affiliated College**
Constituent College
Any other (specify)

4. Type of Institution:

- a. By Gender
i. For Men
ii. For Women
iii. Co-education
b. By shift
i. Regular
ii. Day
iii. Evening

5. Is it a recognized minority institution?

- Yes
No

*If yes, specify the minority status (Religious/linguistic/ any other) and provide documentary evidence - **Not Applicable (NA)***

6. Source of funding:

- Government
Grant-in-aid

Self-financing
 Any other

7.

a. Date of establishment of the college: 15/07/1986

b. University to which the college is affiliated /or which governs the college (If it is a constituent college)

North Maharashtra University. Jalgaon

c. Details of UGC recognition:

Under Section	Date, Month & Year (dd-mm-yyyy)	Remarks (If any)
i. 2 (f)	29-07-2001	The college is not eligible to receive central assistance in terms of rules framed under section 12B
ii. 12 (B)	---	---

(Recognition/approval letter of recognition u/s 2(f) of the UGC act is enclosed in Annexure-I)

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

Under section /clause	Recognition/ Approval details Institution/ Department/ Programme	Day, Month and Year (dd-mm-yyyy)	Validity	Remarks
AICTE Act	All program under AICTE	4 June 2014	EoA for 1 Year	Renewed every year

8. Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?

Yes No

If yes, has the College applied for availing the autonomous status?

Yes No

9. Is the college recognized

a. By UGC as a College with Potential for Excellence (CPE)?

Yes No

If yes,

Date of recognition (dd/mm/yyyy):NA.....

b. For its performance by any other governmental agency?

Yes No

If yes,

Name of the agency:

And

Date of recognition (dd/mm/yyyy):

10. Location of the campus and area in sq.mts:

Location*	Jalgaon (Rural)
Campus Area	~4.2 acres
Built up area in sq. mts	6185 sq.mts

11. Facilities available on the campus (Tick the available facility and provide numbers or other details at appropriate places) or in case the Institute has an agreement with other agencies in using any of the listed facilities provide information on the facilities covered under the agreement

- a. Auditorium/seminar complex with infrastructural facilities
- b. Sports facilities
- i. play ground
- ii. swimming pool
- iii. gymnasium
- c. Hostel
- Boys' hostel
- a. Number of hostels : 01
- b. Number of inmates : 00
- c. Facilities (mention available facilities) – Canteen, , common room, TV, parking, Security,
- Girls' hostel
- a. Number of hostels : 01
- b. Number of inmates : 00
- c. Facilities (mention available facilities) - Canteen, , common room, TV, parking, Security,
- Working women's hostel : No
- i. Number of inmates : Not applicable
- ii. Facilities (mention available facilities) : Not applicable
- d. Residential facilities for teaching and non-teaching staff (give numbers available -- cadre wise) - Not applicable
- e. Cafeteria -
- f. Health center – Yes at Society office
- a. First aid
- b. Health center staff –

Qualified doctor	Full time –Dr. B.B. Chaudhari Psychiatrist - Dr. Neeraj Deo	Part-time -
Qualified Nurse	Full time - NA	Part-time -

- g. Facilities like **banking**, post office, book shops : **No**
- h. Transport facilities to cater to the needs of students and staff : **NA**
- i. Animal house : **NA**
- j. Biological waste disposal : **NA**
- k. Generator or other facility for management/regulation of electricity and Voltage:
Yes (60 KVA)
- l. Solid waste management facility : **No**
- m. Waste water management : **No**
- n. Water harvesting : **No**

12. Details of programs offered by the college (2014-15)

Sr. No	Programme Level	Name of the Programme/ Course	Duration	Entry Qualification	Medium of instruction	Sanctioned/ approved Student intake	No. of students admitted
1	UG	BBM(BBS)	3 years	10+2	English	120	120
		BBM (E.Com)	3 years	10+2	English	90	35
2	PG	MBA (Regular)	2 years	Graduation	English	120	120
		MBA (second shift)	2 years	Graduation	English	60	60
		MCA (Regular)	3 years	Graduation (Maths compulsory)	English	60	09
		MCA(Direct 2 nd year)	2 years	BSC (Comp, IT), BCA	English	60	79
		Dual Degree in MCA (Five Years)	5 years	10+2	English	60	56
		Dual Degree in Applied Management	5 years	10+2	English	60	16
		MBM (MCM)	2 years	Graduation	English	180	48
		MPM	2 years	Graduation	English	60	54
		Part Time MCA	3 years	Graduation	English	60	00
		MMS	3 years	Graduation	English	60	NA
3	Diploma	ADSTM	1 year	HSC	English	60	NA
		DMEIM	1 year	HSC	English	60	40
		DCM	1 year	HSC	English	60	NA
		DBM	1 year	Graduation	English	60	NA
		DCA	1 year	Graduation	English	60	NA

13. Does the institution offer self-financed Programs?

Yes

No

If yes, how many?

17 (All the Programs offered in the Institute are Self-financed Program)

14. Whether new programs have been introduced during the last five years?

Yes

No

If yes, Number – 5

15. List the departments: (Do not list facilities like library, Physical Education as departments unless these are teaching departments and offer programs to students)

Faculty	Departments	UG	PG	Research
Science	MCA	---	Yes	---
	Dual Degree MCA (BCA+MCA)	Yes	Yes	---

Arts	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Commerce and Management	MBA		Yes	Yes
	Integrated Dual Degree in Management (BM+BAM/MAM)	Yes	Yes	
	MCM		Yes	---
	MPM		Yes	---
	BBM(BBS)	Yes		Not Applicable
	BBM(E.Com)	Yes		

16. Number of Programs offered under (Programs means a degree course like BA, BSc, MA, and M.Com)

- a. annual system : 1
b. semester system : 8
c. trimester system : --

17. Number of Programs with

- a. Choice Based Credit System : NA
b. Inter/multidisciplinary approach : NA
c. Any other (specify) : NA

18. Does the college offer UG and/or PG programs in Teacher Education?

Yes No

If yes,

- a. Year of Introduction of the programme(s) and number of batches that completed the programme :
b. NCTE recognition details (if applicable)
Notification No.: NA
Date: (dd/mm/yyyy) : NA
Validity : NA
c. Is the institution opting for assessment and accreditation of Teacher Education Programme separately?
Yes No

19. Does the college offer UG or PG programme in Physical Education?

Yes No

If yes,

- a. Year of Introduction of the programme(s) NA (dd/mm/yyyy) and number of batches that completed the programme NA
b. NCTE recognition details (if applicable)
Notification No.: NA
Date: (dd/mm/yyyy) : NA
Validity : NA
c. Is the institution opting for assessment and accreditation of Physical Education Programme separately?

Yes No **20. Number of teaching and non-teaching positions in the Institution**

Positions	Teaching faculty						Non-teaching staff		Technical Staff	
	Professor		Associate Professor		Assistant Professor		*M	*F	*M	*F
	*M	*F	*M	*F	*M	*F				
Sanctioned by the UGC / University / State Government <i>Recruited</i>	0		4	1	25	28	--	--	--	--
Yet to recruit	3		6		2					
Sanctioned by the Management/society or other authorized bodies <i>Recruited</i>							08	--	2	--
Yet to recruit	--	--	--	--	--	--	--	--	--	--

*M-Male *F-Female **-Not Specified

21. Qualifications of the teaching staff:

Highest Qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent teachers							
D.Sc./D.Litt.	-	-	-	-	-	-	-
Ph.D.	01	-	01	01	01	02	06
M.Phil.	-	-	-	-	-	01	01
PG		-	03	-	04	08	15
Temporary teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	10	06	16
Part-time teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	-	-	-

22. Number of Visiting Faculty /Guest Faculty engaged with the College. : 05**23. Furnish the number of the students admitted to the college during the last four academic years.**

Categories	Year 2011-2012		Year 2012-2013		Year 2013-2014		Year 2014-2015	
	Male	Female	Male	Female	Male	Female	Male	Female
SC	56	31	48	25	39	21	35	25
ST	07	07	05	02	08	02	09	05
OBC	394	263	339	252	313	285	346	310
General	338	245	285	239	252	263	190	272
Others (V.J./DT/NT1/NT2/NT3)	64	25	56	30	54	27	55	34

/S.B.C.)								
----------	--	--	--	--	--	--	--	--

24. Details on students enrollment in the college during the current academic year:

Type of students	UG	PG	M. Phil.	Ph.D.	Total
Students from the same state where the college is located	222	360		29	
Students from other states of India	5	10		01	
NRI students					
Foreign students				02	
Total				32	

25. Dropout rate in UG and PG (average of the last two batches)

UG		PG	
2013-14	2014-15	2013-14	2014-15
0	0	0	1%

26. Unit Cost of Education

(Unit cost = total annual recurring expenditure (actual) divided by total number of students enrolled)

- a. including the salary component Rs. 29493.23
 b. excluding the salary component Rs. 11776.84

27. Does the college offer any programme/s in distance education mode (DEP)?

Yes No

If yes,

- a. is it a registered centre for offering distance education programs of another University
 Yes No
 b. Name of the University which has granted such registration. NA
 c. Number of programs : NA
 d. Programs carry the recognition of the Distance Education Council.
 Yes No

28. Provide Teacher-student ratio for each of the programme /course offered:

For All AICTE courses : 1:15

For Non-AICTE Courses : As per workload

29. Is the college applying for

Accreditation: Cycle 1 Cycle 2 Cycle 3 Cycle 4

Re-Assessment:

(Cycle 1 refers to first accreditation and Cycle 2, Cycle 3 and Cycle 4 refers to Re-accreditation)

30. Date of accreditation* : Not Applicable

31. Number of working days during the last academic year. :- 230

32. Number of teaching days during the last academic year :- 160

(Teaching days means days on which lectures were engaged excluding the examination days)

33. Date of establishment of Internal Quality Assurance Cell (IQAC) : 01/06/2014

34. Details regarding submission of Annual Quality Assurance Reports (AQAR) to NAAC

First Cycle of Accreditation

35. Any other relevant data (not covered above) the college would like to include. (Do not include explanatory/descriptive information)

Faculty pursuing Ph.D.

Department	No of Faculty doing Ph.D.
Management	15
Computer	6

CRITERION I: CURRICULAR ASPECTS

1.1 Curriculum Planning and Implementation

1.1.1 State the vision, mission and objectives of the institution and describe how these are communicated to the students, teachers, staff and other stakeholders.

- **Vision**
To be one of the best Management and IT institutes of India catering to the changing needs of the Industry in keeping with the basic values of life.
- **Mission**
To scale greater heights in imparting quality education with emphasis on holistic development of the individual with a strong sense of social responsibility. To provide an environment to train students to become the best business minds who will lead organisations successfully in national and international level.
- **Objectives**
 - 1) To impart holistic education to students to enable them, excel in all aspects in their lives as well as their professions.
 - 2) To equip students with quality education, values, and wisdom for being successful in all meaningful activities of life.
 - 3) Provide best learning environment
 - 4) To constantly keep updated with latest knowledge and technologies.
 - 5) To be a major contributor to the society in terms of education for overall improvement in the standards of living of the students and the faculty.
- **Communication:**
The activities of the institute are always in line with the vision and mission statements. All efforts are duly taken to communicate the same to the stakeholders such as students, teachers, staff and others. The institute relies on various forms of communication to ensure transparency as one of the oldest institutes in the region. IMR enjoys appreciable goodwill eliciting a lot of participation from across various sections of the people during any of the programs conducted by the institute and the vision & mission statements are reiterated at such times, thus, spreading the message through word of mouth. The institute has a dedicated website with a lot of interactive features, and our vision & mission statements are prominently displayed in the web content which is hard to miss for any visitor. The vision and mission statements are also displayed on the lounge of the premises along with aspects of values that are cherished by the institute. They are so strategically located that it catches the eye of all the students, faculty, staff and other visitors to the institute.

1.1.2 How does the institution develop and deploy action plans for effective implementation of the curriculum? Give details of the process and substantiate through specific example(s)

- The institute is committed to ensure that the curriculum specified by the university is given due justice in terms of teaching and meeting required number of lectures prescribed. The Management and computer departments of the institute follow this with strict regime.
- The action plan towards achieving this is as follows:
 - 1) Subject allocation is done according to the faculty specialization.
 - 2) Time table is so prepared so as to ensure availability of prescribed teaching hours.
 - 3) Each course is headed by a coordinator who reports to the Director for all academic issues.
 - 4) Study notes in the form of text books developed as per the curriculum is provided where available, and these are supplemented with study notes developed by the concerned faculty for the subject.

- 5) Computer faculty under-take periodic training programs regarding latest developments in their field of study and the same is dissipated to the students in regular lectures.
- The process starts with the allotment of subjects to the faculty depending on their respective fields of specialization and liking this exercise is done by the course coordinators, which is duly approved by the Director of the Institute. It is the prerogative of the Director to assign or remove any subject from a particular faculty. The time-tables are then prepared conforming to the prescribed amounts of lectures hours per subject. An academic calendar is prepared so as to ensure that no clashes occur between teaching days and activity days. This is strictly followed to ensure smooth conduct of lectures.
 - The senior faculty members have published text books in conformation with the university syllabus in most of the management subjects and a few of computer subjects. These are distributed to the students at the time of admission and serves as a predominant reference book for their studies. In addition to this students are encouraged to refer books from the library.
 - The activities for the student are multifaceted which run parallel during the course duration. The various activities include development activities, outdoor activities, academic activities, sports activities and social activities.

1.1.3 What type of support (procedural and practical) do the teachers receive (from the university and/or institution) for effectively translating the curriculum and improving teaching practices?

- **University Support:** The concerned board of studies is always available to clarify any doubts that may arise in the course curriculum, and the examinations thereof to be conducted in a particular manner. A case in point is the competitive skills subject in BBM Ecommerce course which does not have a written paper but only Viva-Voce; in such circumstances the university provides for an external examiner through proper appointment of senior faculty member and provides guidelines to conduct the same.
- **Institution Support:** The institute always believes in development of the faculty. The institute encourages its faculty members to participate in seminars/ conferences/ workshops at state and National level and are paid the registration charges for the event, thus motivating in increased participation for the development of self in particular and the institute in general.

1.1.4 Specify the initiatives taken up or contribution made by the institution for effective curriculum delivery and transaction on the Curriculum provided by the affiliating University or other statutory agency.

Efficient delivery of the curriculum forms the core towards achieving the vision & mission policies of the institute. All out efforts are taken to achieve the same.

- The faculty is periodically encouraged to report on the progress of the syllabus completed.
- Faculty development programs are conducted in select topics which focus on effective delivery system.
- The library of the institute is regularly updated to ensure that the faculty is provided with latest content in their subject and thereby aid them in teaching effectively.
- The institute also encourages the faculty to present topics of their research and / or the content prepared for presentation of research papers in conferences / seminars which also forms a peer evaluation technique to identify efficient delivery mechanisms in the course curriculum.
- The students are given assignments wherein they are required to prepare power point presentations in certain topics from the syllabus, and are made to present in the classrooms. This helps them understand the concept from a wider perspective thereby increasing the individual confidence levels. It also helps them overcome stage fright ensuring holistic development in line with the vision & mission policies.

- Session plans, Teaching plans, Guest lectures, Seminars and Industrial visits help the institute to effectively deliver the curriculum provided by the university.

1.1.5 How does the institution network and interact with beneficiaries such as industry, research bodies and the university in effective operationalization of the curriculum?

The institute constantly endears to seek an opportunity to interact with the Industry in general, other research bodies in particular in order to provide its students a wider perspective in the delivery of knowledge.

- In order to maximize the effort the institute focuses on participation of experts from the industry in academic activities. This effort is common to both Management and Computer departments.
- Annual industrial visits are undertaken.
- The institute conducts regular university level programs with participation from the students of other institutions thereby creating a platform to exchange valuable knowledge from both ends.
- Management students undertake a mandatory project work in the industry according to their specialization. These students are encouraged to spend maximum time with respective organization to enable effective understanding of the subject, thereby operationalize the curriculum. Similarly the students of computer sciences undertake a compulsory field work in their last semester and develop software of their choice and expertise.
- The Director of the institute often takes opportunity to get feedback from industry experts as regards the syllabus prescribed by the university and its current relevance. Our sister concern has members on Board of Studies who are in constant touch with our faculty, thereby providing significant possibilities to incorporate necessary changes in the course curriculum for it to be relevant at all times.
- Most of the senior faculty members of the institute are appointed chairman/ coordinator and members of syllabus setting committee and hence are involved at curriculum framing. They also ensure effective operationalization since they are the ones who have identified the need for required changes in the curriculum.
- The institute also has tie up with ICAI. The interaction with this institution enhances the possibility of knowing the latest requirements in financial subjects which are percolated to our students.
- The institute also has tie up with Saturday Club Global Trust. The members of this trust are from the industry and successful entrepreneurs. They regularly conduct lectures on specific topics of our curriculum keeping in view the current requirements in the industry.
- The institute and “Jalgaon Industries Association” (JINDA) have entered into an agreement to interact with students on regular basis to exchange their employment requirements in all fields of Management and Computer studies.
- All courses have earmarked certain days of the week for activities for the students wherein guest lectures, outdoor activities, presentations and sports are conducted. This helps in effective operationalization of the curriculum.

1.1.6 What are the contributions of the institution and/or its staff members to the development of the curriculum by the University?(number of staff members/departments represented on the Board of Studies, student feedback, teacher feedback, stakeholder feedback provided, specific suggestions etc.)

- The Director and some of the senior faculty members of sister concern are members of Board of studies of the North Maharashtra University.
- Periodic meetings are convened by the body and the opinions and suggestions are deliberated to ensure effective curriculum design.
- The Director of the Institute is Member of Academic Council of North Maharashtra University, Jalgaon.
- The university follows a mechanism wherein the Board of studies interact with senior faculty members of various institutes and colleges to help design the course curriculum in respective areas of study such as Management and Computer science.

- Most of the senior faculty members of the institute are appointed chairmen/ coordinator and members of syllabus setting committee and hence are involved at curriculum framing.
- The senior faculty members of our institutes are continuously interacting with BOS members as well as Dean of Faculties to give feedback and suggestion regarding curriculum. They also participate in regular curriculum development workshops which help us to contribute requisite changes in the curriculum.
- In addition to this the institute also ensures sufficient feedback from the students as regards the complexity of subjects so as to make necessary changes.
- Most of the senior faculty members are involved in University Examination Process as chairman for paper setting committees, Assessor in Central Assessment program, examiners for practical examinations.

The list of senior faculty members who participate in curriculum development workshops, paper setting, and evaluation work in UG and PG courses are:

Table 1 Faculty Members Involved In Curriculum Development

Sr. No.	Course	Faculty Members	
1	MBA	Dr. Parag Narkhede (Chairman) Dr. S. M. Kulkarni Mrs. Mamata Dahad Mr. Prashant Patil	Mr. B. J. Lathi Mr. Anilkumar Marthi Mrs. Shweta Chordia Mr. Yogesh Patil
2	MCM	Mrs. Anupama Chaudhari Mrs. Ranjana Zinzore	Mrs. Tanuja Fegade Mr. Rakesh Rane
3	MCA	Mr. S N Khan Mrs. Varsha Pathak Mrs. Rupali Sarode	Mr. Uday Chatur Mrs. Tanuja Fegade
4	MPM	Dr. Shama Saraf	Mr. Rajeev
4	BBM(BS)	Dr. Vivek Katdare (Chairman)	Mr. Vishal Sandhanshive
5	BBM(ecom)	Mr. Anilkumar Marthi	Dr. Yogesh Mahajan

1.1.7 Does the institution develop curriculum for any of the courses offered (other than those under the purview of the affiliating university) by it? If ‘yes’, give details on the process (‘Needs Assessment’, design, development and planning) and the courses for which the curriculum has been developed.

- The institute as an affiliated institute offers courses designed and developed by the North Maharashtra University, however the institute offers Diploma courses in specific areas. The curriculum in such instances is developed by the Institute. The names of such courses are:
 - Post graduate Diploma in Human Resources.
 - Diploma in web designing and Animation.
 - One year part time course in Self-realization.
- Needs assessment: The management and the faculty identify areas of current relevance from the industry and the expectations thereof, an elaborate consideration is derived through brainstorming and the process takes the next step – curriculum design.
- Curriculum design development & Planning: The Director and the experts in the identified field, study the structure of the course in various other institutions across India, and points of regional relevance is considered. This is then established into a course design with specific topics of study.

1.1.8 How does institution analyze/ensure that the stated objectives of curriculum are achieved in the course of implementation?

Analysis of the objectives of the course curriculum in the course of implementation follows specific outcomes. These are in the form of Placements, Results, and Admissions to higher learning courses.

- Analysis of University Examination Results: The results of the University Exams of all courses is tabulated and analyzed. The percentage of failed students is noted and efforts are taken to provide remedial measures.
- The institute believes in continuous evaluation of students of all courses. Towards achieving this the institute conducts internal examinations, assignments and presentations. This provides a general understanding of the students with respect to the course curriculum.
- Placement: In Management and Computer Application courses the indicator of course objectives is placements. Higher the placements more successful is the course objective, however this has limitations with respect to students individual performance.
- To overcome this, institute follows a mechanism by interacting with recruitment officers from industry in understanding the relevance of course structure to the current industry requirement. Also student's individual performance is evaluated in the placement process.
- Periodic meetings are conducted by the Director with all the faculty members along with course coordinators to understand the experiences, relevance and importance of the course curriculum towards achieving the institutes vision and Mission.

1.2 Academic Flexibility

1.2.1 Specifying the goals and objectives give details of the certificate/diploma/skill development courses etc., offered by the institution.

The institute as a principle offers courses designed and developed by the North Maharashtra University, however there are certain specific areas where the institute offers Diploma courses.

The courses offered are:

- Post graduate Diploma in Human Resources.
- Diploma in web designing and Animation
- One year part time course in Self-realization
- **Post graduate Diploma in Human Resources.**
Goals and Objectives:
The objective of the course is to provide additional knowledge in the area of Human Resource Management. The postgraduate course of the university has limitations with respect to coverage of certain topics, in order to bridge this gap the institute has conceptualized the course.
Course details: The course duration is of one year (Part time) the examination is conducted at the end of the academic year preferably after the university exams. The evaluation is done by senior faculty members and results are displayed.
- **Diploma in web designing and Animation**
Goals and Objectives:
To impart specific skills amongst the students on web designing and animation
To enable students interested in multimedia to expand their scope of knowledge and hone their creative abilities.
Course Details:
The duration of the course is one year part time. The course consists of syllabus covering the basics of web designing and animation. The students will be able to create their own web pages along with flash animations. The examination is conducted at the end of the academic year preferably after the university exams. The certificate is issued by the North Maharashtra University.
- **One year part time course in Self-realization**
Goals And Objectives:

The course aims to bridge the gap between academic, professional and spiritual awakening required for ensuring a stress free lifestyle. Achieving success through knowledge and wisdom is the core theme of the course.

Course Details:

The duration of the course is one year part time. There is no examination in this course.

The students are more often referred to as participants, and it is expected that as per the curriculum they follow strict discipline in their day to day life. The course is more practical in its approach. The participants are required to undergo a brief course in Art of Living, Happy thoughts, they are also required to go through a series of Inspirational books by renowned authors, and share experiences. Yoga and meditation classes are also a part of the course.

1.2.2 Does the institution offer programme that facilitate twinning/dual Degree? If ‘yes’, give details.

‘Yes.’ The institute offers two such programs which are as follows.

- Institute is offering a dual degree programme in MCA from the academic year 2014-2015, comprising BCA for three years and MCA in next two years. The total duration of the course is 5 Years.
- It is approved by AICTE and is affiliated to North Maharashtra University, Jalgaon under the faculty of Science.
- The institute also offers a five year integrated course in Business management, wherein the student is awarded a degree at the end of third, fourth and fifth year, viz Bachelor in Management, Bachelor in Applied Management, and Master in Applied Management (BM-BAM-MAM) respectively. This course is approved by AICTE and is affiliated to North Maharashtra University, Jalgaon under the faculty of Commerce & Management.

1.2.3 Give details on the various institutional provisions with reference to academic flexibility and how it has been helpful to the students in terms of skills development, academic mobility, progression to higher studies and improved potential for employability.

Following institutional provisions with reference to the academic flexibility are available to students. These are helpful to the students in developing their skills in the area of specialization chosen by them.

- The institute offers all the electives and specializations to all the courses. The students make their choices in the final year of MBA. The specialization subjects offered for MBA include Marketing, Finance, Human Resources Management, Operations, Agro-management, International Business Management, and Information Technology.
- The students opt for projects of their choices and specialization under guidance of the faculty members. They undergo summer internship program with industry for 60 days. Choice is given to the students to select the company, the area in which they want to pursue project. This helps them to build up their career in the field of their liking.
- The Industrial training for MCA students is offered in sixth semester. This includes project work that is based upon the chosen fields and specialization of students. Campus interviews are also arranged. Students select the company according to the technology on which he/she likes to work. This industry interaction and job exposure for six months help students to hone the skills required by industry and boost their confidence in opting employment in respective software development area. The specialization technology offered in MCA includes JAVA, ANDROID, PHP, DOT NET, and Web Development.
- MCM: students are required to develop a working model of software using any of the programming and scripting languages such as JAWA, VB.NET, ASP, VB 6.0. this exposes them to real life situation in the software and IT industry.

- MPM: The students of MPM undertake a fifteen day field work in their first year on subjects related to Personal management, and in the second year they are required to undertake a project work for 45 days in the area of their specialization.
- For BBM (Business Studies), students are offered with elective courses at 3rd year of the course. Marketing, Finance, Human Resource Management are the choices. That helps students to select their specialization in post-graduation after completing the course. This also helps them to select their field of work for betterment of their career. Academic mobility is available to students after completion of this course. They may join any stream of further study like computers, mass media, management, company secretary, cost accounting, chartered accountancy etc.
- For BBM (E-commerce)
For BBM ((E-commerce), students are required to develop a working model of software using any of the programming and scripting languages such as JAWA, VB.NET, ASP, VB 6.0. this exposes them to real life situation in the software and IT industry. It also helps students to select their specialization in post-graduation after completing the course Academic mobility is available to students after completion of this course. They may join any stream of further study like computers, mass media, management, company secretary, cost accounting, chartered accountancy etc.
- **Choice based credit system and range of subject options**
North Maharashtra University proposes to offer choice based credit system from next year.
- **Courses offered in modular form**
The institute has launched its own modular courses such as Post Graduate Diploma in human resources, web design and animation, certificate course in self-realization, Accounting with Tally, Spoken English course, Soft skills course, Diploma in marketing and import export management, Advanced diploma in software technology and management. Students can pursue these modules along with their regular graduation or post-graduation courses.
- **Credit transfer and accumulation facility**
Student is evaluated on various parameters apart from the academic performance. If student participates in activities other than formal academics due weightage is given and is appropriately compensated for any underperformances and extra credits are allocated to him.
- **Lateral and vertical mobility within and across programs and courses**
The university does not offer lateral and vertical mobility, with the exception of MCA degree where lateral admission to second year MCA is available to students who have done their BCA, BSc (IT) and who have opted for mathematics in their 12 standard or during their graduation.
- **Enrichment courses:**
The basic objective of all the enrichment activities is to enhance skills sets of students. It helps the students to acquire practical exposure, gain business awareness, self-confidence, improved personality and overall improved employability of the students.

Table 2 Enrichment courses: Academic year (2014-2015)

Sr No.	Date	Name of the Programme	Resource person	Course
1.	09/06/2014	Social issues programme organized in association with ASHA foundation	Mrs. Rubal Agrawal (District Collector) & Mrs. Swapnja Patwardhan (Pune)	MBA/BBM(BS)
2.	09/07/2014	AD MAD show competition	In House Faculty	MBA/BBM(BS)

3.	10/07/2014	Live telecast of financial budget		MBA/BBM(BS)
4.	16/07/2014	Presentation competition on Indian Budget		MBA/BBM(BS)
5.	24/12/2014	Lecture on Self study	Dr. V. V. Katdare	BBM(BS)
6.	27/12/2014	Elocution competition organized by Rotract club of Jalgaon	Dr. Shama Saraf, Jaywardhan Neve and Prince Nigam	All departments
7.	14/01/2015	Awareness programme on Safe driving	RTO	BBM(BS)
8.	30/01/2015	CJGJ project in association with Gandhi research foundation	Bhavarlal Jain, Dr. V. V. Katdare	MBA/BBM(BS)

Table 3 Enrichment courses: Academic year (2013-14)

Sr No.	Date	Name of the Programme	Resource person	Course
1.	06/07/2013	Video lecture on Life changing experience	Sandeep Maheshwari	BBM(BS)
2.	02/08/2013	Project competition on "Entrepreneurship development" had been organized and 08 group of students participated	IMR faculty	MBA/BBM(BS)
3.	16/09/2013 to 18/09/2103	Three days workshop on Entrepreneurship development	Shri Sanjay Shidhaye	MBA/BBM(BS)
4.	02/10/2013	GD competition organized by Asha foundation	Girish Kulkarni	MBA/BBM(BS)
5.	20/12/2013	Industrial visit to Parle G, R.J. Foods, MIDC, Jalgaon	In House Faculty	BBM(BS)
6.	24/12/2013	Organizing business game		BBM(BS)
7.	27/12/2013	Movie club film Gafla based on Harshad Mehta and stock market		BBM(BS)
8.	31/12/2013	Movie club film "The Secret"		BBM(BS)

Table 4 Enrichment courses: Academic year (2012-13)

Sr. No	Date	Name of the Programme	Resource person	Course
1.	27/06/2012	Workshop in English speaking	Prof. Mahendra Tayde	BBM(BS)
2.	04/07/2012	Workshop on self-awareness and self esteem	Dr. V. V. Katdare	MBA/BBM(BS)

3.	14/07/2012	Group discussion	In House Faculty	BBM(BS)
4.	25/07/2012	Quiz competition		BBM(BS)
5.	01/08/2012	Industrial Study tour at Jain irrigation (Bambhori and Shirsoli plant)		BBM(BS)
6.	09/08/2012	Personality development and How to study?	Shri K.D. Kolhe	BBM(BS)
7.	22/08/2012	Seminar on Pranik Healing	Miss. Ruchi Bothara	BBM(BS)
8.	29/08/2012	Conducting Aptitude Test	Class teacher	BBM(BS)
9.	13/09/2012	Ad Mad show (creative & innovative ideas with fun)	In House Faculty	MBA/BBM(BS)
10.	11/01/2013	Workshop on “Software of the mind”	Dr.V.V.Katdare	MBA/BBM(BS)

Table 5 Enrichment courses: Academic year (2011-2012)

Sr No	Date	Name of the Programme	Resource person	Course
1.	01/08/2011	Quiz & Project competition	In House Faculty	MBA/MBM(CM/P M)/ BBM(BS)
2.	03/08/2011	Project competition on Scams in India		MBA/MBM(CM/P M)/BBM(BS)
3.	09/08/2011	Uninor youth icon contest		MBA/MBM(CM/P M)/ BBM(BS)
4.	13/08/2011	Project competition on income and expenditure analysis of family in different groups		MBA/MBM(CM/P M)/ BBM(BS)
5.	17/09/2011	Corporate quiz		MBA/MBM(CM/P M)/BBM(BS)
6.	01/10/2011	Personal interview		MBA/MBM(CM/P M)/BBM(BS)
7.	12/12/11 to 14/04/12	IBM industry oriented project development training	Seed Infotech, Pune	MCA/MBM(Computer management)

1.2.4 Does the institution offer self-financed programmes? If yes list them and indicate how they differ from other programmes with reference to admission, curriculum, fee structure, teacher qualification, salary etc.

- Yes, all the programs offered by the institute are self-financed. Grants are not received for any of the activities, salaries and development work.

- Following is the list of Programs and details:
MBA , MCA , MBM(PM), MBM(CM), BBM (E-com), BBM (BS), Dual Degree BCA-MCA, Dual Degree BM, BAM, MAM.
 - Admission to MBA and MCA is given as per Maharashtra Government (DTE's) Admission Process. Curriculum is prescribed by North Maharashtra University. Fees are fixed by Sikshan Sulka Samitee of the Government of Maharashtra. Qualifications of teachers are as per AICTE norms. And basic salary is given as per Sixth Pay commission norms.
 - Admissions to MBM (PM) and MBM (CM) are given as per Entrance Examination conducted by North Maharashtra University. Curriculum is prescribed by North Maharashtra University. Fees are fixed by the university. Qualifications of teachers are as per university norms. And basic salary is given as per Sixth Pay commission norms.
 - Admissions to five year Dual degree MCA after 12th standard and five year Dual degree BM, BAM and MAM after 12th standard are as per university entrance examination. Curriculum is prescribed by North Maharashtra University. Fees are fixed by Sikshan Sulka Samitee of the Government of Maharashtra. The courses are new and the Institute is taking efforts to popularize these new courses among the students. We are the pioneers in Maharashtra to start these courses. Qualifications of teachers are as per AICTE norms. And basic salary is given as per Sixth Pay commission norms.
 - Admissions to BBM (Business Studies) and BBM (e-comm.) are given as per the results of Entrance Examination conducted by North Maharashtra University. Curriculum is prescribed by North Maharashtra University. Fees are fixed by the university. Qualifications of teachers are as per university norms. And basic salary is given as per Sixth Pay commission norms.

1.2.5 Does the college provide additional skill oriented programs relevant to regional and global employment markets? If 'yes' provide details of such program and the beneficiaries.

- “Yes” The Institute of Management and research offers an optional course in spoken English, and personality development to students who are interested to compete with the best in the industry. The course is exclusively handled by a professional trainer and regular classes are conducted at timings convenient to the students so as not to clash with their regular lectures.
- The institute also offers a language lab consisting of five foreign languages such as Chinese, Japanese, Spanish, German, and French which is based on self-learning software. The infrastructure is made available to students and can be used any time during the day.
- Some of the skill oriented programmes conducted by the institute include android app development, IBM project development program, Oracle developer, and skills development in Retail Sales Management, initiated by National Skill Development council.

1.2.6 Does the University provide for the flexibility of combining the conventional face-to face and Distance Mode of Education for students to choose the courses/combination of their choice” If 'yes', how does the institution take advantage of such provision for the benefit of students?

- “NO” University does not provide for the flexibility of combining the conventional face-to face and Distance Mode of Education for students to choose the courses/combination of their choice.

1.3 Curriculum Enrichment

1.3.1 Describe the efforts made by the institution to supplement the University's Curriculum to ensure that the academic programs and Institution's goals and objectives are integrated

- The institute conducts various programs and events to foster the goals and objectives of the institution. In all the programs the participation of student and teacher is predominant. The programs

are so conducted that students develop various skills while organizing such activity. Typically every academic calendar consist of the following programs

Table 6 Academic Programs

S no	Goals and Objectives of the Institute	Programs / events/ activities conducted
1	To impart holistic education to students to enable them, excel in all aspects in their life as well as their profession.	Entrepreneurs day, Managers day, H R quiz / H R meet
2	To constantly keep ourselves updated with latest technologies to aid our faculty teach students in a manner at par with requisite standards.	I T Festa I T Quiz Workshop on Android Workshop on I B M platform
3	To provide quality knowledge, values and wisdom for them to be successful	Enrichment programs listed under 1.2.3
4	To provide best learning environment	Operational freedom is given to students and faculty. Brainstorming sessions are arranged for bringing out creative ideas. Group discussions
5	To be a major contributor to the society in terms of social education for overall improvement in the standards of their living.	Anubhav setu, Golani cleanliness drive, Education for slow learners in schools, Traffic control of congested intersections In the crowded areas of the city.

1.3.2 What are the efforts made by the institution to enrich and organize the curriculum to enhance the experiences of the students so as to cope with the needs of the dynamic employment market?

- The institute makes sincere efforts to enrich and organize the curriculum to enhance the experience of students so as to cope with the needs of the dynamic employment market, the various initiatives include
- **Guest Lectures:** Regular guest lectures are conducted for the benefit of the students of Management and computer studies on topics of relevance by eminent personalities from industry. Following is a list of guest lectures, and extension activities on topics of practical importance.

Table 7 Guest lectures: Academic year (2014-15)

Sr No.	Date	Name of the guest	Topic	Course
1.	12/07/2014	Dr. Subramanyam Rao	Importance of education	MBA/BBM(BS)
2.	14/07/2014	Mrs. N.Ambika	Cyber crime	MBA/BBM(BS)
3.	29/12/2014	Mr.Subhash Mukopadhyay, Country manager	Goal setting	MBA/BBM(BS)
4.	11/02/2015	Mr. Vinod Bodhankar	Plastic management	BBM(BS)
5.	12/02/2015	Mr. Yuvraj Patil	Wild life photography	BBM(BS)

Table 8 Guest lectures: Academic year (2013-14)

Sr No.	Date	Name of the guest	Topic	Course
1.	22/07/2013	Shri Shankar Puntambekar	Importance of Guru Purnima	MBA/BBM(BS)
2.	07/10/2013	Ms. Mahim Mishra	Art of Living	MBA/BBM(BS)
3.	06/11/2013	Shri Shailesh Sandhe	Financial planning	MBA
4.	02/01/2014	Mr. K.Vijaykumar		
5.	10/01/2014	Sagar Zawar	How to develop passion	BBM(BS)

Table 9 Guest lectures: Academic year (2012-2013)

Sr No.	Date	Name of the guest	Topic	Course
1.	03/07/2012	Rajeev Tambe,Mumbai		BBM(BS)
2.	02/08/2012	Dr. Avinash Saoji	Lecture on "Vision 2030"	MBA/BBM(BS)
3.	31/08/2012	Dr. Vaijayanti Padhye	Anti-Tobacco" day	MBA/BBM(BS)
4.	04/01/2013	Prof. Anil Chikate	lecture on research	MBA/BBM(BS)
5.	12/01/2013	Varad Bapat	lecture on "Swami Vivekananda principle"	All departments
6.	30/01/2013	Shri Hemant Kale	lecture on Equity and Capital market	MBA/BBM(BS)
7.	22/04/2013	Shri Sudhir Waguldhe	Lecture on "My life my work"	All departments

Table 10 Guest lectures: Academic Year (2011-2012)

Sr No.	Date	Name of the guest	Topic	Course
1.	30/07/2011	Mr. Sandeep Singh, Mumbai	Lecture on "Glory of Indian management"	MBA/BBM
2.	05/09/2011	Vidyadhar Panat	Teacher's day	MBA/BBM
3.	29/09/2011	Shri Ninad Bedkar	"Shivaji and his management principles"	MBA/BBM

4.	22/03/2012	Dr. Vasantao Thakare and Dr. Newalkar	Water resource management	MBA/BBM
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- **Co-Curricular Activities:**

In addition to the above various Co-curricular activities like paper presentation, quiz competitions, case study competitions, group discussion competition, Ad Mad Show, writers club, readers club, Movie Club, Seminars, workshops are regularly organized for students.

Table 11 Co-curricular Activities 11-12

Sr.No	Dates	Event	Event description	Resource person	Course
1	20/07/11	Workshop	1.Workshop on personality development 2.Workshop on foreign languages	1.Shri Abhijeet Dharmadhikari' Shri Krishna carrier academy 2.Shri Ajit Patil	BBM(BS)
4	30/07/11	Guest lecture	Lecture on "Glory of Indian management"	Mr. Sandeep Singh, Mumbai	BBM(BS)
5	01/08/11	Quiz & Project competition	1.Quiz competition 2.100 days canteen activity project of entrepreneurship development	IMR faculty	BBM (BS)
6	03/08/11	Project competition	Project competition on Scams in India	IMR faculty	BBM(BS)
7	09/08/11	Competition	Uninor youth icon contest	IMR faculty	BBM(BS)
8	13/08/11	Project competition	Project competition on income and expenditure analysis of family in different groups	IMR faculty	BBM(BS)
9	23/08/11	Parents-teachers meet,11	Parents of current student studying in IMR were invited to discuss problems related to students study.	Dr.V.V.Katdare and Course Co-ordinator	BBM(BS)
10	05/09/11	Guest lecture	Teacher's day	Vidyadhar Panat	BBM(BS)
11	17/09/11	Quiz competition	Corporate quiz	IMR faculty	MBA/ BBM(BS)

12	29/09/11	Guest lecture	Lecture on “Shivaji and his management principles”	Shri Ninad Bedkar	MBA/ BBM(BS)
13	01/10/11	Interview	Personal interview subjects- competitive skills	IMR faculty	BBM(BS)
14	17/10/11	Exhibition	Book exhibition- Granth pradarshan	Dr.Vinayak Kumar Kanchi & Dr. Anil Chikate	MBA/ MCA/ MBM/BB M
15	21/10/11	Workshop	Research in Management	Dr.SachinKambale(NITIE ,Mumbai) Dr.R.R.Raza(Aurangabad) Dr.B.V.Pawar,Dr. Kolhe and Dr. Manish Joshi(NMU)	MBA
16	22/10/11	workshop	Research Methodology	Dr.SachinKambale(NITIE ,Mumbai) Dr.R.R.Raza(Aurangabad) Dr.B.V.Pawar,Dr. Kolhe and Dr. Manish Joshi(NMU)	MBA
17	09/11/11 and 10/11/11	Workshop	Life Skill Management	Dr. V.V.Katdare	BBM(BS)
18	23/12/11 and 24/12/11 Dec.	Workshop	Team building and personality development	Ravikant (Hyderabad)	MBA/ BBM(BS)
19	12/12/11 to 14/04/12	Training Programme	IBM industry oriented project development training	Seed Infotech,Pune	MCA
20	21/01/12	Seminar	Seminar on “Financial literacy” by UTI mutual fund in association with ministry of corporate affairs	Mr. Amit Kumar Branch manager, UTI, Jalgaon.	MBA/ BBM(BS)
21	27/02/12	Entrepreneurs day	Entrepreneurs day, University level event	Inaugurated by Arun Nandshri,Adv.Mangesh Sarode,Dr. Kiran Bendale,Dr.P.T.Chaudhari Valedictory guest-Shri Sanjay Prabhudesai,Senior general manager, Supreme industries Ltd.	MBA/ BBM (BS & E.Com.)
22	05/03/12	Workshop	workshop on	Shri Pradeep Lahoti	BBM(BS)

			numerology organized by rotaract IMR		
23	22/03/12	Guest lecture	Lecture on water resource management on the occasion of “world water day”	Dr. Vasant Rao Thakare and Dr. Newalkar	BBM(BS)

Table 12 Co-curricular Activities 2012-13

Sr. No	Dates	Event	Event description	Resource person	Department
1	20/06/12	Welcome day	Welcome day for BBM(BS) students	Addressed by Dr. V.V.Katdare and guest lecture by Dr. Ranjan Kantha	BBM(BS)
2	27/06/12	Business activity day-I	Morning session- Workshop on English speaking Afternoon session-Movie club-Film “Gafla”	Prof. Mahendra Tayde	BBM(BS)
4	03/07/12	Guest Lecture	Guest lecture organized by Asha foundation	Rajeev Tambe, Mumbai	BBM(BS)
5	04/07/12	Business activity day-II	Morning session- Workshop on self-awareness and self esteem Afternoon session- Workshop on English speaking	Dr. V.V.Katdare Prof. Mahendra Tayde	BBM(BS)
6	14/07/12	Business activity day-III	Group discussion	IMR faculty	BBM(BS)
7	18/07/12	Business activity day-IV	Movie club-Secret	IMR faculty	BBM(BS)
8	25/07/12	Business activity day-V	Quiz competition	IMR faculty	BBM(BS)
9	01/08/12	Business activity day-VI	Study industrial tour at Jain irrigation (Bambhori and Shirsoli plant)	IMR faculty	BBM(BS)
10	02/08/12	Guest lecture	Lecture on “Vision 2030”	Dr. Avinash Saoji	MBA/ BBM(BS)
11	09/08/12	Business activity day-VII	Personality development and How to study?	Shri K.D. Kolhe	BBM(BS)
12	11/08/12, 12/08/12, 18/08/12, 19/08/12, 25/08/12, 26/08/12	Faculty development programme	FDP for MCA students on mobile computing using Android	Rudresh Subhedar	MCA

	2,01/09/12 and 02/09/12				
12	22/08/12	Business activity day-VIII	Seminar on Pranik Healing and interview with Rabbani Shaikh(Airforce,India)	Miss. Ruchi Bothara	BBM(BS)
13	29/08/12	Business activity day-IX	Conducting Aptitude Test	Class teacher	BBM(BS)
14	31/08/12	Guest lecture	Guest lecture on Anti-Tobacco” day	Dr. Vaijayanti Padhye	MBA/ MCA/ MBM/ BBM(BS)
15	05/09/12	Business activity day-X	i)Blood donation camp-Golvalkar blood bank ii)Celebration of teachers day	IMR faculty IMR faculty	All departments
16	13/09/12	Business activity day-XI	Ad Mad show (creative & innovative ideas with fun)	IMR faculty	MBA/ BBM(BS)
17	05/10/12	Seminar	i)Seminar on mutual fund ii)Inauguration of students and members facilitation centre and oral coaching of WIRC-ICAI	i)Shri Sunil Gagdani ii)Shri Sanjaya Parbhudesai, CMA Ashok Nawal, CMA Vijay Joshi, Shri Kiran Bendale, Shri D.S.Nemade, CA Dr.V.V.Katdare	MBA/ BBM(BS) BBM(BS)
18	03/01/2013	Exhibition	Exhibition on Granth Pradarshan	Dr.T.R.Borse, Librarian, NMU, Jalgaon	All departments
19	04/01/13	Guest lecture	Guest lecture on research	Prof. Anil Chikate	All departments
20	11/01/13	Workshop	Workshop on “Software of the mind”	Dr.V.V.Katdare	BBM(BS)
21	12/01/13	Guest lecture	Guest lecture on “Swami Vivekananda principle” IMR students had participated in rally to celebrate the 150 th birth anniversary of Swami Vivekananda		All departments
22	21/01/13 to 25/01/13	Workshop	Workshop on Java programming	Prof. Shirish Paigude, Pune	MCA

23	30/01/13	Guest lecture	Guest lecture on Equity and Capital market	Shri Hemant Kale	MBA/BBM(BS)
24	06/02/13	Workshop	Workshop on “Software of the mind”	Dr.V.V.Katdare	MBA/BBM(BS)
25	16/02/13 to 19/02/13	Event management	Constro world 13 organised by creative’s group	Creative groups	MBA/BBM(BS)
26	25/02/12 to 26/02/12	IT event	A national level event IT festa	Dr.S.R.Kolhe, Dr.B.V.Pawar, Manoj Patil, Ajay Surwade	MCA/MBM(CM)
27	01/03/13	Exhibition	Exhibition on granth pradarshan	Dr. T.R.Borse	All departments
28	22/04/13	Guest lecture	Lecture on “My life my work”	Shri Sudhir Waguldhe	BBM(BS)
29	13/05/13 to 15/05/13	Event management	Lokmat educational fair 2013 Organized by Lokmat group	Lokmat group	MBA/BBM(BS)

Table 13 Co-curricular Activities 2013-14

Sr. No.	Dates	Event	Event description	Resource person	Department
1	15/06/13	Event management	BBM(BS) students participating in program organized by Tata Mutual Fund	Representatives of Tata mutual fund, Jalgaon	BBM(BS)
3	21/06/13 to 27/06/13	Workshop	Seven days workshop for 12 th passed students for NMU CET 13	IMR faculty	BBM(BS)
4	03/07/13 to 05/07/13	Faculty development programme	Workshop teaching	Dr. Subramaniam rao, CA Prakash Pathak, Prof. Vinay Kumar Kanchi	Faculty
5	06/07/13	lecture	Video lecture on Life changing experience	Sandeep Maheshwari	BBM(BS)
6	13/07/13	Seminar	Seminar on Personality development and study skills	Shri Dinesh Patil, Manas Santinal foundation	BBM(BS)
7	16/07/13	Seminar	Seminar on Entrepreneurship development	Shri Hemant Thombare	BBM(BS)
8	20/07/13	Seminar	Seminar on fine arts, drawing and painting	Shri Tarun Bhate	BBM(BS)
9	22/07/13	Guest lecture	Lecture on the occasion of Guru Purnima	Shri Shankar Puntambekar	MBA/MBM/BBM(BS)

10	28/07/13	Business activity day	Movie club showed film “I am Kalam”	IMR faculty	BBM(BS)
11	02/08/13	Entrepreneurship development	Project competition had been organized and 08 group of students participated	IMR faculty	MBA/BBM(BS)
12	03/08/13	Seminar	Seminar on Meditation for self development	Dr. Parag Jahagirdar, Sahaj Marg	BBM(BS)
13	09/09/13 to 18/09/13	Event management	Students have been participated in Ganesh Festival, Jalgaon Janta Bank	Jalgaon Janta bank	MBA, BBM (BS)
14	15/09/13	Seminar	Seminar on Indian economy and taxation system	CA Atul Deshmukh	MBA/BBM(BS)
15	16/09/13 to 18/09/2103	Workshop	Three days workshop on Entrepreneurship development	Shri Sanjay Shidhaye	MBA
16	17/09/13	Seminar	Seminar on personality development	Mr. Bhushan Pachpole	BBM(BS)
17	21/09/13	Seminar	Seminar on capital market by ICSI and BSE	Shri N. Shriniwasan	MBA/BBM(BS)
18	25/09/13	Seminar	Seminar on interest free banking	Dr. Rahum tulla	MBA/BBM(BS)
19	30/09/13	Seminar	Seminar on introduction to stock market	Mr. Shailesh Sandhe,Nagpur	MBA/BBM(BS)
20	02/10/13	Competition	GD competition organized by Asha foundation	Girish Kulkarni	BBM(BS)
21	06/10/13	Faculty development programme	Training on Neuro Linguistic Programming	Dr. Prabhu	Faculty
22	07/10/13	Guest lecture	Guest lecture on Art of Living	Ms. Mahima Mishra	MBA/BBM(BS)
23	17/10/13	3 rd Entrepreneurship day 13	University level event jointly organized by Jalgaon branch of WIRC of ICAI	Shri Anil Patkar, Shri Suresh Chirmade, CA Parikshit Bhadade, CA Jayesh Lalwani, CA Nitin Zawar, Shri Nitin Redasani, Shri Arun Borole, Shri Kiran Bendale	MBA/BBM(BS)
33	06/11/13	Guest lecture	Lecture on Financial planning	Shri Shailesh Sandhe	MBA
24	20/12/13	Industrial visit	Industrial visit to Parle G,R.J.Foods,MIDC,Jalgaon	IMR faculties	BBM(BS)
25	24/12/13	Business	Organizing business game	IMR faculties	BBM(BS)

		activity day			
26	27/12/13	Movie club	Movie club film Gafla based on Harshad Mehta and stock market	IMR faculties	BBM(BS)
27	31/12/13	Movie club	Movie club film "The Secret"	IMR faculties	BBM(BS)
28	02/01/14	Guest lecture	Guest lecture on communicative English	Mr. K.Vijaykumar	BBM(BS)
29	10/01/14	Guest lecture	Guest lecture on "How to develop passion"	Sagar Zawar	BBM(BS)
30	27/01/14	Felicitation programme	Felicitation of university toppers in the examination conducted by North Maharashtra University	Dr.V.V.Katdare	BBM(BS)
31	25/02/14 to 26/02/14	IT festa	A national level event IT FESTA 2014	Dr. Manish Joshi, Dr. P.M.Kothari, Mr. Chirmade, Dr.B.V.Pawar, Swati Patil, Neeta Patil, Kavita Khambayat, S.B.Shirude	MCA

Table 14 Co-curricular Activities 2014-2015

Sr. No.	Dates	Event	Event description	Resource person	Department
1.	09/06/14	Social issues programme	Social issues programme organized in association with ASHA foundation	Mrs. Rubal Agrawal (District Collector) & Mrs. Swapnja Patwardhan (Pune)	BBM(BS)
2.	17/06/14	Seminar	Educational guidance seminar & felicitation of university toppers in the examination conducted by North Maharashtra University	CA Prakash Pathak	BBM(BS)
3.	09/07/14	Competition	AD MAD show competition	IMR faculty	BBM(BS)
4.	10/07/14	Budget session	Live telecast of financial budget	IMR faculty	BBM(BS)
5.	12/07/14	Guru Purnima	Addressing students on the occasion of Guru Purnima & Tree plantation programme	Dr. Subramanyam Rao	MBA/ BBM(BS)
6.	14/07/14	Guest lecture	Addressing student on "Cyber Crime"	Mrs. N.Ambika	BBM(BS)
7.	16/07/14	Competition	Presentation competition on Indian Budget	IMR faculty	BBM(BS)
8.	24/07/14	Seminar	Seminar on Passport to success	Dr.Tushar Chauthani	BBM(BS)
9.	02/08/14	Seminar	Investor awareness programme sponsored by ICMAI	Dr. V.V.Katdare	BBM(BS)
10.	28/08/14	Seminar	Investor awareness programme sponsored by ICSI	CS. C.K.Venkatraman and CS. Chetan Gandhi	MBA/ BBM(BS)
11.	03/09/14	4 th Entrepreneurs day 14	University level event jointly organized with Jalgaon branch of WIRC of ICAI	Shri R.B.Chaudhari,Shri Ratnesh Palod,CA Jayesh Lalwani,CA Kaushal Mundada,Shri Purushottam Nyati,Shri Deepak Mundada,Shri Nitin Ingale,Shri	MBA/ BBM(BS)

				Sushil Joshi,Shri Kishore Dhake	
12.	16/12/14 to 25/12/14	FDP Workshop	FDP workshop on Android mobile applications	Mr. Sanyam Mule	MCA
13.	24/12/14	Business activity day	Lecture on Self study	Dr.V.V.Katdare	BBM(BS)
14.	27/12/14	Competition	Elocution competition organized by Rotract club of Jalgaon	Dr.Shama Saraf,Jaywardhan Neve and Prince Nigam	MBA/BBM(BS)
15.	29/12/14	Guest lecture	Lecture on goal setting	Mr.Subhash Mukopadhyay,Co untry manager	MBA/BBM(BS)
16.	31/12/14	Felicitation programme	Felicitation of university topper	Shri Harish Milwani	BBM(BS)
17.	17/01/15	Carnival	Food carnival 2015	Raju mama Bhole,Ashok Sadare	MBA/BBM(BS)
18.	30/01/15	Environment awareness programme	CJGJ project in association with Gandhi research foundation	Bhavarlal Jain,Dr. V. V. Katd are	MBA/BBM(BS)
19.	06/02/15 to 07/02/15	IT event	A national event IT festa 2015	Harshal Bansode(TCS)	MCA/MBM(CM)
20.	11/02/15	Guest lecture	Plastic management	Mr. Vinod Bodhankar	BBM(BS)
21.	12/02/15	Guest lecture	Guest lecture on Wild life photography	Mr. Yuvraj Patil,Kolhapur	BBM(BS)
22.	27/02/15 to 28/02/15	National conference	National Conference on recent trends in Computer Science and Application	Dr. Rajendra Sonar,Dr. Bharti Gawali,Dr. Manish Joshi,Dr. Ajay Patil	MCA

1.3.3 Enumerate the efforts made by the institution to integrate the cross cutting issues such as Gender, Climate Change, Environmental Education, Human Rights, ICT etc., into the curriculum?

- The institute takes proactive measures in addressing issues such as gender discrimination, climate and environment, Human Rights, ICT etc. The institute is primarily a co-education institution and hence no discrimination is made between Boys/Girls. The institute takes pride in encouraging girl students to be the University representative from the institute.
- In addition to this a meeting of all girl students along with lady faculty members is undertaken once every semester under 'Yuvati-Sabha' and various issues related to women are discussed.
- Every year tree plantation drive is undertaken by the students of our institute. There are periodic interactions with the police department official to seek advice on various human rights issues.
- Information and communication technology has become an important tool of imparting education. LCD projectors are fitted in every classroom. Laptops and PCs are issued to faculty members. Teaching methodology of the faculty include PPT presentations, showing various documentaries and

video lectures in the classroom. The Institute has a provision to provide e-journals to students and faculty members. Soul software is installed in library. All the books in the library are bar coded and are laser detectible.

1.3.4 What are the various value-added courses/enrichment programs offered to ensure holistic development of students?

Moral and ethical values

Employable and life skills

Better career options

Community orientation

- **Moral and ethical values**

The Director of the institute is very particular about the issue and regularly conducts sessions on various topics to all students.

- **Employable and life skills**

The institute has a full time trainer in English language speaking and a trainer in personality development who conduct regular sessions to students on various issues relating to their placement and improvement in individual personality.

- **Better career options**

The institute has a full time placement cell which coordinates with various recruiters, and helps find good career prospects to deserving students. The placement cell maintains database of recruiters and their requirement.

- **Community orientation**

The institute is associated with INDEEA (International Development of Excellent Education Academy) an NGO involved in addressing social concerns. Under their guidance students of our institute regularly undertake community development programs which help the students understand many ground realities thereby providing a holistic learning experience in line with the vision and mission of the institute.

1.3.5 Citing a few examples enumerate on the extent of use of the feedback from stakeholders in enriching the curriculum?

- The feedback from all the stakeholder is periodically taken and reviewed by the institute. Any aspect which is found to be particularly relevant in enriching the curriculum is forwarded to the members of the Board of Studies and the members of faculty of North Maharashtra University.

1.3.5 How does the institution monitor and evaluate the quality of its enrichment programs?

- We ensure quality faculty to provide enrichment courses.
- The institute also ensures that the Content is relevant to the requirement of students. Evaluation is done on the basis of student feedback on random basis.

1.4 Feedback System

1.4.1 What are the contributions of the institution in the design and development of the Curriculum prepared by the University.

- The faculty members of the institute attend curriculum development workshops of the University and contribute in the process.

- Curriculum development workshops, seminars are organized in the Institute for various courses like MBA, BBM, MCA and MBM.
- As mentioned under topic 1.3.5 the feedback from the stake holders is taken to the notice of BOS and Faculty Members for consideration for required changes in the curriculum keeping in view the present day requirements in the industry.
- The Director of the institute is a member Academic Council and is also a Senate member of the North Maharashtra University, there are periodic meetings regarding curriculum development at the university level.

1.4.2 Is there a formal mechanism to obtain feedback from students and stakeholders on Curriculum? If ‘yes’, how is it communicated to the University and made use internally for curriculum enrichment and introducing changes/new programs?

- The institute has a formal mechanism to obtain feedback from students and stakeholders on curriculum; the institute makes all efforts to supplement whatever shortcomings in the syllabus through guest lectures on topics. These lectures focus on current trends, developments, and expectation of the academia and industry.
- The feedback from the above activities is duly noted by the Director and taken to the next level so as to influence the university regarding shortcomings in curriculum, for further action by concerned authorities.
- Additional courses have been developed by the Institute to fill up the gaps in University courses.

1.4.3 How many new programmes/courses were introduced by the institution during the last four years? What was the rationale for introducing new courses/programmes?)

- The following new courses have been introduced by the institute recently:

Year	Course	Intake
2014-2015	BCA+MCA	60
2014-2015	BM+BAM+MAM	60

- It has been observed that the above courses are relevant to today’s youth and offer greater flexibility in academics. The BCA degree is a part of MCA dual degree. The students save a year opting for this course.
- The management stream has introduced a new five year integrated course in Business management which offers a degree at the end of third, fourth, and fifth year of studies.
- This course will be especially useful for students who wish to get employed in specific areas of specialization as opted.

Criterion II: Teaching-Learning and Evaluation

2.1 Student Enrolment and Profile

2.1.1 How does the college ensure publicity and transparency in the admission process?

The Institute is affiliated to NORTH MAHARASHTRA UNIVERSITY and Directorate of Technical Education (DTE), Maharashtra conducts the admission to MBA and MCA programmes. Admission is carried out through MAH-MBA/MH-CET & MAH-MCA-CET. The Institute follows instructions of DTE issued for the admission process. For MBM (Computer Management) & MBM (Personnel Management) & Bachelor in Business Management (Business Studies) & Bachelor in Management (Dual Degree) & Dual Degree course in MCA & BBM E-commerce admissions; university started the common entrance test for the eligibility of the student seeking admission from the year 2013. Admission process is publicized by using the following

- a) **Prospectus.** KCE'S Institute of Management and Research publishes its own prospectus annually which displays information about the KCE Society, Institute of Management and Research, contents of the courses, admission and eligibility criteria, details about the faculty and the details of the Value Added Programs etc.
- b) **Institutional Website.** Institutional Website (www.imr.ac.in) exhibits detailed information about the Institute, its vision and mission, admission process, courses offered, seminars and workshops, activities, industry visits, examination time tables etc.
- c) **Advertisement in Newspapers and hoardings.** All the courses are publicized through advertisements before the new academic year begins. For admissions in MBA and MCA newspaper advertisement is given for AMMI and MAMI seats after the CAP rounds are over.

2.1.2 Explain in detail the criteria adopted and process of admission Ex. (i) merit (ii) common admission test conducted by state agencies and national agencies (iii) combination of merit and entrance test or merit, entrance test and interview (iv) any other) to various programmes of the institution.

The allocation of seats in the Institute is done in accordance with rules given by 'Directorate of Technical Education, Maharashtra Government for MBA & MCA courses based on merit ranking of CET. For other courses where North Maharashtra University conducts entrance exam; admissions are according to scores in the entrance exam.

2.1.3 Give the minimum and maximum percentage of marks for admission at entry level for each of the programmes offered by the college and provide a comparison with other colleges of the affiliating university within the city/district.

Following are the details of percentage of graduation /HSC marks in respect of students admitted at entry level for the year 2014-15:

Table 15 Details of Entry Level Marks

Course Name	Percentage of graduation		CET Score Percentile		CET Conducted By
	Maximum	Minimum	Maximum	Minimum	
MBA	84.75 %	46.58 %	88.53	2.06	Directorate of Technical Education, Maharashtra State
MBA – II Shift	80.8 %	48.79 %	72.9	5.95	
MCA	80.3 %	61.9 %	62.75	21.75	
MCA- Direct 2 nd year	86.7 %	56.48 %	83.25	1.08	
MBM(CM)	78.6 %	51.4 %	64	24	

MBM(PM)	66.67 %	43.67 %	74	28	University, Jalgaon
UG	Percentage of HSC		CET Score Percentile		
	Maximum	Minimum	Maximum	Minimum	
Dual MCA	74 %	41.85 %	78	32	
BM + MAM	72 %	35 %	72	32	
BBM(BS)	84 %	35 %	78	26	
BBM(Ecom)	70 %	35 %	68	24	

2.1.4 Is there a mechanism in the institution to review the admission process and student profiles annually? If yes what is the outcome of such an effort and how has it contributed to the improvement of the process?

- The Institute has no direct control over the profile of students taking admissions. Students are allotted by DTE.
- We collect student profiles at the time of admissions. All the coordinators review the profile and analyze it.
- Analysis of student profile helps us to assess the needs of the students. Teaching strategies are designed accordingly.
- The Institute provides fee concession to meritorious students on admission, which helps to improve the quality of students being admitted.
- The Institute provides Instilment facility to students.
- Support is provided to get educational loans.
- Facility of scholarships and free-ships is provided to deserving students. Awareness of such schemes is done using various communication methods.

2.1.5 Reflecting on the strategies adopted to increase/improve access for following categories of students enumerate on how the admission policy of the institution and its student profiles demonstrate/reflect the national commitment to diversity and inclusion.

- SC/ST
- OBC
- Women
- Differently abled
- Economically weaker sections
- Minority Community
- Any other

i) SC/ ST/ OBC. Reservation policy is applied to all the courses as per the guidelines of the state government. This ensures diversity and inclusiveness during the admission. State Government through Director of Technical Education strictly monitors the admissions to reserve category students.

Table 16 Reservation Details

Year	SC	ST	VJDT	NT1	NT2	NT3	SBC	OBC	OPEN	Total
11-12	79	14	18	18	12	12	31	648	543	1375
12-13	73	7	13	15	17	8	36	621	524	1314
13-14	60	10	13	13	17	6	33	598	515	1265
14-15	40	8	14	18	17	6	23	589	584	1299

ii) Women. Girls constitute a large proportion of the students seeking admission to the Institute. All the necessary amenities are provided to them.

Table 17 Composition of Girl Students

Year	No of girls students	% of girls in total admissions
2011-12	561	40.41%
2012-13	578	44.02%
2013-14	596	47.15%
2014-15	630	48.64%

iii) Differently abled /Economically Weaker Sections. A number of students from economically weaker section of society are given fee concession as per the merit of the case.

The following table shows the number of students (MBA-MCA only) from economically weaker sections and the financial help given to them. In comparison to these courses other courses are more affordable.

Table 18 Financial help to EWS

Year	No of economically weaker students	Total Financial help given to such students in Rs.
2011-12	47	8,67,902
2012-13	31	9,10,160
2013-14	44	10,76,986
2014-15	41	11,94,092

There are always few students who are differently abled and facilities are provided to them.

iv) Minority Community. Scholarship is given to students from minority community, as per the guidelines of the state government.

Table 19 Financial Help to Minority

Year	No of Minority students	Total Financial help given to such students in Rs.
2011-12	15	3,75,000
2012-13	11	2,75,000
2013-14	21	5,25,000
2014-15	28	7,00,000

2.1.6 Provide the following details for various programmes offered by the institution during the last four years and comment on the trends i.e. reasons for increase/decrease and actions initiated for improvement.

- Table showing admissions

Table 20 Admissions

Course	2011-2012			2012-2013			2013-2014			2014-2015		
	Number of Applications	Number of Students admitted	Demand Ratio	Number of Applications	Number of Students admitted	Demand Ratio	Number of Applications	Number of Students admitted	Demand Ratio	Number of Applications	Number of Students admitted	Demand Ratio
BBM	NA	105	NA	NA	113	NA	NA	98	NA	NA	120	NA
BBM (E.COM)	NA	85	NA	NA	49	NA	NA	40	NA	NA	35	NA
BM-MAM Dual Degree	The course is being offered since 2014									NA	18	NA
BCA-MCA Dual Degree	The course is being offered since 2014									NA	56	NA
MBA	NA	175	NA	NA	180	NA	NA	180	NA	NA	180	NA
MCA	NA	60	NA	NA	60	NA	NA	27	NA	NA	9	NA
MCA (Lateral)	The course is being offered since 2013						NA	72	NA	NA	59	NA
MCM	NA	98	NA	NA	87	NA	NA	59	NA	NA	48	NA
MPM	NA	70	NA	NA	72	NA	NA	56	NA	NA	58	NA
DMEIM	NA	45	NA	NA	47	NA	NA	45	NA	NA	40	NA
ADSTM	NA	29	NA	NA	27	NA	NA	12	NA	No Admission		

• **Trends.**

- MBA. The Institute admitted 180 students against 180 seats in academic year 2014-15.
- MCA is a three year postgraduate course. Form the year 2013-14 AICTE started giving admissions to computer graduates directly in the second year of MCA. This has resulted in reduced admissions in the first year.
- For direct second year, the admissions are based on NFR (no fee refund) basis. As per the DTE rules admissions for carried over vacant seats of first year provide all scholarships and free-ship concessions are in demand and preferred by students. We are trying to overcome the situation by offering workshops by industry people.
- MBM (CM): There is a clear cut downward trend in admissions. The non-computer graduates seek admissions to this course. Their computing and programming skills are not up to the employability requirements. Ours is the only Institute in Jalgaon city to offer this course. All other institutes and colleges have discontinued this course. Arranging bridge course at the beginning of the year, remedial courses later on and value added workshops are the few actions initiated for improvement.
- MBM (PM): Our intake is 60 students. In earlier Years University permitted further intake by 20%. Since the advent of entrance examination by University from 2013 the time limit is set to the date of entrance examination.

- BBM (BS), BBM (B-ECOM) : Initially there was no entrance and cutoff date for admissions used to be 15th August. Hence the students who could not get admission into engineering course preferred this course. Since 2013 entrance examination for admission is made mandatory by University and the time limit is set to the date of entrance examination. A parallel course in the form of BCA under commerce and management faculty is available to students where in there is an opportunity to get admission in the direct second year of MCA but e-com graduates have to start MCA from the first year which is less attractive. We are creating awareness about entrance examination and providing guidance for the entrance test. Institute conducts weekly activity days and soft skills and personality development classes.
- BM (Dual Degree): the awareness level about this course is low as this is a newly introduced course by AICTE and being offered for the first time by the Institute. Efforts are on to promote this course by participating in carrier fairs, educational fairs and also by spreading word of mouth publicity.
- MCA (Dual Degree) The overall demand for the courses has gone down. University level entrance was introduced for courses other than MBA/MCA. The new pattern was not known to students and parents. That resulted in less number of students appearing for entrance and so few were eligible for admission. Due to lateral entry for second year MCA, it adversely affected regular MCA admissions.
- MCA has been made more attractive by adding value addition courses, offering short capsule modules and concentrating on their placements. Institute lays enhanced emphasis on honing the soft skills of the students to make them more employable.

2.2 Catering to Student Diversity:

2.2.1 How does the institution cater to needs of differently abled students and ensure adherence to government policies in this regard:

- The Institute has made necessary arrangements so as to convenience the differently-abled students. The Institute always accept admission of students who are physically challenged or differently-abled.
- The Institute is well equipped with a washroom specially designed for physically challenged students.
- All efforts are made to satisfy the needs of such students as and when any request is made by them.
- Keeping in line with Governments legislation for Persons with Disability (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, the Institute provides for education, creation of barrier free environment, social security, etc.
- The Institute agrees to the National Policy which recognizes that Persons with Disabilities as valuable human resource for the country and seeks to create an environment that provides them equal opportunities, protection of their rights and full participation in society.
- Lift is available for physically challenged students. Plain surface is made available up to the lift for ease of movement for challenged students. Scribe facility is made available to students who require such support. Lead time for assignments / exams is provided to compensate for the extra effort required by them. Special room at the time of examination and extra time of half an hour given to such students.
- To cite an example we have admitted on such student Ms. Gausiya Yusuf Ali a differently-abled student diagnosed with “Cerebral Palsy” disease which is permanent, non-progressive, and not likely to improve. The student was admitted to BBM e.commerce. The Institute has extended all kind of support to her. The Institute also requested the University for a special Online

Examination which was approved by the University. The faculty team developed questions and evaluation pattern purely on non-remunerative basis. The Student completed her graduation in first class with distinction (71.21% mark).

2.2.2 Does the institution assess the needs in terms of knowledge and skills before the commencement of the programme? If “yes” give details on the process.

- Yes.
- Over the years it has been observed that students mainly need improvement in three main areas.
- The students taking admissions under Management stream and coming from arts and science background lack basics in accounting. They are afraid of this subject. A one week programme in fundamentals of accounting is undertaken immediately after admissions.
- Students seeking admission under computer stream and coming from non-computer background like BA, B.Com or B.Sc with non IT specialization lack basic computing knowledge and skills. **A ten day foundation course on basics in computers** is provided on admission to hone their computing skills.
- The third need we have noticed that all the courses are offered in English medium, but many students come from Marathi medium and are not comfortable with English; hence during the course of study we motivate students to attend **spoken English courses** offered by specialized trainer in-house.
- The performance of students in the entrance examination (MH-CET etc) conducted by the DTE and their marks at graduation or HSC serves as the basic indicator of the students’ knowledge and skills.
- Their **needs are assessed with open face-to-face discussions** with students regarding their aptitude/interest and the knowledge and skills they have. Suggestions are given to the students depending on their aptitude and achievement motivation for choosing subject specializations.
- The Institute conducts subject tests in the second week of the new session. The result serves as an indicator for the level of the student in grasping and languages skills.
- Mentors listen to students, identify problem areas and counsel students as and when required.

2.2.3 What are the strategies adopted by the institution to bridge the knowledge gap of the enrolled students (Bridge/Remedial/Add-on/Enrichment courses, etc.) to enable them to cope with the programme of their choice.

We conduct induction programme. It serves the following purposes.

- Create a welcoming environment that builds a sense of community among the incoming class and connect them to faculty, staff and other students.
- They are given an insight into the vision, and mission policy of the Institute.
- Providing a framework for two or more years of studies through goal setting and the methodology to be pursued to achieve the goals.
- Introduction of course syllabus / contents is given.
- Introduce students to library and techniques to make maximum use of library facilities.
- Conversing students with the e-resource facility, using video lectures to complement their studies.
- Importance of Self-study techniques is highlighted, the methodology is explained and students are encouraged to practice.
- Awareness about the present market scenario is created enabling them to prepare for the challenges ahead.
- Conduct English language and Business Communication classes.
- Conduct General Awareness and life skills classes to cover a wide variety of areas to enhance knowledge and problem solving skills.

- Remedial classes are taken for the subjects in which students are weak. Peer learning is encouraged by forming mixed groups of the students.

2.2.4 How does the college sensitize its staff and students on issues such as gender, inclusion, environment etc.?

The Institute holds the tradition of imparting holistic education with emphasis on the ethical and moral principles. The Institute which is co-educational in nature sensitizes its staff and students on issues such as gender, inclusion and environment.

- **Gender equality**

For gender sensitization various programs given in the table below are organized under the banner of ‘Yuvati Sabha’ for girl students and lady faculty members.

Table 21 Programs Organized By ‘Yuvati Sabha’

Sr. no	Name of the speaker	Topic of speech
1.	Mrs Minal Mohadikar	Women entrepreneurship
2.	DYSP Mrs. Rupali Ambhure	Awareness about self protection and laws
3.	Mrs, Revati Thipse,, Mrs. Sulabha Kulkarni, Mrs. Mrudula Kulkarni	Cancer support group
4.	Mrs. Pratima Jagtap	Women and literature
5.	Mrs. Dr Shailaja Chavan	Counselling of girl students and their problems.
6.	Mrs. Adv. Auraradha Wani	Mahila surksha
7.	Mrs. Hemangini Sonawane	Prnayam, yoga and diet.
8.	Miss. Siddika Meman	Girls’ self-defense and protective actions.
9.	Mrs. Pradnya Sonawadkar	Personality development
10.	Mrs. Dr. Shobha Shinde	Girls’ social interaction
11.	Mr. Shrikant Pohankar	‘Nahhi Kasha Mhanu Tula’ For self protection
12.	Mrs. Arti Gore	T.M.T, ECG, BP, BMI, Sugar Tests.
13.	Dr. Anant Patil	Health for working women
14.	Adv. Vijeta Singh	Laws protecting girls.

- Anti-woman harassment committee focuses on ensuring safe environment for women on campus as well as off the campus. Every year two meetings of the committee are held and minutes are kept.
- International Women Day is celebrated every year.
- Equal opportunity is provided to girl students in sports, visits and extra curriculum activities. Composition of student council include more number of girl students.

Table 22 Student Council

Year	Total members of student council	Number of girl students in student council
2011-12	16	11
2012-13	16	12
2013-14	18	11
2014-15	25	

- One week self-defense course is organized for girl students from 16th March, 2015 to 21st March, 2015.
- ‘Beti Bacho - Save girl child’ poster competition was organized
- Programmes are organized jointly with other NGO’s such as Asha Foundation which has conducted programmes for students “Priya Tais (Dear Sister)” where faculty from IMR was actively involved. This focuses on women empowerment.

- ***Inclusion.***

To promote overall development of the students from reserved category, economically backward class, differently-abled students, and students with rural background schemes like earn and learn have been given due importance. It is ensured by the Institute that all students who require thrust in their overall upliftment is given due priority and efforts taken.

- ***Environment***

Institute offers the subject related to environmental education as a compulsory subject for the second semester of graduation.

- ‘Vasundhara Mahotsav’ which focuses on creating sensitivity towards environment is organized every year and IMR is one of the organizing partners.
- Wild life photography workshop was organized.
- For environment conservation IMR is collaborating with ‘JalaSRI’. Students participate in marketing of Soil Organic Carbon Detection & Testing Kit, Foldable Solar Dryer and Low Cost, No Electricity Domestic Water Purifier developed by Bhabha Atomic Research Center (BARC).
- Students participate in Model Watershed Development Programme in Pathri & Samner Villages of Jalgaon District, an ongoing project pursued by ‘JalaSRI’ in partnership with ICRISAT, Hyderabad and District Agriculture Department, Jalgaon and funded by Ministry of Agriculture, Government of India.
- Students participate in Defending the Bio-diversity and Promoting the Sustainable Agriculture an ongoing project pursued by ‘JalaSRI’ in partnership with ICRISAT, Hyderabad, District Agriculture Department, Jalgaon and CINSIA, Italy funded by Milan City Council, Italy.
- Students made responsible to ensure no wastage of electricity and water takes place.
- Tree Plantation drive is organized in monsoon months.

2.2.5 How does the institution identify and respond to special educational/learning needs of advanced learners.

- Initially, on the basis of marks obtained in the qualifying/ preceding examination, advanced learners are identified.
- Top 10 students by result are recognized.
- A meeting of all the subject teachers is organized by the respective course-coordinators so as to identify advanced learners academically as well as on the basis of overall performance from each class.
- They are recommended to take add on courses and are encouraged to participate in competitions at other institutes & university.
- Based on performance of students in the examination Class Representatives are selected, whoever has obtained highest marks becomes class representative.
- They are groomed for leadership roles.
- Through student council, meetings are held with director and faculty members where through discussion and participation they are motivated to excel.
- Students are selected to participate in various co-curricular and extracurricular activities. Guidance and support is provided to them which requires more efforts and additional inputs.
- Such students are felicitated so as motivate them and inspire others.

- Additional personal attention, availability of more books is ensured.
- Challenging assignments are given to such students.

2.2.6 How does the institute collect, analyse, and use the data and information on the academic performance (through the program duration) of the students at risk of dropout(students from the disadvantaged sections of the society, physically challenged, slow learners, economically weaker sections etc. who may discontinue their studies if some sort of support is not provided)?

Table 23 Student Dropouts Table

Name of the Course	2011-12	2012-13	2013-14	2014-15
MBA	***	1	***	***
MCA	1	***	***	***
MBM(CM)	1	1	***	1
MBM(PM)	***	1	***	***
BBM(BS)	3	1	***	1
BBM(e-Com)	***	1 deceased	***	***

- **Identification analysis**
 - The regular attendance and internal examination help the teachers to know the data and information on the academic performance of students.
 - Results are analyzed after every semester and slow learners who may discontinue their studies if some sort of support is not provided are identified.
 - Parent meets are arranged to develop interaction and understand family environment. This helps in rapport building and helps in identifying problems at early stage.
 - Admin department maintains a list of students from economically weaker sections and other backward category students. Teachers procure these lists from Admin department and identify students who need some extra support may it be psychological, academic or economic. That support is provided.
- **Economically weaker students**
 - For economically weaker sections government facilities of scholarships or free ships are made available to them. For others earn and learn scheme, educational loan scheme, payment of fees in many instalments scheme, giving scholarships from various NGOs like Sureshdada Jain trust, R C Bafana trust, Nationalist Congress trust, G D Bendale trust, Deshdoot Charitable Trust etc. scheme are made available.
 - For some students our placement cell finds out some part time jobs so that they can continue with their education without interruption. Sometimes students are asked to pay the fees when they will start earning money. Fee waiver is given in extreme cases, but care is taken that no one should discontinue his/her study for want of money.
- **Slow learners**
 - Continuous assessment is undertaken and based on performance faculty members provide feedback to students.
 - Counseling of weak students is done for performance improvement. Mentoring by faculty members helps such students. Meetings of students who have failed in individual subjects are arranged where students share their problems and perceptions and action plan to overcome difficulties is decided and implemented. For example **Two day or three day workshops exclusively for one subject** are arranged and such students are pursued to attend the workshops.

This has helped them to understand basics and applications in the subject. Peer learning is encouraged. The brighter students are encouraged to follow “teach and learn” policy, which ensures personal growth along with the development of other weak students.

- Personal and academic counseling is given to the students in the class room to minimize the dropout rate.
- Counselling on regular basis of identified students likely to drop out is the normal feature. Their parents are also consulted.
- ***Psychological counselling***
 - It is observed that some reasons for drop out are other than financial weakness or learning impairments. The students expect too much from parents, they are not in good terms with parents, they are confused so far as the purpose of joining the course, they always blame others and situation, there are neglected psychological ailments prevailing and so on.
 - Our Director is a professionally qualified psychological counselor and KCE Society has appointed Dr.Niraj Deo as Professional counselor. We have understanding with ‘Bhavsparsh Counselling Centre’ an NGO operating in Jalgaon. These are some of the solutions adopted by our institute to avoid students drop out.

2.3 Teaching-Learning Process

2.3.1 How does the college plan and organize the teaching learning and evaluation schedules? (Academic calendar, teaching plan, evaluation blueprint etc.)

- ***Academic calendar***
 - Before the academic year begins and before each term begins, planning for the term is undertaken. Course coordinators distribute course contents to Faculty. Faculty gives its preferences of subjects and courses. After subjects and courses submission to the respective course coordinators a meeting is held to decide on the subjects to be allocated to specific faculty. The faculty gets time to prepare and plan for the term on the allocation basis. Study material is prepared for various subjects by the concerned faculty members. In case of new subjects that are introduced or changes in the existing syllabus, faculty is given support for learning these new areas through FDP whenever possible and due additions are made to the reference books in the library.
 - Timetable is prepared and displayed well in advance before each term begins.
 - Academic calendar is prepared considering DTE and University directives.
- ***Teaching plan***
 - Prior to the commencement of the semester, each faculty is required to draw a session plan with details of topics to be covered in each session, mode of lecture i.e. to specify Power point presentation, case study discussion, role play or any other activity. Each faculty provides a document of all the sessions in line with the syllabus, bifurcation of how internal marks will be decided. All the above is done in line with guidelines laid down by the University. Continuous assessment is undertaken and students are informed about the internal examination pattern and schedules.
- ***Evaluation blueprint:***
 - The Institute believes in continuous evaluation of student as per the North Maharashtra University stipulations, the courses offered in UG are of 80-20 pattern, 20 marks being the internal assessment. Similarly, the PG courses are of 60-40 pattern, 40 marks being the internal assessment. From the academic year 2014-15 the UG courses under commerce and management faculty have been classified under 60-40 pattern.
 - The Institute conducts an internal examination for 20 marks in both UG and PG at the end of semester. 20 marks are set aside to be given by the individual faculty based on the students' performance in the classroom viz: attendance, presentations, classroom interactions, practical in computer related courses, case study, group discussion, participation in events, seminars, conferences and branding activities, industrial visits, placement activities, surveys, viva, surprise tests, assignments etc.
 - A consolidated statement for 40 marks is displayed prominently on notice boards. Students who have disqualified the internal assessment are given an opportunity to cope by way of re-internal of 40 marks.
 - In addition to the above, keeping in view the rural background of students some courses conduct a full-fledged preliminary exam in line with University exam, this examination is of three hour duration and the question paper is set on the lines of the University. The answer books are evaluated and students are given to analyze their performance by showing them their answer sheets. The students are thus aware of their shortcomings and lacunas and helps them to be well prepared for their university examination.

2.3.2 How does the IQAC contribute to improve the teaching-learning process?

- The Cell has been established on 1st June 2014 in pursuance of the National Action Plan of the National Assessment and Accreditation Council (NAAC), Bangalore, for performance evaluation, assessment and accreditation and quality up gradation of institutions of higher education. The institute maintains the quality manual as prescribed by NAAC.
- Internal quality audits through IQAC are carried out to monitor continuous effectiveness of the quality assurance system. Internal quality audits are coordinated by the Management Representative. Goal setting and quality parameters for courses are developed, monitored & verified.
- The Institute has a defined procedure to monitor the performance of the students throughout. Attention is paid to the students' feedback on the faculty and students' complaints are resolved through counseling. In order to understand the requirements of students a feedback and perception, survey is conducted once in a semester. This gives the real feedback and perception for continual improvement. Similarly parents and students complaints are given attention & resolved promptly to their satisfaction.
- The Institute has methods to measure and monitor processes, which affect the quality of education to students. Feed Back of students, performance evaluation of students, review of instructions, ensuring equipment/instrument are always in working and operating condition etc. are some of the measures undertaken.
- Performance of students at the Institute is measured through examinations conducted by the University and by way of tutorial, practical, viva on continual basis. Project reports evaluated are added to the final results. Records are maintained by Course coordinator. In case, additional inputs are required by way of additional classes, procurement of additional equipment/instruments/ computers/books, the same is provided through special approvals of the Director.

2.3.3 How is learning made more student centric? Give details on the support structures and systems available for teachers to develop skills like interactive learning, collaborative learning an independent learning among the students?

Teachers use a combination of different teaching-learning methods to make learning an enjoyable and fruitful experience for our students at the same time it is ensured that the vision & mission policies of our institute is strictly adhered. In order to cater to these demands apart from regular lectures our faculty is committed to the following pedagogy-

Interactive learning -

- Well-equipped class rooms and computer labs
- Case Study method
- Seminar presentation
- Industry institute interaction
- Guest lectures
- HR Meet

Collaborative learning –

- Social Projects like –
 - Saturday club global trust activities,
 - Anubhav setu
 - Constro world
 - IMR Rotaract Club
- Entrepreneurs day
- Managers day
- IT festa
- Library group assignments, Book review, Simulation Games
- Industrial Visit

- Group assignment

Independent learning –

- Library assignments
- Class assignments and mini projects
- Industrial surveys
- Summer Training
- Individual PowerPoint presentation
- Viva-voce

2.3.4 How does the institution nurture critical thinking, creativity and scientific temper among the students to transform these into lifelong learners and innovators?

- **Critical thinking:** The Institute is committed to the holistic development of students towards achieving this numerous activities are designed by the faculty to be performed by the students some of the activities include formation of readers club, writers club, movie club, IT activity club, Business Plan-Strategy, Case study presentations, Group discussions & Development of Management Games.
- **Creativity:** In order to showcase students creative abilities numerous events are organized and students are encouraged to participate in Ad-mad Show, Mobile Short film Competition, Face painting on themes, cook without flame, Mock press conference, Poster presentation & Software Exhibition to name a few.
- **Scientific temper:** The Institute offers management as well as computer related courses, it is obvious that management courses need not necessarily focus on scientific temper, however, the institute has procured financial market related software (Ace analyser) for the use & monitoring of Industrial scenario in real-time. Also periodic demonstration of stock market is held in the institute premises by the experts. For computer related courses efforts are taken for them to be updated with the latest technologies by providing crash courses in Android, IBM platform, Oracle etc.

2.3.5 What are the technologies and facilities available and used by the faculty for effective teaching?

- LCD - All the classrooms are equipped with LCD Projectors. Faculty members use power point presentations to make classroom teaching more effective.
- Audio Visual Aids - Audio Visual Aids are available in all the classrooms. Faculty is using videos, Movie clippings on management concepts, short films, and advertisements to explain certain topics more effectively.
- Wi-Fi – The campus is Wi-Fi enabled and has 20 Mbps internet connectivity 24 hrs. The students and faculty members are using internet facility.
- Computer Labs – The institute has 8 computer labs with around 380 computers and 13 servers in total.
- TV – Television is installed in the institute building. Channels like Business News are played during the working hours. This will help the students to update themselves on the issues.
- NPTEL Videos: Various videos of different subjects from the eminent faculties of IITs are available for faculties as well as students.
- Auditorium – The institute has well equipped acoustic auditorium with 120 seat of capacity, with provision for audio video displays.
- e-Journals- e-Journals from INFLIBINET, DELNET & IBP are available for faculty & Students at the library.
- ACE Equity & ACE Analyser – Database of more than 38,000 Indian companies & Historical Financials & Share Price Data of over 15 Years are available.
- IBM SPSS – SPSS package is available to cater the needs of Young researcher

- Laptops – 30 laptops are distributed amongst faculty members for their daily use.
- Foreign Language Lab - The Language laboratory is been used to help students train themselves in foreign languages skills such as Spanish, French, German, Chinese, Japanese.

2.3.6 How are the students and faculty exposed to advanced level of knowledge and skills?

Guest lectures of experts from industry and other professions are regularly organized. Workshops/FDP's are conducted on relevant new developments. Seminars and conferences are organized for interactions on focused areas.

Table 24 Faculty Development Programs and Workshops

Faculty Development Programs And Workshops			
Sr. No	Training Program	Date	Resource Person for the Program
1	Brand Building	20-July-2011	Shri. Sunil Jogdev
2	Researches in Management	21-Oct-2011	Dr. Sachin Kambale, NITIE, Mumbai, Dr. R. R. Manza (A'bad), Dr. Kolhe (NMU)
3	Research Methodology	22-Oct-2011	Dr. Sachin Kambale, NITIE, Mumbai, Dr. R. R. Manza (A'bad), Dr. Kolhe (NMU)
4	Life Management	09 to 10 Nov 2011	Dr. V. V. Katdare
5	Team Building and Personality Development	23 to 24 Dec 2011	Ravikant (Hyderabad)
6	Training Program	12th Dec 2011 to 14th April 2012	SEED InfoTech, Pune
7	Workshop on Numerology (Organized by Rotaract IMR)	05-Mar-2012	Shri. Pradeep Lahoti
8	Four Consecutive Weekend for FDP and MCA students	11-12 Aug 2012 18-19 Aug 2012 25-26 Aug 2012 1-2 Sep 2012	Mr. Rudresh Subhedar
9	Research	04-Jan-2013	Prof. Anil Chikate
10	5 days Workshop on "JAVA Programming"	21 to 25 Jan 2013	Prof. Sachin Paygule, Pune
11	"My Life, My Work"	22-Apr-2013	Shri. Sudhir Waghulade
12	Financial Planning	11-June-2013	Shri. Shailesh Sandhe(Nagpur)
13	Workshop Teaching	3 to 5 July 2013	Dr. Subramainam Rao, CA. Prakash Pathak, Prof. Vinaykumar Kanchi
14	Neuro Linguistic Programming	06-Oct-2013	GATI (Gokhales's Advaced Training Institute)
15	Soft Computing	07-Dec-2013	Dr. Shraddha Ingale
16	Android "mobile App's"	16 to 25 Dec 2014	Mr. Sanyam Mule IIT Mumbai
17	National Conference	27 to 28 Jan 2015	Dr. Rajendra Sonar Dr. Bharati Gawali Dr. Manish Joshi Dr. Ajay Patil
18	Bigdata and Hadoop	01-Feb-2015	Pune

2.3.7 Detail (process and the number of students /benefitted) on the academic, personal and psycho-social support and guidance services (professional counselling/mentoring/ academic advice) provided to students.

- 1) The Institute has a practice providing counselor services to its students through the services of the Director. The Director is a professional counsellor of repute in region.
- 2) However from the year 2013-14 the Institute has introduced the mentor-mentee programme for MBA.
- 3) Subsequently a one day workshop was organized to understand the duties and responsibilities of mentor.
- 4) Eight senior faculty members of MBA including the director were allotted a set of 24 students on admission to the MBA program. They were designated as mentors.
- 5) An individual information profile was designed and made to fill by the students which also included their photograph along with their personal information.
- 6) Students interacted with their allotted mentors about their problems in general mostly related to their rural backgrounds, their inability to communicate in English, and a few of them were concerned about their economic status.
- 7) The mentors who faced these situations have recommended taking up soft skill enhancement courses either offered by the institute or to take classes suitable to their requirements. Economically backward students were encouraged to take up part time jobs, or take part in the institutes earn and learn program.
- 8) In specific cases the Director of the institute in the capacity of a professional counsellor interacted with students and has proposed specific solutions much to the relief of the student and the parent.
- 9) Support sessions for students of weaker sections (SC/ST's) after regular class hours is taken wherever required.

Apart from the above, Guidance on specialization counselling for students of 2nd Semester is given. Guidance is also given on Project topic selection for all the courses by respective faculty. Students are trained in their computer skills, language skills and presentation skills.

Counseling regarding Competitive Examinations to create awareness and motivate students to pursue career in public services, MPSC/UPSC exams is given. A platform has been created for pass out students who are rank holders, students in banking and Alumni currently placed in various organisations to share their experience.

2.3.8 Provide details of innovative teaching approaches/methods adopted by the faculty during the last four years? What are the efforts made by the institution to encourage the faculty to adopt new and innovative approaches and the impact of such innovative practices on student learning.

In the last four years keeping in view to be abreast with latest technology in teaching the Institute has focused mainly on PowerPoint presentations rather than chalk & talk methods. This also helps our students to be more attentive and participative during the lectures. Study notes based on the syllabus is made available to all the students at the start of the semester. Various courses adopt different & unique methods delivering the content of which the following are a few examples-

Lab based teaching:

The Institute has initiated lab based teaching practice to computer related courses. A special class room is set up with computers and projection facility, the teachers instruct the students on the projection system which can also be seen on individual computer screens and the student gets to practice the program or code during the lecture. This method has been found to be very effective, and also is very popular amongst students pursuing MCA course at the Institute.

The Institute also has eight computer labs with internet facility. The students are taken to the lab by the faculty members to provide them real time information on subject, this is prevalent in under graduate courses.

Foundation Course:

Since intake of students to MBA happens from diverse backgrounds of under-graduate streams, a foundation course is given before the commencement of the semester. Foundation courses or bridge courses are usually conducted for basics in accounting, basics in computer skills etc. The course thus offered is not limited to students who come from other faculty but is open to the entire batch. For example, Basic Accounting course will be given to all students, irrespective of whether they are from Commerce or Non-Commerce backgrounds.

Case study based Learning:

Institute faculty members discuss the cases in the classrooms for effective learning.

Activity based Learning:

In order to fulfil industry required proficiency students are involved in various activities and management games related to the topics from the subject. Towards achieving this IMR conducts events such as Managers Day, Entrepreneurs Day, IT Festa, Talent Hunt & Also conducts certain quiz programs inviting students of other institutions in the region. This is intended to improve their skill-based knowledge

2.3.9 How are library resources used to augment the teaching-learning process?

- Periodic assignments are given to enable students find required topics and content from the library so as to ensure that students regularly visit the library to enhance learning.
- The faculty also spend quality time in the library to refer our e journals, eBooks, reputed journals, magazines, CDS, databases etc. to prepare for their lectures as well as identify student assignments.
- Our library boasts of a vast collection of inspirational, motivational, general reading books. The students of management are periodically required to present a book review based on any of the above quality reading material, presentation are taken after this exercise. This helps the students to develop understanding skills, reading habit along with preparing them to be more confident for presentations.
- **Up-to-date library:-** Representatives of academic book publishers frequently visit the campus. Faculty members identify relevant books Based on their specialization and recommend to purchase through requisition form of library duly signed by the faculty & submitted it to library. Librarian then checks for the availability of such editions and if not found in database he generates a purchase order to be signed by the Director. Thus, library resources are thus frequently and continuously updated.
- Book exhibition is held every year to reach all students. A showcase highlights good books that students should read for development. Worthy books are made available to the students at discounted prices during the course of exhibition.
- To enable students keep updated with current business affairs 'The Economic Times' newspaper is distributed free of cost to MBA students, discussion is held in the class rooms based on certain issues in the paper. This has helped not only cultivate the reading habit among the students but also improved their analytical skill and critical thinking.

2.3.10 Does the institution face any challenges in completing the curriculum within the planned time frame and calendar? If yes, elaborate on the challenges encountered and institutional approaches to overcome these.

The Institute has not faced any major challenges in completing the curriculum within the planned time & Calendar. Generally the syllabus is completed as per the plans made. But due to some unforeseen deviations from plan are observed due to the following reasons

- The end Semester University examinations are structured based on University prescribed time-table. Examinations for a semester may be delayed, thus, there is a possibility of one particular semester getting shortened, and putting significant pressure to complete the syllabus in prescribed time.

- Given the number of courses per semester, complemented by the value-added activities and sessions, it requires very meticulous administrative planning to complete each semester. The institute however ensures that all planned activities including syllabus is completed.

Due to co-curricular and extra-curricular activities such as Conferences, Seminars, Managers day, entrepreneurs day, food carnival, Synergy, Guest Lectures, Workshops, Events, Management Games, etc. there are some deviations in the Curriculum Schedule, date wise, but still it is ensured that the courses are completed by the specified time.

- Some practical subjects like accounting for managers, Quantitative methods requires more number of hours to complete the prescribed syllabus due to extra time taken by numerical examples than the stated number of hours prescribed by the university.
- To overcome such deviations the concerned faculty members engage special classes and the same would be entered in the lesson plan. Normally special classes are scheduled in the morning or evening after the class hours and on special (Sundays or general holidays) days.

2.3.11 How does the institute monitor and evaluate the quality of teaching learning?

- Result analysis: The results of the University examination are assessed to identify the quality of final outcome. The results obtained may be due to many factors which may or may not be under the institute's control, yet, it may shed some light into some controllable aspects. The assessment is done of the following factors:
 - [i] Overall pass percentage
 - [ii] Passed students - semester wise
 - [iii] Passed students individual paper wise.
- Against each subject the name of the faculty who handled the subject is mentioned to also evaluate the teacher's performance level. Any shortcoming is seriously looked into and necessary efforts are taken in the subsequent semester to ensure the student is confident to face the examination on the subject.
- In certain undergraduate courses a Preliminary examination on the lines of the University examination is conducted, and the result analyzed. The shortcomings of students are communicated, and remedial classes taken where possible.
- Mock presentations of student project reports is undertaken for students of MBA. The student is provided a simulated atmosphere to replicate a Viva-Voce examination, and are required to present the details of their summer project in front of a panel of examiners.

2.4 Teacher Quality:

2.4.1 Provide the following details and elaborate on the strategies adopted by the college in planning and management (recruitment and retention) of its human resource (qualified and competent teachers) to meet the changing requirements of the curriculum.

a) Following are the details of faculty available in academic year 2014-15

Highest qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent teachers							
D.Sc./D.Litt.							
Ph.D.	1	0	1*	1	1	1	5
M. Phil.						1	1
PG			3	0	13	8	25
Physical Director						1	1
Temporary teachers							
Ph.D.							
M. Phil.							
PG					7	3	10
Part-time teachers							
Ph.D.							
M. Phil.							
PG					1	2	3
Grand Total							44

*on leave since 10-1-2015

- **Recruitment**

- Recruitment of competent and qualified teachers is as per the norms of AICTE UGC and NMU, Jalgaon. After getting approval from University, Advertisement is given in the leading Newspapers and on the website of the institute. From the applications received, eligible candidates are shortlisted and called for interview by the Selection Committee of University.
- Requirement of faculty is calculated on the basis of workload in both terms (in the Academic Year) and accordingly, vacancy position is finalized in association with NMU.
- Qualified and quality individuals are selected and issued approval letters by the university and appointment letters by the Institute.
- In addition to the regular faculty, visiting faculty from industry and academia are drawn to boost the knowledge and skills of the students to meet the changing requirement of the curriculum.

- **Retention**

Followings are the Strategies adopted by the Institute to retain the staff:

- Incentives as per AICTE norms are given to faculty members.
- Provision of good working conditions and transparency in working.
- Institute supports in Individual career planning & Progression.
- Teachers are encouraged to write and publish articles, books as well as research papers and 50% of registration fees is reimbursed by the Institute.
- E-databases, access to books from sister institutions of KCES, infrastructural facilities, duty leave etc. is provided by the Institute.
- The Institute also organizes various seminars, developmental activities, study tours for teachers. This encourages the teachers to pursue an enriching career in academics.

- In-house faculty development programme and training programme are organized from time to time to upgrade the knowledge and skills of the faculty to meet the changing requirements of the curriculum
- The management conducts felicitation programme every year in the annual day function ‘Synergy’ and honors the faculty and non-teaching staff members for their outstanding achievements during the year through Directors Appreciation Award.
- Faculty members who complete their M.Phil., Ph.D. or any other higher studies during the year are also felicitated at KCE Society’s Annual General Meeting.
- Any request for leave to conduct research work is always considered on case to case basis.
- The institute provides equal opportunity to all the faculty members to grow with the institute and it provides good professional growth and development opportunities in terms of job enrichment, change in responsibilities, increments and promotions.

2.4.2 How does the institution cope with the growing demand/ scarcity of qualified senior faculty to teach new programmes/ modern areas (emerging areas) of study being introduced (Biotechnology, IT, Bioinformatics etc.)? Provide details on the efforts made by the institution in this direction and the outcome during the last three years.

- The faculty is so composed to ensure availability of full time and part time faculty possessing qualifications and experience to match our objectives in the areas which they teach.
- All the common General Management subjects and subjects related to core specializations like Finance, HR, and Marketing etc. are handled by full time senior faculty. Competent guest/visiting faculty wherever appropriate is also engaged. The faculty for these courses are invited based on their academic background, and professional expertise.
- The institute strictly provides the courses offered and approved by the North Maharashtra University, hence the faculty hired are based on the requirement of the courses. However for some of the enrichment courses specially offered by the institute like certificate course in ‘Self Realisation’ from the academic year 2014-15, the faculty is specifically called depending on the topic.
- Additionally senior members from other institutes and colleges run by the same society provide a rich pool of qualified faculty.
- Alumni of the institute is also very good source for learning about latest technology and trends in the industry.

2.4.3 Providing details on staff development programmes during the last four years elaborate on the strategies adopted by the institution in enhancing the teacher quality.

a) Nomination to Staff Development programmes:

Academic Staff Development Programmes	Number of Faculty Nominated
Refresher Courses	---
HRD programmes	---
Orientation programmes	---
Staff training conducted by the University	1
Staff training conducted by other institutions	10 faculty
Summer / winter schools, workshops, etc.	All Faculties

b) Faculty Training programmes organized by the institution to empower and enable the use of various tools and technology for improved teaching-learning.

- Teaching learning methods/approaches
- Handling new curriculum
- Content/knowledge management
- Selection, development and use of enrichment materials
- Assessment

- Cross cutting issues
- Audio Visual Aids/multimedia
- OER's
- Teaching learning material development, selection and use

Table 25 Faculty Development Programs and Workshops

Sr.No	Training Program	Date	Resource Person for the Program
1	Brand Building	20-July-2011	Shri. Sunil Jogdev
2	Research in Management	21-Oct-2011	Dr. Sachin Kambale, NITIE, Mumbai
3	Research Methodology in Computer	22-Oct-2011	Dr. R. R. Manza (A'bad), Dr. Kolhe (NMU)
4	Life Management	09 to 10 Nov 2011	Dr. V. V. Katdare
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9	Research & Library	04-Jan-2013	Prof. Anil Chikate
10	5 days Workshop on "JAVA Programming"	21 to 25 Jan 2013	Prof. Sachin Paygule, Pune
11	"My Life, My Work"	22-Apr-2013	Shri. Sudhir Waghulade
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13	Workshop Teaching	3 to 5 July 2013	Dr. Subramainam Rao, CA. Prakash Pathak, Prof. Vinaykumar Kanchi
14	Neuro Linguistic Programming	06-Oct-2013	GATI (Gokhales's Advaced Training Institute)
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17	National Conference	27 to 28 Jan 2015	Dr. Rajendra Sonar Dr. Bharati Gawali Dr. Manish Joshi Dr. Ajay Patil
18	Bigdata and Hadoop	01-Feb-2015	Pune

c) Percentage of faculty:

** invited as resource persons in Workshops / Seminars / Conferences organized by external professional agencies*

- Our institute holds reputation in having maximum senior faculty members who have Ph.D.'s in the faculty of Management. Around 10% of the faculty is invited as resource persons in Workshops / Seminars / Conferences/ Refresher & Orientation Courses etc.
- Some of the faculty members who were invited as resource persons are as follows

Table 26 faculty members who were invited as resource persons

Faculty Name	Year			
	2011-2012	2012-2013	2013-2014	2014-2015
Dr. V.V. Katdare	14	4	7	11
Dr. S. M. Kulkarni	3	2	3	1
Mr. B J Lathi	4	2	2	2
Dr. Parag Narkhede	1	2	3	3
Mr. Varsha Pathak	1	3	4	1

c) Percentage of faculty:

** participated in external Workshops / Seminars / Conferences recognized by national/ international professional bodies presented papers in Workshops / Seminars / Conferences conducted or recognized by professional agencies*

- Following table shows the number of workshops/seminars/conference attended by the faculty members in the past three years:

Table 27 Participation in Workshops/Seminars/Conferences

Sr. No.	Faculty Name	Dept.	No. of Workshops/ Seminars / Conferences Attended				
			Year 2011-12	Year 2012-13	Year 2013-14	Year 2014-15	Year 15-16
1	Dr. V.V. Katdare	Mgmt	3	3	2	2	0
2	Dr. S. M. Kulkarni	Mgmt	10	5	7	3	2
3	Mr. B. J. Lathi	Mgmt	3	0	2	0	0
4	Dr. Parag Narkhede	Mgmt	4	2	4	1	1
5	Mr. Anilkumar Marthi	Mgmt	1	0	1	1	0
6	Mrs. Mamata Dahad	Mgmt	1	0	2	0	0
7	Mr. Rajeev	Mgmt	0	5	0	5	0
8	Dr. Shama Saraf	Mgmt	3	2	5	3	2
9	Mr. Prashant Patil	Mgmt	2	1	0	0	0
10	Mrs. Anupama Chaudhari	Mgmt	5	1	4	1	1
11	Mr. Vishal Sandanshive	Mgmt	2	1	0	0	0
12	Mrs. Rohini Bodas	Mgmt	1	2	1	2	3
13	Mrs. Priyanka Kharare	Mgmt	0	0	1	1	0
14	Mr. Nishant Ghuge	Mgmt	2	3	0	1	0
15	Mrs. Shweta Chordiya	Mgmt	3	3	2	0	0
16	Mr. Yogesh A. Patil	Mgmt	0	1	0	0	0
17	Mr. S. N. Khan	Comp	0	0	0	0	0

18	Mrs. Varsha M. Pathak	Comp	2	3	3	6	1
19	Mr. Uday Chatur	Comp	2	3	0	0	0
20	Mrs. Tanuja Fegade	Comp	3	2	2	3	0
21	Mrs. Rupali Narkhede	Comp	0	0	0	0	0
22	Mrs. Zinzore Ranjana	Comp	2	0	2	6	0
23	Mr. Bundhe Samadhan	Comp	1	1	1	0	0
24	Mr. Dhanpal Waghulde	Comp	1	0	1	1	0
25	Vivek Yawalkar	Mgmt	1	4	0	0	0
26	Amol Pande	Mgmt	1	0	0	0	0
27	Sandip Ghodke	Mgmt	0	0	0	0	1
28	Pramod Ghogare	Comp	1	1	0	0	0
			54	43	40	36	11

c) Percentage of faculty:

* presented papers in Workshops / Seminars / Conferences conducted or recognized by professional agencies

Following table shows the number of papers presented by the faculty members in the last three years:

Table 28 No. of Papers Presented by Faculty

Sr. No.	Name of the Faculties	Presented Papers		Total
		International	National	
1	Dr. V.V. Katdare	1	0	1
2	Dr. S. M. Kulkarni	7	8	14
3	Mr. B. J. Lathi	0	2	2
4	Dr. Parag Narkhede	1	5	6
5	Mr. Anilkumar Marthi	1	4	5
6	Mrs. Mamata Dahad	1	2	3
7	Mr. Rajeev	5	1	6
8	Dr. Shama Saraf	1	8	9
9	Mr. Prashant Patil	2	2	4
10	Mrs. Anupama Chaudhari	2	3	5
11	Mr. Vishal Sandanshive	1	2	3
12	Mrs. Rohini Bodas	1	4	5
13	Mrs. Priyanka Kharare	0	2	2
14	Mr. Nishant Ghuge	1	0	1
15	Mrs. Shweta Chordiya	0	3	3
16	Mr. Yogesh A. Patil	1	1	2
17	Mr. S. N. Khan	0	0	0
18	Mrs. Varsha M. Pathak	2	5	7
19	Mr. Uday Chatur	0	2	2
20	Mrs. Tanuja Fegade	1	4	5
21	Mrs. Rupali Narkhede	0	0	0
22	Mrs. Zinzore Ranjana	3	4	7
23	Vivek Yawalkar	0	3	3
24	Samadhan Bundhe	1	0	1

2.4.4 What policies/systems are in place to recharge teachers? (eg: providing research grants, study leave, support for research and academic publications teaching experience in other national institutions and specialized programmes industrial engagement etc.)

- The Institute has not laid down specific policies for providing research grants, teaching experience in other national institutions and specialized programmes industrial engagement etc.
- The institute accepts the faculty participation in research and academic publication and also reimburses 50% of the registration fees for seminars and workshops within the state and 100% reimbursement for seminars and workshops outside the state.
- Faculties are encouraged to pursue higher education and research work by providing support in various ways. They are given study leave to attend various seminars, workshops etc. for participation and presentation.

2.4.5 Give the number of faculty who received awards / recognition at the state, national and international level for excellence in teaching during the last four years. Enunciate how the institutional culture and environment contributed to such performance/achievement of the faculty.

- NIL

2.4.6 Has the institution introduced evaluation of teachers by the students and external Peers? If yes, how is the evaluation used for improving the quality of the teaching-learning process?

- Continuous Student feedback is collected and analysed by the course coordinator. The course coordinator then communicate the feedback pertaining to respective faculty members on a one to one basis ensuring privacy.
- The faculty is then encouraged to cope up in areas where improvements are necessary by making them participate in FDP short training programmes workshops in their field of study.
- The Director of the institution is always open for counselling sessions if the faculty desires. The Director also undertakes sessions on effective teaching.

2.5 Evaluation Process and Reforms

2.5.1 How does the institute ensure that the stakeholder of the institution especially students and faculty are aware of the evaluation processes?

- The Evaluation process broadly consists of two stages 1. The University Evaluation 2. Internal Evaluation. The entire process is in the knowledge of the students at the time of admission through information brochure and personal counselling.
 1. University Regulations: The regulations includes, the Scheme of the Course, and the Scheme of Examination. The Scheme of the Course details the number and teaching hours of courses, break up of marks into Internal and External, Semester-wise total marks, etc. The Scheme of Examination and Results details the conduct of Internal Assessment processes, component-wise break-up of internals, Semester-end University examinations, minimum marks for pass, qualifying criteria for First Class, Distinction etc. when the examination time table is announced by the university through its website a copy of the same is displayed on various notice boards in the campus. Thus, ensuring all the students are aware of the dates.

2. **Internal Assessment:** The University also prescribes the guidelines for conducting internal examinations through a defined breakup in the syllabus itself. The course coordinator after ensuring sufficient completion of syllabus decides to conduct internal exams in consultation with faculty members. The same is indicated to students who are also aware of the type of examination (Classroom Paper Presentation, Research Paper Presentations at State Seminars, Research Paper Presentations at National Seminars, Publications in Journals, Practical (Computer related courses), Presentations of Case Study, Group Discussions, Book Review, Survey, assignment, Active participation in Event Management, Industrial Visit, Placement Activities, Institutional Branding Activities, etc)
 - Notice boards and SMS is used for informing students for sharing information.

2.5.2 What are the major evaluation reforms of the university that the institution has adopted and what are the reforms initiated by the institution on its own?

- The University conducts theory examination of three hour duration for all regular courses it also conducts practical examination where applicable in batches of specified number of students for three hours. In order to ensure neutrality examiners are duly appointed by the Controller of Examination for each examination center two external supervisors and one internal supervisor is deputed.
- For certain courses like MBA the university has introduced a foolproof and tamperproof mechanism with respect to question papers. The Question papers are received through online portal of the university after duly logging in and authenticating with the password generated for download of Question paper 30 minutes prior to actual start of examination.
- For certain courses in the undergraduate stream the institute has initiated a system of conducting preliminary examination in line with the University examination. The objective of this effort is to familiarize the student with the actual exam in terms of the pattern of questions and the duration thereof.

2.5.3 How does the institution ensure effective implementation of the evaluation reform of the university and those initiated by the institution on its own?

- North Maharashtra University believes in periodically changing the conduct and system of examination and its evaluation, as a part of this initiative the University provides Question papers for select courses online through its web portal. It is worth mentioning here that our institute being the oldest in the region is chosen as an authorized examination center for management courses.
- We meet the requirements in terms of Infrastructure and technology.
- A majority of the faculty members of our institute form the core of the central assessment process organized by the University to evaluate the examination papers in many cases our faculty members are posted as CAP officers.
- The institute on its part considers its internal assessment as a reflection to the student's probable performance in the external examinations. In order to reduce the gap of the student's ability to perform better, the results of the internal examination is scrutinized and the students procuring average and below average marks are made to write a re-internal examination followed by an oral examination in some cases.
- These are some of the measures to ensure effective implementation of the evaluation reform.

2.5.4 Provide detail on the formative and summative assessment approaches adopted to measure student achievement. Cite a few examples which have positively impacted the system

- **Formative Assessment**
The institution adopts both formative and summative methods of evaluation. Under Formative approach the evaluation includes measuring student's achievement through PowerPoint presentations, group discussions, seminars, assignments, book reviews, Survey's etc. The evaluation through these

approaches make us identify whether the student has understood the concepts of a particular topic. Accordingly necessary steps regarding his/her improvement is planned.

- **Summative assessment**

The summative evaluation consists of term end examinations. In cases where the student is unable to perform up to the mark, an extra chance is given to the student for his/her improvement. In such cases re-internal tests are organized for such students to boost their confidence.

Table shows some of the Formative and Summative Evaluations techniques adopted by the Faculty members:

Table 29 Formative and Summative Evaluations

Sr. No.	Formative Evaluation Techniques	Summative Evaluation Techniques
1	PowerPoint Presentations	Surprise test
2	Assignments	Two Internal Tests
3	Projects	Re-Internal Tests
4	Book –Review	
5	Group Discussion	

2.5.5 Detail on the significant improvements made in ensuring rigor and transparency in the internal assessment during the last four year and weightages assign for the overall development of students (weightage for behavioral aspects, independent learning, communication skills etc.)

- Some of the significant improvements made in internal assessment over the 4 year period is as follows –
- Earlier the internal assessment consisted of 100% weightage duly taken in the form of only written internal examination. The University prescribes 60:40 patterns for all Postgraduate courses under Commerce & Management Faculty (where 40 marks are for internal evaluation). The institute can boast of having senior faculty members who were able to influence the Board of Studies of the University into following a strict rigor and transparency especially in the internal assessment of MBA course and the design of the course curriculum was made as per the table given below.

Table 30 Internal Evaluation

Type of Evaluation	Weightage
Internal Tests	50%
Presentations/ Assignment's etc.	25%
Continuous classroom evaluation through interaction	12.5%
Classroom Attendance, Punctuality	12.5%

- Some of the undergraduate courses are in a transition phase in the evaluation pattern, the earlier 80:20 Pattern is currently revised to 60:40 along with CGPA system.
- As regards MCA the evaluation pattern is 75:25.
- Keeping in view all the individual schemes of evaluation the system of internal assessment has been developed course wise with emphasis on written examination, assignments, presentations, and their overall participation in various co-curricular activities. To ensure transparency the answer sheets are made accessible to the students. This gives them an opportunity to identify their problem areas and the areas of improvement.
- These marks are assigned based on performance throughout the Semester. Along with written test, various assignments and presentations made by the students as well as attendance and participation

are considered while evaluating. Communication skills, leadership, motivation, team spirit are given consideration in evaluation.

2.5.6 What are the graduate attribute specified by the college/ affiliating university? How does the college ensure the attainment of these by the students?

- The Institute strives towards academic excellence in the field of Management & IT education in the region, in order to fulfil the dynamic industry demands through holistic development, with focus on right knowledge, attitude, skills and abilities.
- In order to achieve this we provide programs focusing on the holistic development of the individual with emphasis on personality grooming and a strong sense of social as well as environmental responsibility. This is over and above the courses offered by the affiliating University.
- We provide an environment which foster continuous improvement, innovation to enhance student effectiveness. We train students to become the best business minds and entrepreneurs, to lead their organizations successfully in Nation building.
- We ensure attainment of these by -
 - Imparting holistic education to students through giving them free hand to plan, design, develop & organize events targeted at the youth such as HR Meet, IT Quiz, Managers Day, Entrepreneurs Day, Talent Hunt.
 - We also encourage them to conduct cultural activities, sports activities, and events of public interest like Food Carnival, Rang Barse on occasion of Holi, Kite Festival, and Navratri Dandiya Raas etc.
 - To provide quality knowledge, values, and wisdom we provide regular Guest lectures by eminent personalities who are requested to lend their valuable time to address our students.
 - Towards providing best learning environment the Institute provides reading room facility to students who can use premises till midnight. We also ensure that one faculty member is always available should the student require.
 - IMR constantly keeps itself updated with latest technologies to aid the faculty to teach students in a manner at par with requisite standards.
 - To be a major contributor to the society in terms of social education for overall improvement in the standards of their living.



2.5.7 What are the mechanism for redressal of grievances with reference to evaluation both at the college and university level?

- The institute has a formal grievance redressal cell as per AICTE guidelines, we are proud to mention that till date no complaints have been registered, this is because the internal evaluation is done four fronts as established in 2.5.5, the possibility of any dissatisfaction may arise in the internal written test.
- To negate this our institute believes in showing the answer books to the students. The grievance if any thereof is looked into and if found wanting the institute provides another opportunity to rewrite the exam.
- The course coordinators is at the discretion to appropriately resolve matters of students' concern.
- At the university level, a definite procedure is laid down to redress student grievances of which the Institute doesn't have any control.

2.6 Student performance and Learning Outcomes

2.6.1 Does the college have clearly stated learning outcomes? If, yes give details on how the students and staff are made aware of these?

- Yes, we have clearly stated learning outcomes. Our vision, mission and values provide clear understanding of the desired outcomes.
- The vision and Mission statements are prominently displayed so as to always remind the staff about the expectations of the management.
- University syllabus also states the objectives in conducting various courses.
- We ensure attainment of these by -
 - Imparting holistic education to students through giving them free hand to plan, design, develop & organize events targeted at the youth such as HR Meet, IT Quiz, Managers Day, Entrepreneurs Day.
 - We also encourage them to conduct cultural activities, sports activities, and events of public interest.
 - To ensure the learning outcomes are attained, we provide regular Guest lectures by eminent personalities apart from successful completion of their course curriculum.
 - The institute substitutes the curriculum contents by also conducting workshops in case of computer related courses.
 - In case of management related courses a case-study presentation contest is conducted on the occasion of Manager's day activity.
 - Learning outcomes are best achieved through best learning environment. The Institute provides reading room facility to students who can use premises till midnight.

2.6.2 Enumerate on how the institution monitors and communicates the progress and performance of students through the duration of the course/programme? Provide an analysis of the students results/achievements (Programme/course wise for last four years) and explain the differences if any and patterns of achievement across the programmes/courses offered.

- The institute offers Diploma, undergraduate and postgraduate courses in Management and Computer Sciences. The courses are strictly taught as per the university guidelines. The assessment process of the students is measured in terms of internal evaluation test and external examination.
 - The individual performance of the student is gauged by the result obtained in the examination.
 - In case of internal evaluation which is done on four fronts as earlier stated the performance is easier to analyse. The results are displayed prominently on the notice boards.
 - The course coordinator obtains mark sheets from the respective faculty members which is tabulated for reference and further corrective measures.
 - Weak students are provided with remedial coaching.
- In case of external examination the results are made available on University website and marks statements are sent to the institute for distribution.
- The Results are analysed and tabulated subjectwise and also facultywise performance is measured on these parameters, corrective measures such as remedial coaching, bridge courses etc. are planned.
- Following is the list of toppers in the courses for the last four years

Table 31 List of Toppers

Course	Year	Name of The topper	University Rank
MBA	11-12	Chopada Harsha	1 st
	12-13	Ahuja Jyoti	1 st
	13-14	Dhamani Anjali	1 st
	14-15	Mundada Nikita & Boob Komal	Not Declared

MCA	11-12	Birari Jagdish	3 rd
	12-13	Nilam Thakur	2 nd
	13-14	Shweta Ganorkar	1 st
	14-15	Jain Pooja	Not Declared
MBM(CM)	11-12	Agarwal Anjali	2 nd
	12-13	Agarwal Pooja	3 rd
	13-14	Lathi Pooja	3 rd
	14-15	Galani Reshma	Not Declared
MBM(PM)	11-12	Gaikwar Sheetal	1 st
	12-13	Patil Dipali S.	1 st
	13-14	Kulkarni Rahul	1 st
	14-15		Not Declared
BBM(BS)	11-12	Chugara Pooja	1 st
	12-13	Birla Chetna	1 st
	13-14	Bamb Ramaditya	1 st
	14-15		Not Declared
BBM(E-com)	11-12	Rakhi Nara	1 st
	12-13	Komal Boob	3 rd
	13-14	Bhavana Patil	2 nd
	14-15	Lovely Singh	Not Declared
DME&IM	11-12		
	12-13		
	13-14		
	14-15		Not Declared
ADSTM	11-12		
	12-13		
	13-14		

- Following is the Result analysis for last four years

Table 32 Result Analysis

Course	2011-12			2012-13			2013-14			2014-15		
	1 st Class	2 nd Class	Total	1 st Class	2 nd Class	Total	1 st Class	2 nd Class	Total	1 st Class	2 nd Class	Total
MBA	73	46	180	75	27	145	58	22	145			
MCA	22	14	54	24	16	55	27	4	55			
MBM(CM)	67	3	123	46	1	86	54	1	74			
MBM(PM)	37	5	50	35	7	57	10	16	43			
BBM(BS)	34	20	65	52	6	60	28	37	77			
BBM(ecom)	18	14	60	13	3	37	15	13	45			

2.6.3 How are the teaching, learning and assessment strategies of the institution structured to facilitate the achievement of the intended learning outcomes?

- The institute is committed to ensure that the curriculum specified by the university is given due justice in terms of teaching and meeting required number of lectures prescribed. The Management and computer departments of the institute follow this with strict regime.
- The action plan towards achieving this is as follows:

1. Subject allocation is done according to the faculty specialization.
 2. Time table is so prepared so as to ensure availability of prescribed teaching hours.
 3. Study notes in the form of text books developed as per the curriculum is provided where available, and these are supplemented with study notes developed by the concerned faculty for the subject.
 4. Computer faculty under-take periodic training programs regarding latest developments in their field of study and the same is dissipated to the students in regular lectures.
- The process starts with the allotment of subjects to the faculty depending on their respective fields of specialization and liking this exercise is done by the course coordinators.
 - The time-tables are prepared conforming to the prescribed amounts of lectures hours per subject.
 - An academic calendar is prepared so as to ensure that no clashes occur between teaching days and activity days. This is strictly followed to ensure smooth conduct of lectures.
 - The senior faculty members have published text books in conformation with the university syllabus in most of the management subjects and a few of computer subjects. These are distributed to the students at the time of admission and serves as a predominant reference book for their studies.
 - The institute follows the following strategy for internal assessment-

Table 33 Strategy for Internal Assessment

Type of Evaluation	Weightage
Internal Tests	50%
Presentations/ Assignment's etc.	25%
Continuous classroom evaluation through interaction	12.5%
Classroom Attendance, Punctuality	12.5%

- Some of the undergraduate courses are in a transition phase in the evaluation

pattern, the earlier 80:20 Pattern is currently revised to 60:40 along with CGPA system.

2.6.4 What are the measures/initiatives taken up by the institution to enhance the social and economic relevance (quality Jobs, entrepreneurship, innovation and research aptitude) of the courses offered?

- Following are the initiatives taken by the Institute in order to enhance the possibility of quality jobs
 - A Training and Placement Cell is fully functional the officer in-charge strives to establish contacts with maximum Industrial Houses and potential recruiters and a database is maintained.
 - The Placement coordinator also solicits participation of software companies and private sector banks to conduct Campus Interviews.
 - Soft skill training is given to students to enhance their employability.
 - Mock Aptitude Tests and Mock Interviews are conducted for improving performance of students.
 - The summer internship projects (SIP) as well as field work in case of management related Courses and a six month industrial training which is mandatory in case of MCA provides a platform for establishing credible links to obtain a proper placement.
 - To enhance the employability skills special workshops are conducted every year by eminent HR Specialist (Mr. Jayesh More, Director Resume Services)
- In order to enhance the Entrepreneurial qualities following are the initiatives taken by the Institute
 - The students are encouraged to setup temporary canteens in the premises for a limited time during the day and transact. Groups of students are allotted fixed days in a week to show their creativity and entrepreneurial skills. This ensures planning, organizing, and control skills being developed as a management student.
 - The institute in association with M/s MITCON Consultancy & Engineering Services Ltd., an ISO 9001:2008 certified company is regularly conducts a 10 day EDP programme to foster entrepreneurial skills.
 - Entrepreneur Day and Manager's Day is organized every year to focus on developing multiple skills.

- Innovation and research aptitude is cultivated among the students through –
 - Periodic assignments which may or may not be found in the regular textbooks ensuring that the student explores various alternatives to complete the given task.
 - The Institute magazines provide them platform to give expression to their innovative and creative flight.
 - Various surveys are conducted through students in order to obtain a broad understanding of the subject and also focuses on the importance of research methodology.
 - Research cell helps in enhancing research aptitude.

2.6.5 How does the institution collect and analyze data on student learning outcomes and use it for planning and overcoming barriers of learning?

- All the courses are headed by a course coordinator the dates of the internal examination are fixed and after the examination the answer sheet are in the possession of the respective faculty and a copy of the mark sheet is handed over to the coordinator.
- The consolidated statements give a picture about the students’ performance in subjects.
- The observations are then classified in terms of Faculty and the subjects handled.
- Plans are made for the ensuing semester based on the observations.

2.6.6 How does the institution monitor and ensure the achievement of learning outcomes?

- **Faculty observation** – The faculty continuously assess the students through their class participation and involvement in the institute activities. Review of performance after internal assessment is done by respective faculty and extra efforts are made for weak students by special guidance and asking them to repeat the computer practical wherever necessary. Informal general feedback from industry is collected and cognizance of strong as well as weak areas mentioned by them is used for further improvement.
- **Assessment through Activities and presentations** – As a part of continuous evaluation the students are required to actively participate in various activities of the institute as well as through PowerPoint presentations on their subject matter. Also, through various assignments the faculty is able to assess the achievement of the expected learning outcomes.
- **Examination Result Analysis** – Result analysis is done after the university declares the results. The course coordinator do the result analysis of every student to see the academic progress of the student and feedback is given. This analysis is used for planning the pedagogy and lesson in the consecutive semesters.
- **Mentoring** – For courses like MBA a mentor mentee scheme has been introduced from the year 2013-14. Eight senior faculty members of MBA including the director were allotted a set of 24 students on admission to the MBA program. They were designated as mentors. An individual information profile was designed and made to fill by the students which also included their photograph along with their personal information. Students interacted with their allotted mentors about their problems in general mostly related to their rural backgrounds, their inability to communicate in English, and a few of them were concerned about their economic status.

2.6.7 Does the institution and individual teachers use assessment/ evaluation outcomes as an indicator for evaluating student performance, achievement of learning objectives and planning? If ‘yes’ provide and cite a few examples.

- Yes, the following is the pattern of Evaluating Students performance during the course and at the end of the semester

Internal Marks-MBA-March-2015

Roll	Student Name	classroom evaluation O/o 5	Attendance, Punctuality O/o 5	Presentations / Surprise Test / Assignment O/o 10	Internal O/o 20	Total

Internal Marks-MCA- -March-2015

Roll	Student Name	First Internal O/o 25	Second Internal O/o 25	Best of Two Internals O/o 25
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Internal Marks-MBM-CM- -March-2015

Roll	Student Name	classroom evaluation O/o 5	Attendance, Punctuality O/o 5	Presentations / Surprise Test / Assignment O/o 10	Internal O/o 20	Total
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Internal Marks-MBM-PM- -March-2015

Roll	Student Name	classroom evaluation O/o 5	Attendance, Punctuality O/o 5	Presentations / Surprise Test / Assignment O/o 10	Internal O/o 20	Total
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Internal Marks-BBM (BS) - March-2015

Roll	Student Name	classroom evaluation Attendance, 5	Presentations / Assignment O/o 5	Internal O/o 10	Total 20
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Internal Marks-BBM (Ecom) - March-2015

Roll	Student Name	classroom evaluation Attendance, 5	Presentations / Assignment O/o 5	Internal O/o 10	Total 20
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Internal Marks-DM&EIM -March-2015

Roll	Student Name	Internal O/o 20	Total
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Internal Marks-ADSTM -March-2015

Roll	Student Name	Internal O/o 20	Total
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Criterion – III: Research, Consultancy and Extension

3.1 Promotion of Research

3.1.1 Does the institution have recognized research center/s of the Affiliating University or any other agency/organization?

- Yes, Khandesh College Education Society has established a research Centre in 2006 named “JalaSRI” Watershed Surveillance and Research Institute. IMR is associated with the activities of this research center since 2011. Our faculty members and students are actively participating in designing and implementation of various research projects in the areas of Geo-informatics, extension activities, skill and entrepreneurship development and CSR activities conducted by the Centre.
- Proposal to seek approval to IMR institute’s research center is submitted to the University. We hope to obtain the status of Research Centre after accreditation.

3.1.2 Does the Institution have a research committee to monitor and address the issues of research? If so, what is its composition? Mention a few recommendations made by the committee for implementation and their impact.

Two research committees are formed to monitor and address the issues of research. One is the Advisory committee and other is in-house research committee.

- **Advisory committee**

Yes, our Institute has an advisory committee that suggests and advises various research related issues. This committee is formed with 08 members. The representation is given to-

Sr. No.	Name	Representation	Designation	Role
1	Dr. P. R. Chaudhari	Dean, Faculty of Commerce and Management, NMU, Jalgaon	Vice Principal, Moolji Jaitha College, Jalgaon	Member
2	Dr. B. V. Pawar	Dean, Faculty of Science, NMU, Jalgaon	Director & Professor. School of Computer Sciences, NMU Jalgaon	Member
3	Dr. Manish Joshi	Eminent Researcher from University	Associate Prof. School of Computer Sciences, NMU Jalgaon	Member
4	Dr. Sameer Narkhede	Eminent Researcher from University	Associate Prof. School of Management, NMU Jalgaon	Member
5	Dr. Prakash Kothari	Local Management Council – KCE Society.	Professor, Moolji Jaitha College, Jalgaon	Member
6	Dr. P. P. Chajjed	Professors from other institutes	Principal, M D Palesha commerce college, Dhule	Member
7	Dr. Prashant Warke	Professors from other institutes	Director, Godavari Institute of Management & Research, Jalgaon	Member
8	Mr. S.Y.	Person From	Project Manager,	Member

	Prabhudesai	Industry Member, IQAC	Supreme Industries Ltd, Jalgaon	
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In-house Research committee consisting of faculty members -

Table 34 In-house Research committee

Sr. No.	Name	Designation	Role
1	Dr. V. V. Katdare	Director	Chairman
2	Dr. Parag Narkhede	Asst. Prof. MBA	Head, Research Center
3	Varsha Pathak	Asst. Prof. MCA	Coordinator
4	Dr. S.M. Kulkarni	Associate Prof. MBA	Member
5	Dr. Yogesh Mahajan	Associate Prof. MBA	Member
6	Dr. Anupama Chaudhari	Asst. Prof. MBM	Member
7	Ranjana Zinjore	Asst. Prof. MBM	Member

Following are few recommendations made by Advisory committee.

- It was advised to get associated with Research Center established by KCE Society. Subsequently association with 'JalaSRI' was initiated.
- Advisory committee suggested to find the ways of exposing students to the business world. This has prompted in getting associated with Saturday Club Global Trust –An association of entrepreneurs. This has resulted in our students' involvement in 'Consumex' and survey of Jalgaon MIDC.
- In-house research committee recommended issue of laptops to faculty members. Laptops were issued and this has helped them in discharging their teaching work and motivated them to get involved in joining Doctoral research.
- In-house research committee suggested that Yoga and Meditation should be provided to the faculty and students for holistic development. As a result, a 'Certificate course in Self Realization' was introduced on trial basis.

3.1.3 What are the measures taken by the institution to facilitate smooth Progress and implementation of research schemes/projects?

Table 35 Measures Taken by the Institution

Sr. No.	Description	Responses
1	Autonomy to principle investigator	Full autonomy is given to investigator or researcher to plan, design and execute the research.
2	Timely availability or release of resources	Funds sanctioned by outside agency are made available to the researcher. Funds are made available by the Institute to conduct programs for promoting research attitude among teachers and students
3	Adequate infrastructure and human resources.	The institution has adequate infrastructure to facilitate the planning and execution of project. The library has several International and national journals of repute. The institute has a computer centre with sufficient e resources and advanced software like SPSS 23.0 which facilitates data handling. Adequate Human resources are available in the

		institute as Director, Faculties, administrative manager, Office staffs, cleaners, security staff etc.
4	time-off, reduced teaching load, special leave etc. to teachers	Available
5	support in terms of technology and information needs	<ul style="list-style-type: none"> • high-speed internet • Microsoft Campus Agreement • Data Analysis software SPSS 23.0 • E-journals & E-resources through DelNET, NLIST, SAGE & ICFAI.
6	facilitate timely auditing and submission of utilization certificate to the funding authorities	Timely auditing and utilization certificate to funding agency is given.
7	Other resources	PC/laptop for each faculty, Printer, Internet access, Wi-Fi, Seminar room, Stationary, photo copying. Duty leave is sanctioned for research work as per the work schedule of the researcher

3.1.4 What are the efforts made by the institution in developing scientific temper and research culture and aptitude among students?

- **Scientific temper:** The institute expects the students to develop scientific temper by motivating them to participate in research events such as Avishkar, Impact and Conferences. The institute also encourages the students to initiate programs based on latest developments in the fields of management and computer studies.
- **Research culture:** In order to develop a research culture amongst the student community the institute prides itself for influencing the North Maharashtra University to enable 10% of the students of second year MBA to undertake basic research projects primarily aimed at addressing issues of social concern and any other topic useful for the society. As a result of this about 4-5 students are undertaking research projects under the expert guidance of faculty members.
- The Computer Department organizes 'IT_Festa' as national level student competitions. This event is being organized by our institute consistently in the month of February since last fifteen years. It includes software exhibition, paper presentation, IT Quiz, C++/C Programming contest. Every year these competitions are organized by students under guidance of faculty members. Students not only from Maharashtra state but from neighboring states like M.P., Gujarat also participate in this IT festival. The major aim behind organizing this event is to cultivate research culture among the students in the field of Computer Science, Application & Information technology.
- **Research aptitude:** The institute has developed its own research cell with advisors and members belonging to various streams. They are in constant touch with the student community and continuously make them aware of latest developments in science, technology, management and finance. This creates an interest amongst the student community who express their desire to work on certain topics.

3.1.5 Give details of the faculty involvement in active research (Guiding students' research, leading Research Projects, engaged in Individual/collaborative research activity, etc.)

Faculty involvement in active research by guiding students can be elaborated here.

- 21 faculty members are pursuing their Ph.D. degrees and are involved in their individual research work.
- Ph. D is awarded to four members of the faculty in last three years.

Two faculty members have submitted their thesis for adjudication to the University.

- Four faculty members are guiding twenty eight research students for Ph. D.
- One international student from Yemen has been awarded Ph.D under the supervision of our Director.
- Collaborative research activities are conducted with ‘JalaSRI’
- Major research project work is undertaken by one faculty member under Vice-chancellor’s research motivation scheme. A fund of Rs. 70000/- is sanctioned for the purpose. Project work is in progress.
- Two faculty members have cleared PET/NET/SET examinations and will soon register themselves for doctoral research.
- Faculty members provide guidance for project work of students depending on the specialization.
- All faculty members have carried out paper presentation at National and International conferences. Total **48** papers have been presented by the faculty members in national or international conferences in last four years. Total **30** papers are published in reputed journals in last four years.

Papers published in Journals by our faculty members in last four years are

Table 36 Papers published in Journals (2011-15)

Year	Name of Faculty	Publication Title	Journal Vol/Issue Page No	ISSN/ISBN
2015	Narkhede, P. A.	An empirical study of Blood Types and Personality	Pratibha Journal	2277-7261
2015	Warke, N. P., Narkhede, P.A	Child Labour In Unorganised Retail Sector: Facts And Realities (A Case Study Of Jalgaon District)	<i>International Journal of Advanced Research in Management and Social Sciences</i> Volume 4, Issue 7, July 2015 pp.139-147	ISSN: 2278-6236 IF: 5.313
2015	Warke, N. P., Narkhede, P.A	Implementation Status Of Human Resource Issues Of Child Labour In Unorganized Retailing (A Case Study Of Jalgaon District), ,	<i>Tactful Management Research Journal</i>	ISSN- 2319-7935 (Print), 2319-7943 (Online) IF: 2.1632 (UIF)
2015	Dahad, M., & Narkhede, P.A	Driving Business Excellence through Work-Life Balance.,	<i>International Journal of Research and Development, Volume-III Issue-I, pp129-134</i>	ISSN: 2279-0438 (Print)
2015	Warke, N. P., Narkhede, P.A.	Women Empowerment: Skill Enhancement through encouraging entrepreneurship.	Tactful Management Research Journal	2319-7935 (Print) 2319-7943 (Online)
2014	Dahad, M., & Narkhede, P.A.	Effect of Work Life Balance and Ethics on Quality of Service	Vision Research. Jan-2014, pp.126-129	2250-2025
2014	Mantri, S., & Narkhede, P.	Job satisfaction: A comparative study between information technology industry and automobile industry.	Int. J.of Adv. Research in Management and Social Sciences Dec-2014, vol-3 no-12, pp. 1-9	22278-6236
2014	Narkhede, P. A.,	Employee Turnover in Hospitality Industries: a study on food serving staff	JIMS8m: The Journal of Indian Management & Strategy Volume : 19, Issue : 3,	0973-9335 (Print) 0973-9343(Online)

			pp.4-8	
2014	S M Kulkarni	Ethics in Cross-Cultural Management-A perspective for Training Pg 80-82	Vision Research Journal Volume- 4, No1	2250-2025.
2013	Anupama Chaudhari	Impact of Information and Communication Technology (ICT) on the effective Management of colleges	International Journal of Economics and Commerce	2278-2087
2013	Anupama Chaudhari	Use and effects of ICT in administration of colleges of NMU	Vision Research	2250-2025
2013	Mamta Dahad	The HR Challenge In Emerging Markets: Rethinking Strategy, Rewiring Operations & Retaining Talent	Vision Research	2250-2025
2013	Narkhede, P. A.	Human Resource Management in post Globalized Economy	Gyansamita Journal Vol.3, No. 6 : July 2013pp 29-35	2229-6664
2013	Narkhede, P., & Warke, N.	Corporate Social Responsibility by Indian Business Houses.	Vision Research March2013 pp.73-76	2250-2025
2013	Rahate, V., & Narkhede, P.	Managing Educational Services, a strategic outlook.	Asia Pacific Journal of Research, May 2013	2320-5504
2013	S M Kulkarni	Service Quality and Customer Satisfaction: An Empirical Study of LIC's Policyholders in Jalgaon District Pg 81-85	Vision Research Journal Volume-III, No I	2250-2025.
2013	S M Kulkarni	10,000 Women: A case of Goldman Sachs Pg 1-6	International Journal of Contemporary Research in Management, Engineering and Health Sciences, Vol. No: 001, Issue No: 001	2320-1185
2013	S M Kulkarni	Attracting India and Winning Bharat: Can LIC do it? Pg 75-77	Vision Research Journal Volume 3, No2 (Part-II)	2250-2025.
2013	Satish R. Damade, K. P. Adhiya and Ranjana S. Zinjore	Identification Of Devanagari Script From Image Document	International Journal of Computer Engineering and Technology (IJCET) Volume 4, Issue 5	0976-6367 (Print) 0976-6375 (Online)
2013	Tanuja Fegade	A comparative Study of Google and Yahoo Search Engine in Context of precision [162]	Journal of Chemo & Biosphere	2277-4238
2013	V M Pathak	SMS based Information Retrieval with Personalization using Pseudo Relevance Feedback	Journal of Chemo & Biosphere	2277-4238
2012	Anupama Chaudhari	Challenges in using ICT for rural development -A case study of SVM, Pal	Vision Research	2250-2025

2012	Mamta Dahad	Work- Life Balance: The HR Perspective	International Journal of Conference Proceedings	2164-263X
2012	S M Kulkarni	Life Insurance: The Changing Scenario Pg 114-117	International Journal of Advances in Management, Technology & Engineering Sciences, Vol. I, Issue 6 (VI),	2249-7455.
2012	S M Kulkarni	Bancassurance: Can you Bank on it? Pg 76-82	IBMRD's Journal of Management and Research, Vol 1, No 1	2277-7830
2011	Anupama Chaudhari	Expectations of the corporate world and computer management in North Maharashtra University	Vision Research	978-93-81171-04-2
2011	Chaudhari, P. R., & Narkhede, P. A.	HRM issues in Retailing.	International Journal of Retailing and Marketing Sept 2011	0976-318X
2011	Chaudhari, P. R., & Narkhede, P. A.	Attrition Trends in India: Issues & Implications	Vision Research 1 (1). pp.51-54	2250-2025
2011	Narkhede, P. A.	Multiculturalism and Human Resource Management Practices	PCTE Journal Of business Management. Jan-June 2011, pp 56-67	0973-4066
2011	Narkhede, P. A.	Impact of Industrial Relations on labour turnover in Plastic Industries: A Review.	PUMBA Research Journal January 2011,	
2011	Narkhede, P. A.; Lathi,B.J.	Corporate Mergers and Human Resource vis-a-vis Finance	Vishwakarma Business Review 1 (2). pp. 51-57	2229-6514 (Print) 2230-8237 (Online)
2011	V M Pathak	ITRANSEd Marathi Literature Retrieval Using SMS based Natural Language Query	Advances in Computational Research	0975-3273

3.1.6 Give details of workshops/ training programs / sensitization Programs conducted/organized by the institution with focus on capacity building in terms of research and imbibing research culture among the staff and students.

Institute of Management and Research is well known management school for its ever active sensitization programs and their consistency in organizing these events. IT_Festa, Managers day, faculty development program, talent hunt and Synergy has become trademarks of IMR.

Following table lists events from last four years.

Table 37 Programs Conducted/Organized by the Institution

Sr. No.	Date	Program	Resource Person	Participants
1	27, 28 Jan 2015	National Conference on 'Recent trends in Computer Science	Dr. Rajendra Sonar Dr. Bharati Gawali Dr. Manish Joshi	21 Delegates 50 MCA Students

		and Applications' NCRTCSEA-2015	Dr. Ajay Patil	20 Faculty
2	6,7 Feb 2015	IT_Festa 2015	Mr. Sudeep Bansode, HR Talent Acquisition, Persistant, Pune Dr. Ajay Patil Associate Professor, NMU Jalgaon,	600 Students for quiz, 65 teams for Projects 100 teams for paper presentation
3	27 Aug 2014	DELNET Workshop	Dr. Sangeeta Kaul Network Manager Dr. H. K. Kaul, Director, (DELNET New Delhi)	Librarians from Maharashtra
4	16 Dec To 25 Dec 2014	FDP in Android Sponsored by MAMI	Mr. Sanyam Mule IIT Mumbai	20 Students 25 Faculty
5	5,6 Feb 2014	IT_Festa 2014	Dr. Manish Joshi, Associate Professor, NMU Jalgaon.	600 Students for quiz 50 for Projects 80 For Paper Presentations
6	22 Jan 2013 23 Jan 2013	Oracle Certification Workshop	Mr. Suvaryankar Mr. Prathamesh Giridhari	50 Students
7	21 Jan To 25 Jan 2013	FDP in Advance JAVA	Mr. Shirish Paigude, Pune	15 Students 20 Teachers
8	23,24 Feb 2013	IT_Festa 2013	Dr. S. R. Joshi, HR and IT Infrastructure Consultant, Persistent, Pune Dr. B.V. Pawar, Dean Faculty Science & Director SOCS, NMU Jalgaon	27 Teams for Software Exhibition 40 Teams for Paper Presentation 100 participants for Quiz
9	12 Jul 2013	Soft Computing	Dr. Shradha Ingale, Ahemadnagar	25 Students 7 Faculty
10	25, 26 Feb 2012	IT_Festa 2012	Mr. Ravindra Sonone, Rheal Software, Mumbai Deepak Patil, Avibha Solutions, Pune Dr. B V Pawar, Dean, Faculty of Science, NMU, Jalgaon	30 Teams for Software Exhibition 50 Teams for Paper Presentation
11	4 Consecutive Weekends between 11Aug to 2 Sep 2012	Mobile Computing Using Android (For students)	Rudresh Subhedar	85 Students 5 Faculty
12	5,6 Feb 2011	IT_Festa 2011	Chief guest - Mr. Bharat Baser, Team Lead, Infosys	40 Teams For Software Ex.

			Technology	200 Students for C++ Contest
13	21 Oct 2011	Research in Management	Dr. Sachin Kamble, NITIE Mumbai,	32 Faculty
14	22 Oct 2011	Research in Computer Science & Engg.	Dr. R. R. Manza, BAMU Aurangabad Dr. B.V. Pawar (NMU), Dr. Satish Kolhe (NMU), Dr. Manish Joshi (NMU)	35 Faculty
15	12 th Dec 2011 to 14 th April 2012	IBM Industry Oriented Project Development Training	Manav Thakur Seed Infotech, Pune	17 Students 7 Faculty
16	26 Feb 2011	One day Lecture Series on Latest Trend in Computer Science and application Research	Dr. C. R. Rao Dr. Rajeev Wankar, Hyderabad University, Dr. Hemant Kumar, Karnataka, Dr. Apurva Desai Veer-Narmad Gujrat University	35 Faculty

3.1.7 Provide details of prioritized research areas and the expertise available with the institution.

Expertise is available with the institution in the areas of finance, human resource Management, marketing, information technology to be precise and is collaborating with the research center 'JalaSRI' The task of the Institute is to manage certain activities of 'JalaSRI'

The table below gives the glimpse of prioritized research areas and the individuals involved in it.

Table 38 Area of Research Guidance

Sr. No.	Faculty Name	Details of Research Area of Guidance
1.	Dr. V.V. Katdare	Financial management –Governance- Taxation – Banking – Stock markets – costing- Spirituality.
2.	Dr. S. M. Kulkarni	Marketing –Gender equality – Cross cultural training – B2B relations.
3.	Dr. Parag A. Narkhede	Human Resource Management, Organisation Behavior, General Management
4.	Dr. Y. D. Mahajan(on lien)	Marketing Management
5.	Dr. Shama S. Saraf	Personnel Management
6	Dr. Anupama Chaudhari	Computer Management

3.1.8 Enumerate the efforts of the institution in attracting researchers of eminence to visit the campus and interact with teachers and students.

The institute continuously takes initiative to invite eminent researchers, experts and persons from industry for the guidance and motivation to faculties and students.

Following are the efforts taken by our institute to attract researchers of eminence to visit our campus.

- We invite and honor them as guest at the seminars and conferences organized by us.
- Members of advisory committee are also the researchers, they recommend resource persons of their contacts to invite them for the events organized by us.
- The Institute maintains list of prominent speakers, eminent personalities, entrepreneurs and researchers.

Following is the list of a few researchers of eminence visited our campus in last three years.

- Dr. S.O. Junare, Dean, Gujarat Technological University.
- Dr. Tansen Chaudhari, CEO, Pune
- Dr. Sachin Kambale , NITIE, Mumbai
- Mrs. Nina Godbole, IBM Pune.
- Captain Dr. C. M. Chitale HOD Pumba, Pune
- Dr. K.C.Patil, Managing Director of Krishna Pectins Pvt. Ltd, Jalgaon.
- Dr. Hemant Thakar, Director, MBA unit Dept of Comm & Mgmt, Kolhapur University
- Dr. Bharati Gawali, BAMU Aurangabad.
- Dr. Ramesh Manza, BAMU Aurangabad
- Dr. Santosh Sadar, HOD Amravati University
- Dr. Hiremath, Karnataka University
- Dr. Rajiv Wankar, Hyderabad University
- Adv. Dr. Dhondi, Mumbai
- Dr. C. R. Rao , Hyderabad University
- Dr. Ashok Joshi Pune University
- Dr. Surnis, Principal Chetana College, Mumbai.
- Dr. S.B. Shitole, SNDT University, Mumbai
- Dr. Meera Kulkarni, IMS Nagar.
- Dr. S. B. Kolate IMS, Nagar.
- Dr. Sanjeevani Gogavale, ISO consultant
- Mr. Satish Parchure, Maarg Consultancy, Ex. faculty IIM, Kolkata.
- Dr. Vinayak Govilkar, Principal B. Y. K.College Nasik
- Dr. Ajay Dwivedi, VBS Purvanchal University Jaunpur, UP.
- Mr. S. R. Joshi, HR & IT Infrastructure Consultant, Persistant.

3.1.9 What percentage of the faculty has utilized Sabbatical Leave for research activities? How has the provision contributed towards improving the quality of research and imbibing research culture on the campus?

The institution does not have Sabbatical leave. However faculty can apply for leave during their RM coursework, data collection & Industrial visits these are considered under leave with pay.

3.1.10 Provide details of the initiatives taken up by the institution in creating awareness/advocating/transfer of relative findings of research of the institution and elsewhere to students and community (lab to land).

- The faculty members who are doing their Ph.D.'s are necessarily required to share their thesis in the form of presentation with the students and staff of our institute. This helps the researcher to fine tune the thesis at the same time evoke interest amongst students on the topic thereby infusing scientific and research temper.
- After successful completion of the Ph.D. efforts are made to advocate the importance and relevance of the research topic amongst peer faculty of other institutions in the region. A copy of the thesis is kept in library for reference.

- In specific instances the findings are shared to the relevant industry to make necessary changes in the business process. A case in point is the research on “A Study of Labour Turnover and Its Impact on Plastic Manufacturing Industries in North Maharashtra Region” the data and findings has had a definitive impact in the conduct of business in plastic sectors in the Khandesh region.

3.2 Resource Mobilization for Research

3.2.1 What percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization.

- As of Now the institute does not have a fixed budget earmarked for research purpose. However, since the advent of IQAC it is proposed to fix this at 5% of the total expenditure of the institute which is around 3.7 Cr. Per annum.
- The actual utilization of funds under the head of research is as shown in table below-

Table 39 Utilization of Funds under Research Head

Particulars	2011-12 (Rs.)	2012-13 (Rs.)	2013-14 (Rs.)	2014-15 (Rs.)
Amount given to faculty members for attending seminar, workshop, conference & FDP	2,30,539	62,950	38,608	36,633
Amount Spent for Organizing seminar, workshop, conference & FDP	1,96,504	1,22,141	6,711	61,141
SPSS software for research				2,20,716
Ace Analyzer Software for research			1,12,360	

3.2.2 Is there a provision in the institution to provide seed money to the faculty for research? If so, specify the amount disbursed and the percentage of the faculty that has availed the facility in the last four years?

The institute is in the process of finalizing modalities on providing seed money to the faculty for research purpose. The issue has been taken up by IQAC

3.2.3 What are the financial provisions made available to support student for research projects by students?

- The number of students undertaking research projects is meagre. However, for students participating in Avishkar-research activity, the students are provided with expenses related to printing of posters, registration fees, in addition to reprographic facility.
- The Director has discretionary powers to support students for their research projects as well as for participation in National and International seminars/ Conferences/ Workshops on case to case basis.

3.2.4 How do various departments/units/staff of the institute interact in undertaking inter-disciplinary research? Cite examples of successful Endeavors and challenges faced in organizing interdisciplinary research

- The institution is in collaboration with ‘JalaSRI’ and the projects are envisaged on mutual consent and importance to the society. The project is visualized taking into consideration the possibilities, limitations and practical aspects. Once the project is finalized, execution of the project happens under the constant, close supervision of the team leaders, from the faculty of various disciplines from JalaSRI, IMR & M J College. The coordinator ensures that the entire team is participating in all the

steps taken during the project. This collaborative effort continues till the successful completion of the project.

- To cite some of the example of JalaSRI Projects such as Data Design and Warehousing, Environment Impact Assessment & Environment Management, Marketing of Bio-Informatics- Tissue Culture and Mushroom Cultivation, Community and Entrepreneurship Development are of interdisciplinary nature. Our faculty through research cell plans to increase contribution and involvement of our students, available expertise and other resources for successful completion of these research projects.
- The example of the project done for B.C.U.D. North Maharashtra University, Jalgaon by one of the faculty members of our Institute titled 'Development of Mobile Based Information Retrieval System for ITRANS Marathi Literature Access'. The project is to develop a quick literature access on mobile as per the need of user through Short Messaging Service. The team consisted of the principal investigator from computer sciences and an expert in linguistics with support from local public library. The requirement includes exhaustive collection of linguistic data in ITRANS encoding form with a web interface providing access through mobile.
- Apart from the research projects our faculty are continuously engaged in small interdisciplinary projects for the sake of publishing papers in Journals/Conference. Some of these are listed as below -

Table 40 Interdisciplinary Research

Faculty Name	Title of the paper presented	Date	Title of Conference / Seminar
Anupama Chaudhari	Challenges of using ICT in rural development- A case study of SVM, Pal	28/01/12	Grammen : Envisioning the Growth of Real India
Anupama Chaudhari	Administration of higher education using ICT-A critical study	30/01/13	Nurturing Innovations in Business: Building the future
Anupama Chaudhari	Impact of Information and Communication Technology (ICT) on the effective Management of colleges	17-18/10/13	Excellence in Management: Opportunities and Challenges
Anupama Chaudhari	Issues in implementation of ICT for students administration in colleges of North Maharashtra University	11-12/01/14	Ongoing research in Management and IT
Anupama Chaudhari	ICT- Driver for growth of educational institutions in rural area	30-31/01/15	Bridging the Urban-Rural Divide: Through Rural Transformation
Tanuja Fegade, Ranjana Zinjore, Varsha M. Pathak	Identification of Agricultural Problems Faced by Indian Farmers and Use of ICT	1-3/11/14	International Conference on ICT for Rural Development Abstract Publication- ISBN- 978-93-839993-97-0.

3.2.5 How does the institution ensure optimal use of various equipment and research facilities of the institution by its staff and students?

- The Institute offers the best ICT infrastructure to the students and faculty. They are provided with full access to the laboratories which are connected in LAN with Laser Printers. The software used by us are duly licensed.
- The conference hall is made available to the faculty to conduct various activities related to research. It is equipped with conference mic system designed to hold group discussions. The hall is also equipped with LCD projector & remote operated screen to facilitate PowerPoint presentation by the researchers.
- The auditorium which is equipped with a wireless HD projector system along with remote operated screen and a Public Address system is extensively used for conducting pre Ph.D. guide course work of the research students doing their Ph.D. under supervision of our faculty.
- Institute also provides free access to Wi-Fi internet facility so as to get access for online e-Journals & other e-resources
- The Institute library has CDs and DVDs which is referred by the research students. Library also provides separate computers to access online databases and e-resources for research purposes.
- Training programs for teachers in the areas of research are arranged to keep terms with research methodology.

3.2.6 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facility? If “yes” give details.

Yes, the institute has received the following funds under developments of research facilities.

Table 41 Funds under Developments of Research Facilities.

Sr. No.	Industry/Beneficiary Agency	Amount `
1	North Maharashtra University (Under Research Project)	Books worth Rs. 15000/-
2	Maharashtra Association of MCA Institute (MAMI) For Android Lab Setup	Network equipments worth Rs.100000/-

3.2.7 Enumerate the support provided to the faculty in securing research funds from various funding agencies, industry and other organizations. Provide details of ongoing and completed projects and grants received during the last four years.

- The institute has a research cell which actively involves in identifying various research projects and their funding sources. The information on specific projects available for funding is displayed on the notice board for the benefit of the faculty. It also assists in correspondence and matters related to administrative aspects prior to the application for grant of research fund.
- Given below is the list of ongoing projects and grants received in the last four years.

Table 42 List of Projects

Nature of the Project	Duration Year From To	Title of the project	Name of the funding agency	Total Grant		Total grant received till date
				Sanctioned	Received	
Minor	March 2014 to march 2016	Development of Mobile based Marathi Literature Access System	North Maharashtra University, Jalgaon (VCRMS)	70000/-	37500/-	37500/-

3.3 Research Facilities

3.3.1 What are the research facilities available to the students and research scholars within the campus?

Following are the research facilities available to the students and research scholars within our campus.

Table 43 Research Facilities Available

Sr. No.	Facility	Details of Facilities
1	Conference Room (6)	Tables, chairs, microphone, buzzer , LCD, AC
2	Auditorium/ Multi-Purpose Hall (10)	Well-furnished, Stage, mike, amplifier, adequate light and fans, sufficient chairs, projector, AC
3	Workshop/ Computer Training Rooms (20)	Computers, Networking, Tables, chairs, Benches, Switching, Two projectors
4	Seminar Hall (30)	Tables, chairs, projector
5	Computer Laboratories & ICT Facility	Computers , printers, servers, Ac, table, chairs Internet Wi-Fi campus
6	Library and reading room	Books, Journal, Magazines, Scanner, Barcode Printer, Barcode Scanners, CD Collections, Periodical Racks, cupboards, computers, printers, DELNET, N-list, e-books, e-journals etc.
7	Research Software's	SPSS 23.0, Minitab, WEKA, Ace Equity database

3.3.2 What are the institutional strategies for planning, upgrading and creating infrastructural facilities to meet the needs of researchers especially in the new and emerging areas of research?

- IMR has a research advisory committee as specified in 3.1.1. Similarly, the institute has a Research cell that is an internal research supervising group of faculty members representing each course of the institute. These members carry regular meetings with all faculty members to understand the facilities requirements of the research scholars and students. The cell submits these requirements in front of advisory committee.
- Local Management Council conveys recommendations and planning suggested by the advisory committee to Management Council of the KCE Society. Management council of the society in its annual meeting reviews these plans and passes the budget and required grants for the requirements.

3.3.3 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facilities? If „yes“, what are the instruments/facilities created during the last four years?

Yes, the institute has received funds under developments of research facilities. The funds thus received has been utilized for the purpose of establishing network equipment. Further the library has procured reference books in key research areas for the benefit of research.

3.3.4 What are the research facilities made available to the students and research scholars outside the campus / other research laboratories?

The Institute has sufficient research facilities, hence rarely the research scholars require the access to external facilities. However the institute has established sufficient tie-ups in order to facilitate research scholars to obtain help from the following sources-

- Access to Library facilities across all institutions under Khandesh College Education Society is made available.
- JalaSRI Research Center facilities are available for the experimentation for the faculty and students.

- In addition to the above research scholars have permission to utilize the resources under Saturday club global trust for any of the requirements regarding Industry.

3.3.5 Provide details on the library/ information resource centre or any other facilities available specifically for the researchers?

Following are the research facilities available to the students and research scholars within our campus.

Table 44 Facilities Available for Researcher

Sr. No.	Facility	Details of Facilities
1	Computer Laboratories & ICT Facility	Computers , printers, servers, Ac, table, chairs Internet Wi-Fi campus
2	Library and reading room	Books, Journal, Magazines, Scanner, Barcode Printer, Barcode Scanners, CD Collections, Periodical Racks, cupboards, computers, printers, DELNET, N-list, e-books, e-journals etc.
3	Research Software's	SPSS 23.0, Minitab, WEKA, Microsoft Campus agreement, Ace Equity database

3.3.6 What are the collaborative researches facilities developed / created by Research institutes in the college? For ex. Laboratories, library, Instruments, computers, new technology etc.

- No such instance

3.4 Research Publications and Awards

3.4.1 Highlight the major research achievements of the staff and students in terms of

- **Patents obtained and filed (process and product):** No faculty member has filed any patent for any process or product.
- **Original research contributing to product improvement:** No faculty has yet contributed to product improvement.
- **Research studies or surveys benefiting the community or improving the services:**
 - MBA department has undertaken a survey of MIDC area in Jalgaon city. A total of 200 students collected data of around 600 industries. This data includes information about plastic processing industry, Oil mills, electronics & electrical instrument productions units and others. The data will be compiled and analyzed in next step to understand the scope and need of improvement in the services for these industries. The report is proposed to be submitted to Jalgaon Industries Association (JINDA).
 - A research was undertaken on “A Study of Labour Turnover and Its Impact on Plastic Manufacturing Industries in North Maharashtra Region” the data and findings has had a definitive impact in the conduct of business in plastic sectors in the Khandesh region. *This is part of Ph.D. Thesis.*
 - Faculty of MCA department has undertaken a pilot survey to analyse the penetration levels of ICT in the rural areas of Jalgaon District. The subsequent objective is to educate the farmers on the ICT and e-governance initiatives of the government of Maharashtra regarding various schemes, policies & subsidies.
- **Research inputs contributing to new initiatives and Social Development:** Our faculty through research cell plans to increase contribution and involvement of our students, available expertise and other resources for successful completion of projects under JalaSRI. Some of the JalaSRI Projects are related to
 - Nature Conservation and Biodiversity
 - Watershed Development

- Hydrology and Water Resource Management
- Software Development
- Data Design and Warehousing
- Energy Conservation
- Community Development
- Environmental Education

3.4.2 Does the Institute publish or partner in publication of research journal(s)? If “yes”, indicate the composition of the editorial board, publication policies and whether such publication is listed in any international database?

- Research Center of the institute is proposing to publish two annual journals specifically targeted at research scholars of Management and Computer Applications. The composition of the editorial board and further publication policies is yet to be finalized.

3.4.3 Give details of publications by the faculty and students:

- **Publication per faculty**
- **Number of papers published by faculty and students in peer reviewed journals (national / international)**
- **Number of publications listed in International Database (for Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)**
- **Monographs**
- **Chapter in Books**
- **Books Edited**
- **Books with ISBN/ISSN numbers with details of publishers**
- **Citation Index**
- **SNIP**
- **SJR**
- **Impact factor**
- **h-index**

- **Publication per faculty**

Table 45 Publication per Faculty

Sr. No.	Name of the Faculties	Research Publications		Total
		International	National	
1	Dr. V.V. Katdare	1	1	2
2	Dr. S. M. Kulkarni	6	8	14
3	Mr. B. J. Lathi	2	5	7
4	Dr. Parag Narkhede	5	16	21
5	Mr. Anilkumar Marthi	1	4	5
6	Mrs. Mamata Dahad	2	3	5
7	Mr. Rajeev	5	1	6
8	Dr. Shama Saraf	0	4	4
9	Mr. Prashant Patil	2	2	4
10	Mrs. Anupama Chaudhari	2	3	5
11	Mr. Vishal Sandanshive	1	2	3

12	Mrs. Rohini Bodas	1	4	5
13	Mrs. Priyanka Kharare	0	2	2
14	Mr. Nishant Ghuge	1	0	1
15	Mrs. Shweta Chordiya	0	3	3
16	Mr. Yogesh A. Patil	1	1	2
17	Mr. S. N. Khan	0	0	0
18	Mrs. Varsha M. Pathak	5	4	9
19	Mr. Uday Chatur	0	2	2
20	Mrs. Tanuja Fegade	1	4	5
21	Mrs. Rupali Narkhede	0	0	0
22	Mrs. Zinzore Ranjana	3	4	7
23	Vivek Yawalkar	0	3	3
24	Samadhan Bundhe	1	0	1

- **Number of papers published by faculty and students in peer reviewed journals (national / international)**
 - Please refer above table of research publications.
- **Number of publications listed in International Database (for Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)**

Total No.06

Table 46 publications listed in International Database

Faculty Name	Number of Publications
Dr. Parag Narkhede	11
Varsha M. Pathak	06
Ranjana Zinjore	02

- **Monographs: NIL**
- **Chapter in Books**

Table 47 Chapter in Books

Sr. No.	Name	Title with page Nos.	Type of Book & Authorship	Publisher & ISSN /ISBN No.
1	Dr Kulkarni Shubhada Mohan	Post Offices in 'New Avatar' Pg 62-69	Recent Trends in Commerce, Management and IT, (Ed Dr Atmaram Palnitkar, Dr Kunal Badade & Dr Brij Dayma) Vidyabharti Publications, Latur, 2010	ISBN 81-7876-075-4.
2	Dr Kulkarni Shubhada Mohan	Learning and Developing Organisation Pg 29-38	Managing Strategies for sustainable Competitive Advantage-Vision and Challenges,(Ed Dr Preeti Agarwal & Sanjay Sugandhi) SGR	ISBN 978-81-909936-0-9

			Publications, 2010,	
3	Dr Kulkarni Shubhada Mohan	A Case Study of Aryan Agro Tourism Park Jalgaon, Maharashtra, Pg 236-248	Environmentally Sustainable Development- A Bag of Green Profits, 2010, Excel India Publishers, Delhi	ISBN 978-93-80043-78-4.
4	Dr Kulkarni Shubhada Mohan	Strategic Intent: Beginning Of The Road Ahead Pg 303-317	Strategic Management: National And Global Perspectives, 2010, (Ed Dr Mridula Sahay) Excel India Publishers, Delhi,	ISBN 978-81-317-5633-1.
5	Dr Kulkarni Shubhada Mohan	Will Wealth Plus Make Lic Wealties? Pg 35-39	Case Studies In Marketing,(Ed Kanwal Nayan Kapil & Jaydeep Mukherjee) Pearson, 2011,	ISBN 978-81-269-1265-0
6	Dr Kulkarni Shubhada Mohan	Talent Management: A Roa Map To Success Pg 273-283	Talent Management In India: Challenges And Opprtunities, (Ed Massod Hasan, Anilkumar Singh & Somesh Dhamija) Atlantic, 2009	ISBN 978-81-910591-4-4
7	Dr Kulkarni Shubhada Mohan	Jalgaon Janata Sahakar Bank: Self Help Groups- A Case Study Pg 22-29	Rural Management And Development Grameen: Envisioning The Growth Of Real India (Ed Dr Shilpa Bendale) Times Books Publisher & Distributors, Pune,.	ISBN 978818329746X
8	Dr Kulkarni Shubhada Mohan	Development Officer's Role In Growth Of Lic Pg 317-323	Mapping Excellence Policies For India,(Ed Seema Desai, Hemlata Gaikwad & Anuradha Gaikwad) 2012, Himalaya Publishing Ltd, Mumbai,	ISBN 978-93-5097-528-2
9	Dr Kulkarni Shubhada Mohan	Study Of Buyer Behaviour Of Lic's Policyholders In Jalgaon District Pg 192-203	Challenges And Opportunities In Business Management And Information Technology,(Ed Dr E B Khedkar & Dr O P Haldar 2013, House Pvt Excel Books,2011	ISBN 978-81-7446-906-9
10	Dr Kulkarni Shubhada Mohan	Role Of Self Help Groups In Developing Entrepreneurship In Women Pg133-142	Myths And Realities :India Advantage (Ed Brig Rajiv Divekar, Prof D M Deshpande, Dr B R Londhe &Dr Pradnya Chitrao)	ISBN 978-93-80638-59-1
11	Dr. Shubhada Kulkarni & Dr. Parag Arun Narkhede	"Ethics and Medical Profession: How Noble is this Noble Profession"	Atharva Publication pp. 37-42	ISBN 978-93-81171-48-6
12	Dr. Parag Arun Narkhede	"Influence of Cross-Cultural Diversity on Human Resource Management Practices"	Himalaya Publishing House	ISBN 978-81-8488-279-7
13	BJ Lathi & Dr. Parag Arun	"Managing strategies for Sustainable	SGR Publications Pvt. Ltd., Nagpur	ISBN 978-81-909936-

	Narkhede	Competitive Advantage: Vision & Challenges”		0-9
14	Dr. Parag Arun Narkhede & BJ Lathi	“Employee Retention in service Sector: Challenges before HRM”	Himalaya Publishing House Pp. 204-212.	ISBN 978-93-5024-768-6
15	BJ Lathi	“Cultural Diversity & HRM	Himalaya Publishing House	ISBN 978-81-8488-279-7

- **Books Edited: NIL**
- **Books with ISBN/ISSN numbers with details of publishers**
Books with ISBN/ISSN numbers with details of publishers as follows: (Total 44)

Table 48 Books with ISBN Numbers

Sr. No.	Name	Title With Page Nos.	Type Of Book & Authorship	Publisher & ISSN /ISBN No.
1	Dr. Vivek Katdare	Quantitative techniques	Text book	Prashant Publications ISBN- 978-93-80638-06-5
2	Dr. Vivek Katdare	Financial Accounting for Managers- Talley 9.2	Text book	Atharva Publications ISBN- 978-81-90999-25-0
3	Nishant Ravindra Ghuge	Foundation Course For Managers	Text Book	Prashant Publication ISBN 978-93-84228-77-4
4	Dr Kulkarni Shubhada Mohan	Corporate Communication Skills	Text Book	Prashant Publication ISBN: 978-93-80697-03-1.
5	BJ Lathi	<i>Cases studies in Production Management</i> ”,	Text Book	University of Kolhapur (ISBN-978-81-8486-340-6).
6	BJ Lathi & Dr.Parag Arun Narkhede	“Human Resource Management”	Text Book	
7	Dr. Parag Arun Narkhede & BJ Lathi	Business Research Methods”.	Text Book	Academic Publishers and Distributors ISBN-978-81-929395-7-5
8	Anil Kumar Marthi	Strategic Management	Text Book	Prashant Publication ISBN 978-93-80638-88-1.
9	Anil Kumar Marthi	Global Marketing Management	Text Book	Prashant Publication ISBN 978-93-80638-96-6.
10	Anil Kumar Marthi	E-Commerce & Excellence Management	Text Book	Prashant Publication ISBN 978-93-80638-67-6
11	Anil Kumar Marthi	Supply Chain Management	Text Book	Prashant Publication ISBN 978-93-80638-69-0
12	Dr.Parag Arun Narkhede	“Labour Turnover In Plastic Industries”	Text Book	Lambert Academic Publishing Gmbh & Co. Kg, Germany ISBN - 978-3-659-16044-8
13	Ms. Mamata Dahad & Dr.Parag Arun Narkhede	Performance & Compensation Management”	Text Book	Prashant Publications, Jalgaon ISBN-978-93-81546-40-6
14	Dr.Parag Arun Narkhede & Ms. Mamata Dahad	Industrial Relation & Trade Union”	Text Book	Prashant Publications, Jalgaon ISBN-978-93-80638-98-0
15	Dr.Parag Arun Narkhede	Corporate Social Responsibility”	Text Book	Prashant Publications, Jalgaon ISBN-978-93-80638-69-0

16	Dr.Parag Arun Narkhede	“Principles Of Management”	Text Book	Atharva Publications, Dhule. ISBN-978-81-90999-24-3
17	Dr.Parag Arun Narkhede	Industrial Relation & Trade Union”	Text Book	Atharva Publications, Dhule. ISBN-978-93-81171-79-0
18	Dr.Parag Arun Narkhede	Research Methodology In Commerce & Management”	Text Book	Atharva Publications, Dhule (ISBN-978-93-81171-78-3)
19	Dr. Parag Arun Narkhede	“Corporate Social Responsibility” 2 nd edition	Text Book	Prashant Publications, (ISBN-978-93-84228-79-8)
20	Mrs. Anupama P. Chaudhari	Management Information System and ERP	Text Book	Atharva Publications - ISBN 978-93-81171-01-1
21	Mrs. Anupama P. Chaudhari	Programming in C++	Text Book	Atharva Publications - ISBN 978-93-81171-66-0
22	Mr. Waghulde Dhanpal Nivurutti	C# Programing	Text Book	Prashant Publications ISBN 978-93-80638-70-6
23	Ms. Mamata Dahad	Organisational Behaviour Approx 200	Text Book	Atharva Publications ISBN 978-93-81171-16-5,
24	Ms. Mamata Dahad	Business Management – Approx 150	Text Book	Prashant Publications, ISBN 978-93-80638-98-0
25	Ms. Mamata Dahad	Industrial Relations & Trade Union Approx 170	Text Book	Prashant Publications ISBN 978-93-81546-40-6,
26	Dr.Yogesh D Mahajan	Introduction To Operations Management	Text Book	Prashant Publications ISBN-978-93-80638-91-1
27	Dr.Yogesh D Mahajan	Services Marketing	Text Book	Atharva Publication 978-93-81171-00-4
28	Pramod Prakash Ghogare	Ruby Programming Language	Text Book	Atharva Publication 978-93-81171-38-7
29	Pramod Prakash Ghogare	Java Programming	Text Book	Atharva Publication 978-93-81171-44-8
30	Pramod Prakash Ghogare	Computer Fundamentals And Operating Systems	Text Book	Atharva Publication ISBN-978-93-80638-63-8
31	Prashant Vijaysing Patil	Indian Commercial Law	Text Book	Prashant Publication ISBN-978-93-80638-89-8
32	Prashant Vijaysing Patil	Financial Derivatives	Text Book	Prashant Publication ISBN-978-93-81171-44-8
33	Mr. Rane Rakesh Kishor	Computer Fundamentals And Operating Systems	Text Book	Atharva Publication ISBN-978-93-81171-02-8
34	Mr. Rane Rakesh Kishor	Database System And Sql Server - 2008	Text Book	Atharva Publications - ISBN 978-93-81171-03-5
35	Samadhan Ashok Bundhe	Introduction To Animation And Flash Pages -104	Text Book	Atharva Publications - ISBN 978-93-81171-40-0
36	Samadhan Ashok Bundhe	Vb. Net Pages - 80	Text Book	Prashant Publications ISBN-978-93-80638-92-8
37	Mr. Vishal Rajendra Sandanshive	Global Economic Scenario	Text Book	Prashant Publication
38	Mrs. Ranjana	IT For Manager	Text Book	Prashant Publication

	Zinjore Mrs. Monali Khachane Dhanpal Waghulde			
39	Nishant Ravindra Ghuge	Financial Management For Mba	Text Book	Prashant Publication ISBN 978-93-80638-61-4
40	Amol Prakash Pande	Research Methodology & Statistical Tools	Text Book	Atharva Publications - ISBN 978-93-81171-08-0
41	Amol Prakash Pande	Information System Audit	Text Book	Atharva Publications - ISBN 978-93-81171-67-7

- **Citation Index**

Varsha M. Pathak 4 Ref. Google Scholar

- **SNIP: NIL**

- **SJR: NIL**

- **Impact factor**

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2.1632(UIF) Tactful Management Research Journal

2.1632(UIF) Tactful Management Research Journal

- **h-index**

Varsha M. Pathak 2 Ref. Google Scholar

3.4.4 Provide details (if any) of

- **Research awards received by the faculty**
- **Recognition received by the faculty from reputed professional bodies and agencies, nationally and internationally**
- **Incentives given to faculty for receiving state, national and international recognitions for research contributions.**

- **Research awards received by the faculty- The following are the awards received by the Faculty members.**

Table 49 Research Awards

Sr. No	Name of Faculty	Award
1	Ms. Anupama Chaudhari	Best Research Paper Award
2	Ms. Ranjana Zinjore	2 nd Best Research poster Award at national seminar in NLPIP-2015
3	Ms. Ranjana Zinjore	2 nd Best Research poster Award in Indian Science Congress association Kerala 2012

- **Recognition received by the faculty from reputed professional bodies and agencies, nationally and internationally-**

Table 50 Recognition Received

Sr. No	Name of Faculty	Recognition Received
1	Dr. V. V. Katdare	<ul style="list-style-type: none"> • Fellow of the Institute of Chartered Accountants of India. • Fellow of Institute of Cost Accountants of India.
2	Dr. Shubhada Kulkarni	<ul style="list-style-type: none"> • Winner Sakal Madhurangan Tejaswini Puraskar 2008 for Education field. • Best Zone Hon. Secretary award. Zone-7, Rotary International 3030 India for 2012-13. • Rotary Outstanding Teacher Award- Rotary Club Of Sangam, Chalisgaon, Rotary International District 3030, 20 March 2015
3	Dr. Parag Narkhede	<ul style="list-style-type: none"> • Appointment in Editorial Board of IARS' International Research Journal for the chair of Associate Editor • Appointed consulting editor for Global Disclosure of economics and Business of Asian Business Consortium.

- **Incentives given to faculty for receiving state, national and international recognitions for research contributions. : NIL**

3.5 Consultancy-

3.5.1 Give details of the systems and strategies for establishing institute industry interface?

- The Institute provides consultancy services at the local level. The business houses approach the institute on specific issues for which the institute deputes the senior faculty to study, analyse and provide solutions. The industries to whom consultancy has been provided are-
 - Chabbi Electricals Pvt. Ltd.
- Some of the strategies to improve industry institute interaction include guest lectures, invitation to members of the business community to address at the events held by the institute such as Entrepreneurs day, Managers day, IT Festa, HR Meet, and HR Mind Crushers etc.
- The alumni of the institute who are well placed in the industry contribute towards establishing meaningful relations with respect to summer internship placement and entry level job opportunities.

3.5.2 What is the stated policy of the institution to promote consultancy? How is the available expertise advocated and publicized?

- In tune with the vision and mission policies, the institute is developing policies with respect to consultancy service. As a part of this exercise the institute has a policy to offer regular guest lecture from people belonging to the industry. This helps the people from industry to recognize the potential of the faculty members their areas of expertise and how this could be utilized by the industry in the form of consultancy service.
- Another exercise towards developing a policy for consultancy service is introductory letters of students visiting various industries for summer internship projects, the letters introduce the students as

well as the institute and its core areas of specializations and expertise. This forms a platform to publically advocate and publicize the possibility of offering consultancy service to the industry.

- The Institute keeps itself updated with the latest technologies to aid our faculty at par with requisite standards so as to enable them to be ready to offer any consultancy service.
- Faculty members are encouraged to organize industry visits at local as well as outstation locations.
- IMR has initiated MOUs with Saturday club, JalaSRI. These MOUs are mainly aimed to offer expertise of Management and IT faculty to the industrialist, managers, entrepreneur and businessmen to discuss and help them to solve their problems.
- Director of the institute Dr. V. V. Katdare is a Chartered Accountant. As a consultant and counselor he is associated with many organizations. This gives a platform to publicize the expertise available in IMR.
- Some of the senior faculty members are well connected in the society which also helps in word of mouth publicity.

3.5.3 How does the institution encourage the staff to utilize their expertise and available facilities for consultancy services?

- As of now the consultancy services offered by the institute is in a group depending on the area. Efforts are on to promote consultancy service in the individual capacity.
- The institute provides special leave, and infrastructure to conduct consultancy services.

3.5.4 List the broad areas and major consultancy services provided by the institution and the revenue generated during the last four years.

- The following are the broad areas of consultancy service
 - Marketing
 - Finance & Cost accountancy
 - Human Resources
 - Operations
 - Computer Applications
 - Information and Communication Technology
 - SPSS
 - Sensor
 - Image processing
 - Information retrieval
 - Web development

Table 51 Revenue generated by consultancy.

Year	Revenue Generated Rs.
2014-15	12000
2013-14	00
2012-13	00
2011-12	00

3.5.5 What is the policy of the institution in sharing the income generated through consultancy (staff involved: Institution) and its use for institutional development?

- The existing policy in sharing the income generated through consultancy is in the ratio of 70: 30 (staff involved: Institution)

3.6 Institutional Social Responsibility (ISR) and Extension activities

3.6.1 How does the institution promote institution-neighborhood community network and student engagement, contributing to good citizenship, service orientation and holistic development of students?

- The Institute encourages its students to interact with the neighborhood community by allowing them to organize national festivals such as Navratri, Holi, Ganesh Chaturthi, Dahi-handi, food festival etc. in the campus. Students are also encouraged to bring in their near and dear ones.
- The students also are involved in socially responsible activities of Gandhi Research Foundation, Anubhav-Setu (NGO), IMR Rotaract club activities, the tree plantation programs, Blood donation camp etc.
- In addition to the above the institute has listed out values to be cherished and the students are expected to conduct one or two programs/events highlighting the values considered. This is likely to be in practice from the academic year 15-16 the values that are contemplated are - Uniqueness & simplicity, Freedom & Courage, Co-Operation & trust, Commitment to Excellence, Humanity & Respect, Determination & devotion, Assertiveness & Spirituality, Dignity of Work, Punctuality & Self Discipline, Honesty & Integrity, Self-Reliance, Empathy & Social Concern.

3.6.2 What is the institutional mechanism to track students' involvement in various social movements / activities which promote citizenship roles?

- The institute ensures that the faculty members take responsibility in organizing any of the activities concerned they ensure that student representation is present from all streams and also are in-charge of ensuring attendance.
- Student coordinator(s) is nominated who in turn takes assistance from few other students and form a team, distribution of work takes place to ensure maximum success of the event.
- The respective faculty also allots certain credits which are considered at the time of internal evaluation under event management.

3.6.3 How does the institution solicit stakeholder perception on the overall Performance and quality of the institution?

- The institution solicits the stakeholder perception on the overall performance and quality of institution through formal and informal means.
- Student feedback: The institute conducts periodic feedback from the students at the end of the academic year which encompasses questions covering aspects of teaching, learning environment, faculty and the institute itself.
- Parent teacher meets: it is the practice of the institute especially for under graduate courses to call for parent teacher meet during the academic session. The expectations from the parents are noted and efforts are put to meet the same.
- Alumni Meet: this is organized every year in the month of Feb-March through formally structured Alumni Association. The feedback of alumni is communicated to concern course coordinator for necessary improvement. Similarly any improvement in matters relating to management are put forth in the Local Management Committee (LMC) meeting.
- Industry feedback: the institute is well known for its stress on participation from the industry. It also ensures that the requirements of the industry is acknowledged. This is made possible through regular guest lectures and also with the help of our training and placement cell.

3.6.4 How does the institution plan and organize its extension and outreach programs? Providing the budgetary details for last four years, list the major extension and outreach programmes and their impact on the overall development of students.

- Planning of extension and outreach programs.
 - IMR plans its extension and outreach programs through “Student Development Cell.
 - In addition to this each department plans its own extension activities.
 - These activities are aimed not only for the student development but also for the development of the relationship of our institute with social and industrial stakeholders.
 - Some of these activities turned into a well formed long term collaboration.
 - MOU with Saturday Club global trust is one of the successful collaboration.
 - Anubhav Setu Projects are executed by students under guidance of our faculty.
 - Rotaract club is jointly established by faculty and students.
 - Alumni Association is formed with formal office bearer.

- Following is the list of extension and outreach programs conducted by the institute in the last four years

Table 52 Extension and Outreach Programs

Academic year (2011-2012)			
Date	Name of the Programme	Resource person / Coordinator	Budget
01/08/2011	Quiz & Project competition	IMR faculty	
03/08/2011	Project competition on Scams in India	IMR faculty	
09/08/2011	Uninor youth icon contest	IMR faculty	
13/08/2011	Project competition on income and expenditure analysis of family in different groups	IMR faculty	
17/09/2011	Corporate quiz	IMR faculty	
01/10/2011	Personal interview	IMR faculty	
12/12/11 to 14/04/12	IBM industry oriented project development training	Seed Infotech, Pune	
Academic year (2012-2013)			
Date	Name of the Programme	Resource person / Coordinator	Budget
27/06/2012	Workshop in English speaking	Prof. Mahendra Tayde	
04/07/2012	Workshop on self-awareness and self esteem	Dr.V.V.Katdare	
14/07/2012	Group discussion	IMR faculty	
25/07/2012	Quiz competition	IMR faculty	
01/08/2012	Industrial Study tour at Jain irrigation (Bambhori and Shirsoli plant)	IMR faculty	
09/08/2012	Personality development and How to study?	Shri K.D. Kolhe	
22/08/2012	Seminar on Pranik Healing	Miss. Ruchi Bothara	
29/08/2012	Conducting Aptitude Test	Class teacher	
13/09/2012	Ad Mad show (creative &	IMR faculty	

	innovative ideas with fun)		
11/01/2013	Workshop on “Software of the mind”	Dr.V.V.Katdare	
Academic year (2013-2014)			
Date	Name of the Programme	Resource person / Coordinator	Budget
06/07/2013	Video lecture on Life changing experience	Sandeep Maheshwari	
02/08/2013	Project competition on “Entrepreneurship development” had been organized and 08 group of students participated	IMR faculty	
16/09/2013 to 18/09/2103	Three days workshop on Entrepreneurship development	Shri Sanjay Shidhaye	
02/10/2013	GD competition organized by Asha foundation	Girish Kulkarni	
20/12/2013	Industrial visit to Parle G,R.J.Foods,MIDC,Jalgaon	IMR faculty	
24/12/2013	Organizing business game	IMR faculties	
27/12/2013	Movie club film Gafla based on Harshad Mehta and stock market	IMR faculties	
31/12/2013	Movie club film “The Secret”	IMR faculties	
Academic year (2014-2015)			
Date	Name of the Programme	Resource person / Coordinator	Budget
09/06/2014	Social issues programme organized in association with ASHA foundation	Mrs. Rubal Agrawal (District Collector) & Mrs. Swapnja Patwardhan (Pune)	
09/07/2014	AD MAD show competition	IMR faculty	
10/07/2014	Live telecast of financial budget	IMR faculty	
16/07/2014	Presentation competition on Indian Budget	IMR faculty	
24/12/2014	Lecture on Self study	Dr.V.V.Katdare	
27/12/2014	Elocution competition organized by Rotract club of Jalgaon	Dr.Shama Saraf,Jaywardhan Neve and Prince Nigam	
14/01/2015	Awareness programme on Safe driving		
30/01/2015	CJGJ project in association with Gandhi research foundation	Bhavarlal Jain,Dr.V.V.Katdare	

Table 53 Extension and Outreach Programs Sports

Academic year (2014-2015)			
Date	Name of Event	Sport/ Games	Budget
28 to 30 Jan 2015	7 th Krida Vedh	Athletics, Volleyball, Badminton Table tennis, Musical chair, Tug of War, Carrom, cricket, Box Cricket, Dough Ball	17046
Academic year (2013-2014)			
Date	Name of Event	Sport/ Games	Budget
31 Jan to 2 Feb 2014	6 th Krida Vedh	Badminton Table tennis, Musical chair, Tug of War, Carrom, cricket, Box Cricket, Dough Ball	17046
Academic year (2012-2013)			
Date	Name of Event	Sport/ Games	Budget
25 to 27 Jan 2013	5 th Krida Vedh	Badminton, Table tennis, Musical chair, Tug of War, Carrom, cricket, Box Cricket, Dough Ball	14785
Academic year (2011-2012)			
Date	Name of Event	Sport/ Games	Budget
28 to 30 Jan 2015	4 th Krida Vedh	Badminton Musical chair, Tug of War, Carrom, cricket,	9382

- **Impact on the overall development of students:** the institute is committed towards holistic of the students and is prominently displayed in our vision. In order to ensure this the extension and outreach programs expand the avenues as well as exposes the student into thinking with a broad perspective. We have all the confidence that the above programs may have induced much required knowledge and understandings on the various topics addressed.

3.6.5 How does the institution promote the participation of students and faculty in extension activities including participation in NSS, NCC, YRC and the National / International agencies?

- The institute in its activities ensures sufficient representation from all the courses and the students are divided into various committees. One such committee is the promotion committee which ensures that the program details of the events are printed in the form of brochures, posters and pamphlets along with the registration form. The promotion team visits all the respective institutes under NMU to ensure maximum participation.

3.6.6 Give details on social surveys, research or extension work (if any) undertaken by the college to ensure social justice and empower students from under-privileged and vulnerable sections of society?

- Blood donation Camps conducted annually on the occasion of death anniversary of our erstwhile Director Dr. Shamkant Deshpande
- Tree plantation is undertaken every year in the month of July-August wherein the students plant saplings not only in the vicinity of the institute but also at various important junctions of the city.
- Swachta Abhiyan is an initiative to help the municipal corporation of Jalgaon in creating awareness as well as implement cleanliness in V.V.Golani Market (A biggest market yard selling fruits vegetables, electronic goods, in addition to providing office accommodation). This exercise has been initiated by Gandhi Research Foundation and being executed by IMR students.
- Abhinav-setu is an initiative to create awareness on various issues in the slums of Jalgaon city. The students extend their services by conducting social surveys, awareness campaigns on their behalf.
- Lokmat Sakhimanch/ Sakal Madhurangan is a program organized for women empowerment wherein various concerned issues are addressed. The institute provides its infrastructure and computer faculty to train women on Computer awareness.

3.6.7 Reflecting on objectives and expected outcomes of the extension activities organized by the institution, comment on how they complement students' academic learning experience and specify the values and skills inculcated.

- The extension activities of the institute focuses on providing relevant additional knowledge and information which is over and above the prescribed syllabus. The activities are so planned that the students' gets to understand the overall concept with a wider perspective to enable him understand the course content. In addition to the above the institute has listed out values to be cherished and the students are expected to conduct one or two programs/events highlighting the values considered. This is likely to be in practice from the academic year 15-16 the values that are contemplated are - Uniqueness & simplicity, Freedom & Courage, Co-Operation & trust, Commitment to Excellence, Humanity & Respect, Determination & devotion, Assertiveness & Spirituality, Dignity of Work, Punctuality & Self Discipline, Honesty & Integrity, Self-Reliance, Empathy & Social Concern.

3.6.8 How does the institution ensure the involvement of the community in its reach out activities and contribute to the community development? Detail on the initiatives of the institution that encourage community participation in its activities?

- Food festival is an initiative by the institute started in the year 2015 on a pilot basis the intention is to encourage public participation in the institutes venture. It was proposed to provide an equal opportunity amongst the member of the community to share their expertise innovations and tips with the students of our institute. The food festival was conducted in the premises of our institute and members from the community were invited to visits the food stalls.
- A book exhibition is also conducted every year which is open to the public. The books displayed varies from text book to fictions and non-fictions, from scientific to socially relevant topics.
- The institute also provides an opportunity to the community to participate in the yoga classes which takes place in the premises of the institute every day between 4.00 PM to 5.00 PM. During the winter months the patronage is at its peak.

3.6.9 Give details on the constructive relationships forged (if any) with other institutions of the locality for working on various outreach and extension activities.

- The institute has immediate neighbor in the form of a non-governmental organisation ASHA foundation. Our institute has established a tie up with the foundation which actively runs various outreach and extension activities in the best interest of school children in the city of Jalgaon. They also undertake women centric programs such as awareness campaigns, programs on various sensitive issues.
- The institute also has an arrangement with one of its sister concern KCES'S College of Engineering and Information Technology as regards conduct of national level

conferences/seminars/workshops/FDP's. As per the guidelines of KCE Society's executive council, the institute is required to provide all relevant expertise in organizing such events.

3.6.10 Give details of awards received by the institution for extension activities and/contributions to the social/community development during the last four years.

NIL

3.7 Collaboration

3.7.1 How does the institution collaborate and interact with research laboratories, institutes and industry for research activities. Cite examples and benefits accrued of the initiatives - collaborative research, staff exchange, sharing facilities and equipment, research scholarships etc.

- The institution is in collaboration with 'JalaSRI' and the projects are envisaged on mutual consent and importance to the society. The project is visualized taking into consideration the possibilities, limitations and practical aspects. Once the project is finalized, execution of the project happens under the constant, close supervision of the team leaders, from the faculty of various disciplines from JalaSRI, IMR & M J College. The coordinator ensures that the entire team is participating in all the steps taken during the project. This collaborative effort continues till the successful completion of the project.
- To cite some of the example of JalaSRI Projects such as Data Design and Warehousing, Environment Impact Assessment & Environment Management, Marketing of Bio-Informatics- Tissue Culture and Mushroom Cultivation, Community and Entrepreneurship Development are of interdisciplinary nature. Our faculty through research cell plans to increase contribution and involvement of our students, available expertise and other resources for successful completion of these research projects.

3.7.2 Provide details on the MoUs/collaborative arrangements (if any) with institutions of national importance/other universities/ industries/Corporate (Corporate entities) etc. and how they have contributed to the development of the institution.

- The following are the list of MOU's and Collaborative arrangements of our institute
 - An MoU with Saturday Club global trust is established in the best interest of both the organisation. The students of our Institute get to understand various aspects of the industry and the Saturday club benefits in utilizing the services of our students.
 - A collaborative arrangement with Creative Group is established where the students of our institute helped the organisation in various activities such as program hosting, marketing support, product demonstrations, sales promotion in the event 'Constro world'
 - Gandhi Research Foundation's Swachta Abhiyan is an initiative to help the municipal corporation of Jalgaon in creating awareness as well as implement cleanliness in V.V.Golani Market.
 - A collaborative arrangement is also made with The Institute of Cost Accountants of India to provide guidance on costing principle and practices for the industry, to create awareness on the new norms for cost accountancy, to conduct Investor awareness program. The progrms are so far been conducted at D.N College, Faizpur, P.O. Nahata College, Bhusawal , Godavari Institute Of Management And Research, Jalgaon, Moolji Jaitha College, Jalgaon, Baheti College, Jalgaon, Arts, Commerce, Scoence College Ainpur, Nutan Maratha College, Jalgaon

3.7.3 Give details (if any) on the industry-institution-community interactions that have contributed to the establishment/creation/up-gradation of academic facilities, student and staff support, infrastructure facilities of the institution viz. laboratories / library/ new technology /placement services etc.

Although the industry institution- community interactions have been plenty it has not resulted in any Upgradation of academic facility, infrastructure facility. The only contribution has been in the area of training and placement cell. The institute has benefited in allotting students for summer placement for MBA as well as six month industrial training for final year MCA students.

3.7.4 Highlighting the names of eminent scientists/participants who contributed to the events, provide details of national and international conferences organized by the college during the last four years.

Eminent scientists/participants who contributed to the events so far

Table 54 Eminent Personality Visited IMR

Sr. No.	Date	Event	Eminent Personality
1	6,7 Feb 2015	IT_Festa 2015	Mr. Sudeep Bansode, HR Talent Acquisition, Persistent, Pune
2	27 Aug 2014	DELNET Workshop	Dr. Sangeeta Kaul Network Manager Dr. H. K. Kaul, Director, (DELNET New Delhi)
3	16 Dec To 25 Dec 2014	FDP in Android Sponsored by MAMI	Mr. Sanyam Mule IIT Mumbai
4	5,6 Feb 2014	IT_Festa 2014	Dr. Manish Joshi, Associate Professor, NMU Jalgaon.
5	22 Jan 2013 23 Jan 2013	Oracle Certification Workshop	Mr. Suvaryankar Mr. Prathamesh Giridhari
6	21 Jan To 25 Jan 2013	FDP in Advance JAVA	Mr. Shirish Paigude, Pune
7	23,24 Feb 2013	IT_Festa 2013	Dr. S. R. Joshi, HR and IT Infrastructure Consultant, Persistent, Pune Dr. B.V. Pawar, Dean Faculty Science & Director SOCS, NMU Jalgaon
8	12 Jul 2013	Soft Computing	Dr. Shradha Ingale, Ahemadnagar
9	25, 26 Feb 2012	IT_Festa 2012	Mr. Ravindra Sonone, Rheal Software, Mumbai Deepak Patil, Avibha Solutions, Pune Dr. B V Pawar, Dean, Faculty of Science, NMU, Jalgaon
10	5,6 Feb 2011	IT_Festa 2011	Chief guest - Mr. Bharat Baser, Team Lead, Infosys

			Technology
11	21 Oct 2011	Research in Management	Dr. Sachin Kamble, NITIE Mumbai,
12	22 Oct 2011	Research in Computer Science & Engg.	Dr. R. R. Manza, BAMU Aurangabad Dr. B.V. Pawar (NMU),
13	12 th Dec 2011 to 14 th April 2012	IBM Industry Oriented Project Development Training	Manav Thakur Seed Infotech, Pune
14	26 Feb 2011	One day Lecture Series on Latest Trend in Computer Science and application Research	Dr. C. R. Rao Dr. Rajeev Wankar, Hyderabad University, Dr. Hemant Kumar, Karnataka, Dr. Apurva Desai Veer-Narmad Gujrat University

Table 55 List of Conferences held at the Institute

Sr. No.	Date	Program	Resource Person	Participants
	27, 28 Jan 2015	National Conference on 'Recent trends in Computer Science and Applications' NCRTCSA-2015	Dr. Rajendra Sonar Dr. Bharati Gawali Dr. Manish Joshi Dr. Ajay Patil	21 Delegates 50 MCA Students 20 Faculty

3.7.5 How many of the linkages/collaborations have actually resulted in formal MoU's and agreements? List out the activities and beneficiaries and cite examples (if any) of the established linkages that enhanced and/or facilitated -

- a) Curriculum development/enrichment
- b) Internship/ On-the-job training
- c) Summer placement
- d) Faculty exchange and professional development
- e) Research
- f) Consultancy
- g) Extension
- h) Publication
- i) Student Placement
- j) Twinning programmes
- k) Introduction of new courses
- l) Student exchange
- m) Any other

- The Institute has developed linkages with following
 5. Saturday club global trust
 6. JalaSRI
 7. Creative Group
 8. Gandhi Research Foundation
- These arrangements immensely help in following respect

- a) Curriculum development/enrichment - NIL
- b) Internship/ On-the-job training – Yes, with Saturday Club Global Trust
- c) Summer placement – Yes, with Saturday Club Global Trust & other Computer Firms
- d) Faculty exchange and professional development NIL
- e) Research - NIL
- f) Consultancy – Yes
- g) Extension - Yes
- h) Publication- NIL
- i) Student Placement – NIL
- j) Twinning programmes- NIL
- k) Introduction of new courses - NIL
- l) Student exchange- NIL
- m) Any other-NIL

3.7.6 Detail on the systemic efforts of the institution in planning, establishing and implementing the initiatives of the linkages/ collaborations.

- The institute always expresses the commitment stated in the vision, mission and objectives. This forms the basis of planning, establishing and implementing the initiatives of the linkages/ collaborations. All efforts are taken to ensure that students get exposed to the best environment and practices. While contemplating on collaborations and linkages, the institute also keeps into consideration the probable interaction of students to the society and understanding the issue from the grass root level.
- The institution also takes into account the students exposure to updated technologies to be at par with requisite standards, and also to be a major contributor to the society in terms of social education for overall improvement in the standards of their living.

CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES

4.1 Physical Facilities

4.1.1 What is the policy of the Institution for creation and enhancement of infrastructure that facilitate effective teaching and learning?

- The institute of Management & research is one of the various institutions under the Khandesh College Education Society, Jalgaon Established in 1944.
- The society has a policy of centralized purchase system for all the institutions under KCE Society.
- The president of the society is the sole decision maker in matters related to infrastructural requirements. The Institute however is represented by the Director, Office superintendent and one senior faculty member for all its Infrastructural needs.
- The requirements of the Institute is identified and presented for consideration in the board meetings held at the society's office.
- It is our good fortune that the society is headed by an able personality who hails from a visionary family, and hence is always proactive towards developmental activities.
- Infrastructure is upgraded according to the requirement of new technology.

4.1.2 Detail the facilities available for

a) Curricular and co-curricular activities – classrooms, technology enabled learning spaces, seminar halls, tutorial spaces, laboratories, botanical garden, Animal house, specialized facilities and equipment for teaching, learning and research etc.

b) Extra-curricular activities – sports, outdoor and indoor games, gymnasium, auditorium, NSS, NCC, cultural activities, Public speaking, communication skills development, yoga, health and hygiene etc.

a) Curricular and co-curricular activities:

Currently, the relevant infrastructural facilities include 30 classrooms, 2 seminar halls, 1 auditorium (ICT enabled), 7 Computer laboratories, 1 computer centers (with leased line connectivity), 3 staff rooms, 2 tutorial rooms as per the detail given in the table below-

Table 56 Facilities for curricular and co-curricular activities:

Rooms/Infrastructure	Room No & Area (Sq. m.)	Facilities
Director Room	30.43(2)	1 Table, 8-Chairs, 2 sofa, 1 computer, 1 printer, 2-AC's , 1 landline
Administrative Office	106.04(1)	Furniture, 8 cupboards, 3 Tables, 10 Chairs, 4 Computers ,3 printers , 1 Xerox machine, landline
Conference Hall	69.55(6)	1 Tables, chairs, 3 microphone, buzzer , LCD, AC
Staff Rooms	(4,5,9)	Sufficient Tables and Chairs, cupboards, Computer, Internet, Printer, AC
Class Rooms	7,8, 16,17,18,	Equipped with KYAN Interactive Smart Classroom systems & Benches. 7,8 Air conditioned
Class Rooms	15, 19, 21, 22, 23, 24 (B) ,27, 28, 29	Equipped with Projectors & Benches

	totaling 973sqm.	
Computer Laboratories	(Lab1 to lab7)	190 Computers , 12 printers, 13 servers, 30 AC, 7 table 184 chairs, 2 rack, 3 scanner, 3 projectors.
Lecture Cum Demonstration Hall for MCA	20	12 Tables, 44 chairs, 43 Computers 3 printers, 2 projectors, 4 Network switch.
Library and reading room	11, 12	Books, Journal, Magazines, Scanner, Phone, Barcode Printer, Barcode Scanners, CD Collections, Periodical Racks, CD Rack, cupboards, computers, printers etc. 36 Benches, 2 tables
Auditorium/ Multi Purpose Hall	Room no 10(132)	Well-furnished Stage, mike, amplifier, adequate light and fans, sufficient chairs, projector
Pantry for Staff	2(b)	fridge, kitchen platform, basin, utensils
Guidance/ Counseling/ Career Guidance Room	24(A)	table, chair, computer, printer
Firstaid cum Sick Room	10(B)	First aid kit
Tutorial Rooms	29	40 benches, table, chair
Seminar Hall	30, 20	Tables, chairs, projector
Examination Control Office	3	Tables, chairs, computer, printer, cupboards
Board Room	Basement cabin	Round Table, Chairs, cupboards.
Placement Office	24(B)	Table, Chair, Computer, Printer
Boys Common Room		Table, Chairs
Girls Common Room		Table, Chairs, mirror

Table 57 Floor wise facilities

Floor	Particulars
Ground Floor	administrative office, director cabin, 2 staff room, 2 ICT enabled Class Rooms, one auditorium hall, one meeting hall/GD room, one Exam control office/Record room, one pantry for staff, First cum sick room, Language lab with 25 computers.
First Floor	5 ICT enabled Class Room, seminar hall, MCA library and reading room tutorial room, girls common room, boys common room
Second Floor	placement office, management library, seminar hall, 6 ICT enabled class room, tutorial room
Basement	Computer Laboratories including 120 computers, computer center one board room, one maintenance room.

b) Extra –curricular activities:

- **Sports:** The Institute also pays special attention to sports for overall development of student's personality. A separate Physical Director is appointed to look after sports activities. Along with inter college sports events, The Institutes also organizes and celebrates sports week annually for both faculty as well as students which includes both indoor and outdoor sports events.
Outdoor and indoor games: Our KCE Society have developed a Centralised special Sports academy 'Eklavya Academy' for all the constituent institutes which can be shared. The facility has Badminton Court, swimming pool, open ground, gymnasium, tennis court, football ground, skating etc. At Eklavya Academy a well-equipped Gymnasium is one of the important features of sports facilities
- **Yoga:** Yoga classes are conducted at Eklavya center, Ladies hostel as well as in the institute itself. Our Director is an inspiration to all students and faculty alike in yoga and meditation. The institute provides special leave for faculty interested in undergoing Yoga, Vipasana & Art of living.
- **Auditorium:** There is a centralized auditorium with LCD Projector and P.A. system with an ante room used as green room.
- **Cultural:** The Institute also give emphasis to students for exploring themselves by different cultural events. An annual Cultural event 'SYNERGY' is organized each year by the students which includes different competitions like Rangoli, Painting, Face Painting, Mehndi, Flower Decoration, Skit/Mime/Mimicry, Singing, Mock Conference, Ad Mad Show, Extempore, Fashion Show and many more for holistic development of students.
For all these activities special open space is available.
Also every year students of the institute actively participates in North Maharashtra University level 'YOUTH FESTIVAL' competition.
Apart from this the Institute also encourages the students to take part in drama competitions at University & state level events like 'Purushottam Karandak', 'Sakal Karandak', 'Kalidas Karandak' etc.
- **Communication skills:** The institute believes that its students who basically hail from rural areas should be provided with adequate communication and personality development skills. A professional trainer for English speaking is hired and his services is utilized for the development of students' communication skills.
In addition to this the institute has hired a qualified faculty in personality development regular classes and mock drills on various situations are made a part of their everyday activity.
- **Health and hygiene:** Necessary medicines including first aid are kept in departments. Besides, the college utilizes the services of nearby hospitals. There are adequate numbers of toilets for boys and girls maintained.

4.1.3 How does the institution plan and ensures that the available infrastructure is in line with its academic growth and is optimally utilized? Give specific examples of the facilities developed/augmented and the amount spent during the last four years (Enclose the Master Plan of the Institution / campus and indicate the existing physical infrastructure and the future planned expansions if any).

The Institute is one of the oldest and pioneer in the field of management studies. We offer courses such as MBA-120, MBA(second shift)-60, BM-BAM-MAM Dual degree- 60, MCA-60, MCA (direct second year)-60, BCA-MCA Dual Degree- 60, MBM(CM)-180,MPM-60,BBM(BS)-120,BBM(e-com)-80, DM&EIM-60, ADSTM-60.

- The Institution has adequate number of classrooms as per the master plan.
- The seminar halls are used for seminars and conducting examinations. Computer labs are used for demonstration classes as well as regular practice sessions. The Language lab is utilized by students to improve their language skills.
- To keep up with the mental and physical wellbeing of students, the playing facility is utilized by students after class hours.

- College conducts Functions, Meetings, Seminars, Conferences and Workshops.
- In the evening from 6 pm to 8 pm, classrooms are utilized for conducting
- Short Term Courses, various club activities, Placement Activities etc.
- Institute infrastructure is used for various Entrance & Competitive examinations as Centre in addition to North Maharashtra University. Bank Exam, NET/SET exams, CET exams, MPSC etc.
- College Infrastructure is used for social programs like Happy Thoughts, Self-Development Programs, workshops on motivations, different competitive events.
- Free accommodation is provided in the Guest House to the Management Executives, Foreign Guests etc. on sharing basis.
- Existing Physical Facility is so arranged that all batches in all courses get the prescribed teaching hours and the class rooms.

The amount spent on infrastructure augmentation during the past Four years is presented in the following table:

Table 58 Amount Spent On Infrastructure Augmentation

infrastructure facilities	Amount spent
Purchase of Panasonic TV	75000/-
Whitewashing of the premises	
Interiors for Conference room (6)	
Matting on Auditorium	
Purchase of Almirah (for Lib)	
Purchase of P.A. Systems for Class rooms	58,745
Photocopy Machine	1,51,350
Purchase of Laptops	5,91,150
Purchase of Printers	1,07,700
Purchase of Computers	24,47,280
Purchase of UPS and Battery	68,650
Purchase of new Generator	9,95,904

4.1.4 How does the institution ensure that the infrastructure facilities meet the requirements of students with physical disabilities?

The Institute admits differently-abled students for the courses. The infrastructure facilities meet the requirements of students / staff with disabilities. There is a provision of lift for physically disabled students. Separate toilet is made for such students.

4.1.5 Give details on the residential facility and various provisions available within them:

The Institute has a hostel facility for boys and girls on a tie-up basis; the following facilities are available on a sharing basis-

Table 59 residential facility provisions

Facility	Availability	Remark
-----------------	---------------------	---------------

Hostel Facility	YES	(Sharing Basis)
Recreational facilities, gymnasium, yoga center, etc.	YES	(Sharing Basis)
Computer facility including access to internet in hostel	YES	
Facilities for medical emergencies	YES	
Library facility in the hostels		
Internet and Wi-Fi facility	YES	
Recreational facility-common room with audio-visual equipments	YES	
Available residential facility for the staff and occupancy	NO	
Constant supply of safe drinking water	YES	
Security	YES	

We have separate Ladies and Gents Hostel for KCE society. Before beginning of the every academic year as per requirement of the Institute no of seats are allocated for ladies and gents hostel.

4.1.6 What are the provisions made available to students and staff in terms of health care on the campus and off the campus?

- The institute maintains a first-aid kit for emergencies
- The emergencies can be cuts & wounds, minor abrasions, stomach pain, headache, vomiting, dehydration & muscle cramps etc.
- For any other medical treatments the institute has provision to utilize the services a full time medical practitioner stationed at the Society's premises which is 1 Km away.

4.1.7 Give details of the Common Facilities available on the campus—spaces for special units like IQAC, Grievance Redressal unit, Women's Cell, Counseling and Career Guidance, Placement Unit, Health Centre, Canteen, recreational spaces for staff and students, safe drinking water facility, auditorium, etc.

Table 60 common facilities available in Institute

Facilities	Faculty Coordinator	Room/ Space allotted
IQAC:	Mr. S. N. Khan	Room No -9
Grievance Redressal Cell	Ms. Tanuja Fegade	Room No -9
Women Development Cell	Ms. Rupali Narkhede	Available
Counseling and Career Guidance Cell	Dr. Vivek Katadre & Course coordinators	Their respective offices
Placement Unit	Mr. Bhushan Pachpole	Room No - 24
Health Centre	Ms. Nilima Patil	Room No -3
Canteen	---	Shared Basis
Recreational spaces for staff and students		Shared Basis
Safe drinking water facility	Mr. B.J. Lathi	Available
Auditorium	Mr. M.R. Waykole	Room No- 10

4.2 Library as a Learning Resource.

4.2.1 Does the library have an Advisory Committee? Specify the composition of such a committee. What significant initiatives have been implemented by the committee to render the library, student/user friendly?

- Yes the both the library has an advisory committee.
- The advisory committee consists of -

Table 61 advisory committee

Management Library	Designation	Computer Library
Mr. B. J. Lathi	Chairman	Mr. S. N. Khan
Dr. Parag Narkhede	Member	Mr. Anilkumar Marthi
Ms. Mamata Dahad	Member	Ms. Varsha Pathak
Mr. Rajeev	Member	Ms. Tanuja Fegade
Mr. Vishal Sandanshive	Member	Ms. Anupama Chaudhari
Mr. Dhanpal Waghulde	Member	Mr. Rakesh Rane
Mr. Swarangi Saraf	Student Member	Ms.
Mr. Chandrashekhar. D. Wani	Secretary (Librarian)	Mr. Deepak .S. Ghuge

- The Advisory committee consists of senior faculty chaired by the respective Heads of Department & members constituting Course coordinators. This forms a sound platform towards understanding the requirements in terms of books, reading material, reference books, Academic Journals, e-resources etc. from the point of view of the students.
- Some of the significant initiatives implemented by the committee to render the library user friendly is as follows -
 1. User information is updated according to check in, check out, renewal, overdue reminders are conveyed through notices and display board.
 2. Users can view their account through OPAC of SOUL Library Management System.
 3. Students who require books for a whole semester period are provided the facility of loaning syllabus books through the IMR's internal Book Bank Scheme.
 4. Digital Library has been set up with high-speed network connectivity to access all e-resources and video streaming learning program.

4.2.2. Provide details of the following;

- Total area of the library (in Sq.mts) : 296.38 Sq.mts
- Total seating capacity : 80
- Working hours

Table 62 Working Hours

Sr. No.	Days	Timing	No. Working hrs
1	Working days	10 am to 6 pm	8 hrs.
2	on holidays	NA	0 hrs.
3	During PL	10 am to 6 pm	8 hrs.
4	examination days	12 noon to 2 pm and 5 pm to 6 pm	3 hrs.
5	Vacation	10 am to 6 pm	8 hrs.

- Layout of the Library
 - Lounge area for browsing and relaxed reading Yes
 - IT zone for accessing e-resources Yes

- Elevator facility for differently abled persons is available.

4.2.3 How does the library ensure purchase and use of current titles, print and e-journals and other reading materials? Specify the amount spent on Procuring new books, journals and e-resources during the last four years.

- Library advisory committee supervises the change in syllabus and newly introduced educational courses. And according to that purchase the books.
- In addition book exhibitions are organized and required books are selected.
- Faculty and committee members recommend new books/Journals/e-Resources which are processed further by the librarian.
- Report regarding use of current titles is generated from the software.

Table 63 Library Holdings MBA

Library holdings	2011-12		2012-13		2013-14		2014-15	
	Number	Total Cost	Number	Total Cost	Number	Total Cost	Number	Total Cost
Text books								
Reference Books	658	168322	918	203953	448	150502	527	124343
Journals/Periodicals	21	74865						
e-resources	3	187916	3	187916	3	187916	1	5000
Internal Book Bank			4340	35872	3080	245050	1618	149525
SC Book Bank			110	53623	---	---	---	---
Reference Books	437	152103	538	169388	446	161202	65	10946
Journals/Periodicals	18	79558	17	48750	15	36000	41	78420
e-resources	1	266430	1	303537	---	---	1	16500
Internal Book Bank	---	---	---	---	2480	211475	40	2480
SC Book Bank	---	---	110	53623	---	---	---	---

to provide maximum access to the library collection?

- **Electronic Resource Management package for e-journals:** N-list & DelNet Sage Journals
- **Federated searching tools to search articles in multiple databases :** Yes
- **Library Website:** Yes There is separate Library Section linked on the Institutes Website www.imr.ac.in Library & Information Centre
- **In-house/remote access to e-publications :** The students and faculty can access N-list & DelNet online databases at Computer Lab as well as outside the campus
- **Library automation :**Library automation has been done through SOUL Software developed by INFLIBNET
- **Total number of computers for public access:** 10
- **Total numbers of printers for public access:** 02
- **Internet band width/ speed:** 20Mbps + 2Mbps
- **Institutional Repository:** Available
- **Content management system for e-learning:** Not Available
- **Participation in Resource sharing networks/consortia (like Inflibnet):** Available

4.2.5 Provide details on the following items:**Table 65 Library Details**

Constituents	Management Library		Computer Library	
Average number of walk-ins	60 per day		55 per day	
Average number of books issued/returned	168	161	105	104
Ratio of library books to students enrolled	15:1		15:1	
Average number of books added during last three years	2012-13= 918 2013-14= 448 2014-15= 527		2012-13= 538 2013-14= 446 2014-15= 150	
Average number of login to opac (OPAC)	NA		NA	
Average number of login to e-resources	25-30		10-15	
Average number of e-resources downloaded/printed	5-10		5-10	
Number of information literacy trainings organized	1		1	
Details of “weeding out” of books and other materials	NA		NA	

4.2.6 Give details of the specialized services provided by the library**Table 66 Specialized Services Provided by the Library**

Specialized Services	Availability
Manuscripts:	No
Reference	The Institute has vast collection of books for reference and also books for various competitive examinations. We also stack books on Motivation, Inspiration, Autobiographies, Mythology and Socially relevant subjects. There is also a vast collection of CD's/DVD's.
Reprography	Yes, The facility is extended to needy students by authorizing for photocopying from the administrative office.
ILL (Inter Library Loan Service)	Yes, Through DELNET, and other local Libraries.
Information Deployment and Notification	No alerts for users regarding transactions and new arrivals.
Downloads	Yes, we provide downloads of e-resources and Institutional repositories.
Printing	Yes, Available on request.
Reading list/ Bibliography compilation:	NA
In-house/remote access to e-resources	Available to some extent.

User Orientation & Awareness	Yes, the orientation is done by organizing Book Exhibitions and also through awareness lectures by the librarians from University & other Institute/College
Assistance in searching Databases:	The librarian is extending these serves through his assistant.
INFLIBNET/IUC facilities	Yes

4.2.7 Enumerate on the support provided by the Library staff to the students and teachers of the college.

- Our Institute boasts of two libraries dedicated to Management & Computer Sciences.
- The library is ably maintained by senior librarians who are also pursuing their Ph.D.'s
- The Librarians are keen to dissipate the vast resources available to the staff as well as students.
- The Librarians ensure that a catalogue of new publications and titles pertaining to academic and non-academic subjects are circulated and the interests noted.
- The staff also contributes in this exercise by making a requisition about specific books through the Librarian.
- In addition to the above a huge showcase is maintained by the library staff in the lounge of our Institute to display the latest arrivals and must reads in order to generate sufficient interest amongst the student and staff.
- Information about current titles, new publications, latest journals, e-resources is made available from time to time to the faculty members.

4.2.8 What are the special facilities offered by the library to the visually/ physically challenged persons? Give details.

- The institute has a lift facility for physically disabled students to access the library.
- The Librarians assist such students.
- We have students working with library under 'Earn & Learn' scheme, these students being classmates/peers find pleasure in helping such physically challenged students

4.2.9 Does the library get the feedback from its users? If yes, how is it analyzed and used for improving the library services. (What strategies are deployed by the Library to collect feedback from users? How is the feedback analyzed and used for further improvement of the library services?)

- Yes, the library gets feedback from students and faculty.
- Questions about the feedback of library are given to the students at the end of semester examination.
- In addition to this a suggestion box is kept at a prominent place in the library for suggestion from students /faculty if any.
- Suggestion register is also kept at the entrance of the library for users to give suggestions.
- Analysis: Feedback is tabulated and analysed by the librarians. The findings are made note of and presented to the director for further action.
- Certain major aspects which might involve substantial financial obligation is referred to the library committee. The committee discusses on the subject and action is taken on the valid point for further improvement.

4.3 IT Infrastructure

4.3.1. Give details on the computing facility available (hardware and software) at the institution.

- Number of computers with Configuration (provide actual number with exact configuration of each available system)
 - Computer-student ratio
 - Stand-alone facility
 - LAN facility
 - Wi-Fi facility
 - Licensed software
 - Number of nodes/ computers with Internet facility
 - Any other
- Number of computers with Configuration

Table 67 computers with Configuration

Sr. No.	Specification	Qty
1	P-III	1
2	P-IV 1.5, 1GB RAM , 20GB HDD	19
3	P-IV 2.66, 1GB RAM , 40GB HDD	80
4	P-IV 3.0, 1GB RAM , 80GB HDD	130
5	HP C2D 2.93, 2GB RAM, 320 GB HDD	50
6	HP C2D 3.06, 2GB RAM, 320 GB HDD	50
7	DELL C2D 2.0, 2GB RAM, 160 GB HDD	50
8	HP TC 2110 P-IV 2.0, 16GB HD, 2GB RAM (Server)	1
9	HP XEOL 2.4 ML330, 2GB RAM, 32GB HDD(Server)	3
10	HP XEOL 3.0, 2GB RAM, 72GB HDD(Server)	5
11	HP XEOL 2.33 G5, 2 GB RAM, 146GB HDD(Server)	1
12	HP ML350 G6, 8 GB RAM, 146GB HDD(Server)	2
13	Laptop HPNX 6120, INTEL 1.76 GHZ, 256 MB RAM, 40 GB HDD	2
14	Laptop HP530, INTEL 1.6, 2GB RAM, 160GB HDD	4
15	Laptop SONY C2D 2.53 GHZ, 4GB RAM, 320 GB HD	3
16	Laptop DELL 15R i3, 3GB RAM, 320 GB HDD	11
17	Laptop SONY Viao Intel 2.40 i3, 320GB HDD, 3GB RAM	10
18	Laptop(Other)	12

- **Computer-student ratio:** 1:3 (1299 students /380 computers)
- **Standalone facility:** Printout, CD/DVD Writing, Scanner.
- **LAN facility:** Almost all the computers are connected with LAN
- **Wi-Fi facility** KCES's Institute of Management & Research (IMR) is having Wi-Fi facility on campus for students, teaching staff and non-teaching staff.
- **Licensed software**

Table 68 Licensed software

Sr. No	Software Name	No. Of User
1	MS-Office 2003	5
2	MS- Office 2007	5
3	Visual Studio .Net Professional	15
4	Visual Studio .Net 2008	5

5	SQL Server 2000 Pack	15
6	SQL Server 2005	5
7	Windows Server	25
8	SPSS 23	Multiuser
9	Tally – Gold	Multiuser
10	Adobe Photoshop CS 3 Suit	1
12	Corel X4	1
13	3D Max (Auto-Desk)	1
14	Maya (Auto-Desk)	1
15	Anti-Virus Net Protector (3Years)	50
16	Quick Heal Server (3Years)	2
17	Soul S/w 2.0	2
18	Microsoft Campus Agreement	3 Year (Up to 2017)

- **Number of nodes/ computers with Internet facility:** All the Computers (380 Nos.) are equipped with Internet facility (20 Mbps Wireless Broad Band) along with faculty Laptops (30 Nos.) through Wi-Fi.
- **Any other:** In addition, we have 32 Projectors and 35 Laser printers (All in one printer 1 & Print scan Copy fax 1), 36 Dot Matrix Printer and 15 Scanner, Cannon Xerox Machine, CCTV Cameras (16), Bio-Metric for Students and Faculty Members, LED 50 inch TV with Tata Sky HD.

4.3.2 Detail on the computer and internet facility made available to the faculty and students on the campus and off-campus?

- All faculty members are provided with a Desktop with an option to prefer a Laptop as per their convenience. The computer systems including the laptops have internet connectivity through leased line of 20Mbps & 2Mbps Broad band line and also through Wi-Fi hot spots. In addition to this the faculty members are given privileged access to their smart phone on Wi-Fi.
- The Students are also given access to their personal laptops which is strictly monitored. The students are made to apply through a standard format permitting them to access internet on their systems. However the access to the internet is available at all the nodes in the computer labs.
- There is no provision to provide internet facility off Campus.

4.3.3 What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?

- The Institute currently is well equipped in terms of IT infrastructure. However, keeping in view the future requirements, efforts are on to impress upon the management to establish SMART class rooms, Blade Servers, Fiber optic LAN, Additional Bio-matric system for classrooms, LCD screens for class rooms etc.
- Plans are also on for construction of state of the art block consisting of classrooms and conference rooms which might attract latest additions on the hardware side. The strategies towards achieving this mainly lies in the increase in course alternatives being offered by the institute.

4.3.4 Provide details on the provision made in the annual budget for procurement, up gradation, deployment and maintenance of the computers and their accessories in the institution (Year wise for last four years)

Facility	Amount in Rs.			
	2011-2012	2012-2013	2013-2014	2014-2015

Computer procurement	7,150	5,77,241	10,55,445	
Upgradation	60,000	NIL	NIL	
deployment & Maintenance	13,800	33,017	44,926	
Accessories, Consumables	5,900	8,828	11,614	
Softwares	74,200	15,750	1,55,660	

4.3.5 How does the institution facilitate extensive use of ICT resources including development and use of computer-aided teaching/ learning materials by its staff and students?

- The institute is one of the oldest in the region. Hence, ours is a pioneer Institute in embracing latest technical aids in teaching for so many years. Our classrooms are equipped LCD projectors and audio systems along with collar mics to enable the teachers deliver the content.
- All the laboratories are connected in LAN with dot matrix & Laser Printers. The software used by us are duly licensed. Efforts are also on to implement ERP system.
- The conference hall is designed to hold meetings in private of about 60 equipped with conference mic system. The hall is also equipped with LCD projector & remote operated screen to enhance the audio visual experience.
- The auditorium is equipped with a wireless HD projector system along with remote operated screen. A Public Address system is also installed in the auditorium.
- Institute provides individual computer system/ laptop to all faculty members with LAN/ Wi-Fi internet facility.
- The Institute library has CDs and DVDs which are used by the teachers to make learning an enriching experience. Library provides separate computers to access online databases and e-resources. Teachers and students are encouraged to use these facilities.
- Online videos are downloaded and are used as an effective teaching tool especially for the undergraduate and post graduate students of computer courses. These Videos are also distributed to the student. Online resources like NPTEL are frequently used by the teachers to make learning interesting. Training programs for teachers in the areas of computer science are arranged to keep terms with new technologies like Advanced Java, Android.

4.3.6 Elaborate giving suitable examples on how the learning activities and technologies deployed (access to on-line teaching - learning resources, independent learning, ICT enabled classrooms/learning spaces etc.) by the institution place the student at the center of teaching-learning process and render the role of a facilitator for the teacher.

The vision of the institute focuses on the holistic development of students and a commitment towards this is very evident in the manner the students is exposed to various forms of learning experience the Institute is yet to provide access to online teaching and learning.

- **Independent learning:** the students are required to devote considerable amount of time and effort in independent learning this is usually in the form of written assignments on topics not available in the study content provided to them, this ensures the students spend sufficient time in the computer labs to search, reason and answer the topics. There are a few assignments which can be completed through use of our library resources. Some of the faculty members also require students to undertake independent/ group surveys which exposes them to the outside world making them learn practically.
- **ICT enabled classrooms/learning spaces:**
- The Institute offers the best ICT infrastructure to the students and faculty, All the laboratories are connected in LAN with dot matrix & Laser Printers. The software used by us are duly licensed. Efforts are also on to implement ERP system.

- The conference hall is equipped with conference mic system designed to hold group discussions. The hall is also equipped with LCD projector & remote operated screen to facilitate PowerPoint presentation by the students.
- The auditorium is equipped with a wireless HD projector system along with remote operated screen and a Public Address system for guest lectures to the students.
- Institute provides access to students' personal computer system/ laptop with LAN/ Wi-Fi internet facility so as to deliver latest content and also help in undertaking the assignments.
- The Institute library has CDs and DVDs which is referred by the students for an enriching learning experience. Library provides separate computers to access online databases and e-resources to the students.
- Online videos are downloaded and are used as an effective teaching tool especially for the undergraduate and post graduate students of computer courses. These Videos are also distributed to the student. Online resources like NPTEL are frequently used by the teachers to make learning interesting. Training programs for teachers in the areas of computer science are arranged to keep terms with new technologies like Advanced Java, Android.



4.3.7 Does the Institution avail of the National Knowledge Network connectivity directly or through the affiliating university? If so, what are the services availed of?

The institute does not avail the connectivity through National Knowledge Network as well as from The North Maharashtra University.

4.4 Maintenance of Campus Facilities

4.4.1 How does the institution ensure optimal allocation and utilization of the available financial resources for maintenance and upkeep of the following facilities (substantiate your statements by providing details of budget allocated during last four years)?

- The Institute of Management and Research is an organisation under Khandesh College Education Society although it is a self-financing Institution the revenue generated is transferred to the society and all financial obligations are duly taken care by the management.

- The president of the society is the decision maker in all such matters. The financial resources necessary for the smooth function of the institute is calculated and requisition for due execution is made by the Director to the society office at the beginning of an academic year.
- The management committee reviews the requirements and allocates funds as per the priority.
- The following table shows the budget allocation for maintenance of various infrastructures for the year 2010 – 2014

Table 69 Details of Budget allocation for Maintenance of Infrastructure

Expenditure \ Years	2011-12	2012-13	2013-14	2014-15
Building & Municipal Tax	102963			
Furniture	157500	101931	-	
Equipments				
Computer Lab Net. & Internet Expenses	467289	397393	474756	
Vehicles	-	-	-	
Any Other(General)				
Generator Expenses	465050	825109	665006	
Repairing & Maintenance of dead stock	155373	751393	1953405	
Office Expenses	54239	47606	65140	
Electricity Charges	757540	880192	1567186	

4.4.2 What are the institutional mechanisms for maintenance and upkeep of the infrastructure, facilities and equipment of the college?

- **Infrastructure:** The Institute of Management and Research has 6185 Sq. Mtrs. of building space comprising 30 rooms a parking space & basement. The institute ensures that the premises are kept in clean & hygienic conditions in order to ensure this the institute has availed the facility of a labour contractor on a full time basis. The class rooms, toilets, common rooms and the staff rooms including the director's cabin are cleaned every day in the morning. The garden area is looked after by a gardener employed by the society and regular upkeep is done every Sunday.
- **Facilities:** The facilities include Drinking water at appropriate places, extension of Wi-Fi facility, Sanitation, common room for girls, Reading rooms, internet facility, generator facility, parking, first-aid facility etc. the director has ensured that all facilities mentioned are always ready to be utilized and to ensure this there is a committee headed by one senior faculty nominated by Hon'ble President of Our Society and Office Superintendent. They are in charge in ensuring that all required facilities are up to date and usable at any point of time.
- **Equipments:** The equipments of the Institute include power backup generator of 200 KVA capacity, Water coolers computers, UPS system, Racks, Servers, Printers, Scanners, Copier, Air Conditioners, Lift, LCD Projectors, and required furniture. The Institute has ensured that all computer lab related equipments are maintained by in house technicians. Certain equipments such as power generator, Lift, Air conditioner, photo copier, water purifier are maintained by the respective suppliers.

4.4.3 How and with what frequency does the institute take up calibration and other precision measures for the equipment/instruments?

- Calibration of lab equipments and accuracy and precision measures are conducted every six months before the start of semester examinations by in house lab technicians. Instruments are checked on regular intervals. The computer lab is updated frequently for software and hardware.
- Air conditioners are serviced and maintained by the suppliers normally before summers. There are also on call servicemen who attends as and when required.

4.4.4 What are the major steps taken for location, upkeep and maintenance of sensitive equipment (voltage fluctuations, constant supply of water etc.)?

- The Maharashtra Electricity Distribution Company has provided a special DP for the Institute premises. The line is directly connected to Panels with UPS transformer installed separately in the basement ensuring safety & ease of approach. The power is distributed to the entire premise through these panels. The panels installed by the Institute ensures constant electricity with surge protection. Power backup facility is overcome by 200KV capacity Diesel generator. The Generator is installed adjacent to the building ensuring all the necessary safety precautions and air circulation.
- The computer lab servers are supplied power through online UPS and hence the servers are taken care of against voltage fluctuations etc.
- Adequate water supply is ensured through boring pumps and overhead tanks.
- Biometric system is installed in the Director's cabin for recording entry and exit time of the staff.

Criterion 5: Student Support and Progression

5.1 Student Mentoring and Support

5.1.1 Does the institution publish its updated prospectus/handbook annually? If “yes”, what is the information provided to students through these documents and how does the institution ensure its commitment and accountability?

- Institute Prospectus: Yes, the Institute publishes updated prospectus annually. It contains information regarding its vision, mission, Quality pledge, quality policy, information about KCES’s society, management council and the institute, president’s message, Director’s message, infrastructural facilities, various student support cells, courses offered, eligibility criteria, pedagogy, achievements and major events at IMR, code of conduct, faculty details, impressions of IMR alumni, recruiters details.
- Every year the Institute publishes placement brochure of MBA and MCA final year students with their profile, this informs the achievements of the students to the external stakeholders. The institute’s website, www.imr.ac.in, also provides a link to the same. The website is updated regularly. The institute ensures its commitment and accountability by implementing quality policy and procedures.
- All efforts in making the institute worthy of its claims is seriously contemplated and it is ensured that the commitments given to the stakeholders are fulfilled.

5.1.2 Specify the type, number and amount of institutional scholarships /freeships given to the students during the last four years and whether the financial aid was available and disbursed on time?

Table 70 Institutional Scholarships

Year	Category	SC	ST	VJ/DT	SBC	OBC
	2014-15	No. of Students				
Amount						
2013-14	No. of Students	48	2	28	14	332
	Amount	2007754	121444	1366484	836451	8009854
2012-13	No. of Students	61	3	32	27	368
	Amount	2225748	81059	1359871	995863	7353676
2011-12	No. of Students	73	7	40	23	390
	Amount	2374325	207400	1794824	861123	7151272

- The financial aid is disbursed to SC/ ST, VJ-DT, NT, SBC and the students OBC of category. The institution maintains the details of the students, Total amount, and date of payment, student signature and the photograph of each student.

5.1.3 What percentage of students receive financial assistance from State Government, Central Government and other national agencies?

- 100% students belonging to SC/ST/VJ-NT/SBC/OBC category received financial assistance from State Govt since last four year.
- Every year 2-3 students are getting financial assistance from central Government.
- No student received financial assistance/scholarships from Other National Agencies

5.1.4 What are the specific support services/facilities available for -

a) Students from SC/ST, OBC and economically weaker sections:

The Institute supports to the students belonging to SC/ST category. They are guided by providing the information about different schemes available from the Social Welfare Department & Government and about other university and institutional scholarships. Book Bank facility is provided to the SC/ST students. A separate reference collection of books are available to these students. For economically weaker sections the institute considers fee payment in easy installments. In addition to this the Institute offers G. D. Bendale Scholarship to select students from each PG course also the students avail EBC scholarship as per eligibility norms of Government of Maharashtra.

b) Student with physical disabilities:

The Institute admits differently-abled students for the courses. The infrastructure facilities meet the requirements of students / staff with disabilities. There is a provision of lift for physically disabled students.

Overseas students

The institute does not have admissions of overseas students for the past four years

c) Students to participate in various competitions / National and International:

Students are encouraged to participate in various competitions at National & International level. The students are provided auditorium for co-curricular activities like paper presentations, group discussion, debates, role playing etc. and extra-curricular activities such as dramas, extempore etc. For sports, the students are provided a well-equipped gym and playground/court at KCES's Eklavya krida sankul. The students regularly practice for their respective sport at this place.

The students are provided the sports kit at the time of competitions.

In order to encourage students' involvement in national level seminars, the Institute provides Computer Lab with more than 250 computers with Wi Fi Campus that supports the students to access internet, Prepare presentations, developing software's etc. they are also provided variety of books from the Library for Preparation of various competitions.

d) Medical assistance to students: health centre, health insurance etc:

The institute maintains a first-aid kit for emergencies. The emergencies can be cuts & wounds, minor abrasions, stomach pain, headache, vomiting, dehydration & muscle cramps etc. For any other medical treatments the institute has provision to utilize the services a full time medical practitioner stationed at the Society's premises which is just 1 Km away.

Health Insurance is offered to the students as per the University norms.

e) Organizing coaching classes for competitive exams:

The Institute does not provide special coaching classes for Competitive Exams. However, the library is equipped with all necessary books required for the preparation for most of the competitive exams such as MPSC, UPSC, Bank PO, NET/SET etc. The faculty members are always available for students should any doubts arise.

f) Skill development (spoken English, Computer literacy):

We have noticed that all the courses being in English medium, many students come from Marathi medium and are not comfortable with English; hence during the course of study we motivate students to attend spoken English courses offered by specialized in-house trainer. There is also a professional trainer for developing personality traits in students. As regards computer literacy the necessity does not arise as the courses offered are professional in nature and substantially computer related.

g) Support for "slow learners":

Students are free to ask their doubts to the faculty anytime according to the convenience of faculty and student. Students are allotted a mentor. The students who have problems related to their academic and personal matters can discuss with their mentor. Remedial classes are taken for the subjects in which students are weak. Peer learning is encouraged by forming mixed groups of the students.

Since intake of students happens from diverse backgrounds, a foundation course is given before the commencement of the semester. Foundation courses or bridge courses are usually conducted for basics in accounting, basics in computer skills etc. The course thus offered is not limited to students who come from other faculty but is open to the entire batch. For example, Basic Accounting course will be given to all students, irrespective of whether they are from Commerce or Non-Commerce backgrounds.

h) Exposure of students to other institutions of higher learning /corporate / Business house etc.:

The students are always encouraged to gain exposure in various Corporate and Business houses in order to facilitate this our training and placement cell makes sufficient effort to place students for the summer internship project. Apart from this students are motivated and supported to participate in various Inter-college competitions. A testimony to this is the display showcase wherein the trophies obtained are displayed.

i) Publication of Student magazines:

The Institute publishes a yearly magazine called “Vyavasthapan”. The contributions towards this mainly comes from members of writers club and a readers club. The faculty also contributes the content providing valuable guidance and topics of relevance to the students. One of our faculty members has taken proactive initiative towards publication of regular e-newsletter. The contents of this newsletter is mainly from the student contributions.

5.1.5 Describe the efforts made by the institution to facilitate entrepreneurial skills, among the students and the impact of the efforts.

- Continuous efforts are taken to facilitate entrepreneurial skills among the students. Entrepreneurship Development and Project Management is the part of the curriculum for BBM(Business Studies) and MBA Students. The respective faculties provide the conceptual Understanding as well as practical exposure towards the world of Entrepreneurship to the students.
- Entrepreneur’s day is a University level Event organized every Year by the Institute, this includes Business Plan, Round table and Role Playing activities. Entrepreneurship Development and Entrepreneurship Development & Small Business Development are The Students from the campus as well as region are very much benefitted from this event.
- For a better understanding of entrepreneurial skills, the students are made to visit some of the industries in MIDC, Jalgaon and collect details regarding the product, market, turnover, and other relevant information.
- The students setup temporary canteens in the premises for a limited time during the day and transact. Groups of students are allotted fixed days in a week to show their creativity and entrepreneurial skills. This ensures planning, organizing, and control skills being developed as a management student. The institute in association with M/s MITCON Consultancy & Engineering Services Ltd., an ISO 9001:2008 certified company is regularly conducts a 10 day EDP programme to foster entrepreneurial skills. Entrepreneur Day and Manager’s Day is organized every year to focus on developing multiple skills.
- To cite some examples following are some of the entrepreneurs in last four years

Table 71 List of Entrepreneurs

Sr. No	Name of The student	Name of The firm
1	Malara Akshita Vilesh	
2	Prabhudesai Ashish Amod	Octego Technology
3	Gupta Ishan Rajesh	Gupta Foods
4	Agrawal Shubham Shyam	
5	Arora Akashdeep Kamal	Soni Traders
6	Bohara Vijay Pravin	Vijay Traders
7	Dokania Sharad Sajjan	

8	Kapure Manish Rajendra	Ad agency
9	Mahajan Kantilal Rajendra	Sona Asaram Mahajan
10	Birla Aniket Subhash	
11	Nehete Amit Chandrakant	Nehete Builders and Land Developers
12	Patel Devprakash Visanji–	Patel Packaging
13	Patel Divyesh Chandulal	
14	Pardesi Manish Rajendra	
15	Saini Manjeetsingh	Delhi Dhulia Road Carriers
16	Suratwala Anand	
17	Darshan Dhadiwal	Titan Watches, Shimoga
18	Pooja Mantri	Aditya Honda
19		
20		



5.1.6 Enumerate the policies and strategies of the institution, which promote participation of students in extracurricular and co-curricular activities such as sports, games, Quiz competitions, debate and discussions, cultural activities etc.

*** Additional academic support, flexibility in examinations**

*** Special dietary requirements, sports uniform and materials**

*** Any other**

- The institute strives to create a center for academic excellence in the field of Management & IT education, in order to fulfil the dynamic industry and business requirements through holistic development, with focus on right knowledge, attitude, skills and abilities towards business and life.
- The institute also focuses on the holistic development of the individual with emphasis on personality grooming and a strong sense of social as well as environmental responsibility. To provide an environment which foster continuous improvement, innovation to enhance student and faculty effectiveness. To train students to become the best business minds and entrepreneurs, who will lead their organizations successfully in National and Global arena.
- **Sports & Games:** The Institute pays special attention to sports for the overall development of student's personality. A separate Physical Director is appointed to look after sports activities. Along with inter college sports events, The Institutes also organizes and celebrates sports week annually for both faculty as well as students which includes both indoor and outdoor sports events. Outdoor and indoor games: Our KCE Society have developed a Centralized special Sports academy 'Eklavya Academy' for all the constituent institutes which can be shared. The facility has Badminton

Court, swimming pool, open ground, gymnasium, tennis court, football ground, skating etc. At Eklavya Academy a well-equipped Gymnasium is one of the important features of sports facilities

- **Cultural:** The Institute also give emphasis to students for exploring themselves by different cultural events. An annual Cultural event ‘SYNERGY’ is organized each year by the students which includes different competitions like Rangoli, Painting, Face Painting, Mehndi, Flower Decoration, Skit/Mime/Mimicry, Singing, Mock Conference, Ad Mad Show, Extempore, Fashion Show and many more for holistic development of students.

For all these activities special open space is available.

Also every year students of the institute actively participates in North Maharashtra University level ‘YOUTH FESTIVAL’ competition.

Apart from this the Institute also encourages the students to take part in drama competitions at University & state level events like ‘Purushottam Karandak’, ‘Sakal Karandak’, ‘Kalidas Karandak’ etc.

- **Quiz Competitions, debates & Discussions:** In order to fulfil industry required proficiency students are involved in various activities and management games related to the topics from the subject. Towards achieving this IMR conducts events such as Managers Day, Entrepreneurs Day, IT Festa, Talent Hunt & Also conducts certain quiz programs inviting students of other institutions in the region.
- **Additional academic support:** Foundation courses or bridge courses are usually conducted for basics in accounting, basics in computer skills etc. The course thus offered is not limited to students who come from other faculty but is open to the entire batch. For example, Basic Accounting course will be given to all students, irrespective of whether they are from Commerce or Non-Commerce backgrounds.
- **Flexibility in examinations:** In case where the students have participated in any of the events conducted by the institute/ University/ any other Institute, the examination is conducted at a time convenient to the students as well as the concerned faculty.
- Special dietary requirements, sports uniform and materials are provided wherever required for the students.

5.1.7 Enumerating on the support and guidance provided to the students in preparing for the competitive exams, give details on the number of students appeared and qualified in various competitive exams such as UGC-CSIR- NET, UGC-NET, SLET, ATE / CAT / GRE / TOFEL / GMAT / Central /State services, Defense, Civil Services, etc.

- Counseling regarding Competitive Examinations to create awareness and motivate students to pursue career in public services, MPSC/UPSC exams is given. A platform has been created for pass out students who are rank holders, students in banking and Alumni currently placed in various organisations to share their experience.
- Following table shows the number of students Counseled for different competitive exams

Table 72 Students Counseled for Competitive Exams

Year	No. of Students
2011-12	15
2012-13	25
2013-14	43
2014-15	70

- Following table shows the number of qualified students for different competitive exams

Table 73 Students Qualified Different Competitive Exams

Year	Programme	Student Name	Exam
2011-12	MCA	Chetan Pardesi	Bank PO
	MBM(CM)	Prashant Kulkarni	Oriental Bank of Commerce
	BBM(E-Comm.)	Rakhi Nara	Punjab National Bank
		Neha Bodle	HDFC
2013-14	MPM	Ritu Rewat	Central Bank of India-PO
2014-15	--	--	--

5.1.8 What type of counseling services are made available to the students (academic, personal, career, psycho-social etc.)

- **Academic, personal, & career Counselling :**

Counseling of weak students is done for performance improvement. Mentoring by faculty members helps such students. Meetings of students who have failed in individual subjects are arranged where students share their problems and perceptions and action plan to overcome difficulties is decided and implemented. For example Two day or three day workshops exclusively for one subject are arranged and such students are pursued to attend the workshops. This has helped them to understand basics and applications in the subject. Peer learning is encouraged. The brighter students are encouraged to follow “teach and learn” policy, which ensures personal growth along with the development of other weak students.

Personal and academic counseling is given to the students in the class room to minimize the dropout rate.

Counselling on regular basis of identified students likely to drop out is the normal feature. Their parents are also consulted.

- **Psycho-social Counselling**

It is observed that some reasons for drop out are other than financial weakness or learning impairments. The students expect too much from parents, they are not in good terms with parents, they are confused so far as the purpose of joining the course, they always blame others and situation, there are neglected psychological ailments prevailing and so on. Our Director is a professionally qualified psychological counselor and KCE Society has appointed Dr.Niraj Deo as Professional counselor. We have understanding with ‘Bhavsparsh Counselling Centre’ an NGO operating in Jalgaon. These are some of the solutions adopted by our institute to avoid students drop out.

5.1.9 Does the institution have a structured mechanism for career guidance and placement of its students? If ‘yes’, detail on the services provided to help students identify job opportunities and prepare themselves for interview and the percentage of students selected during campus interviews by different employers (List the Employers and the programmes)

- Following are the initiatives taken by the Institute in order to enhance the possibility of quality jobs
 - A Training and Placement Cell is fully functional the officer in-charge strives to establish contacts with maximum Industrial Houses and potential recruiters and a database is maintained.
 - The Placement coordinator also solicits participation of software companies and private sector banks to conduct Campus Interviews.
 - Soft skill training is given to students to enhance their employability.
 - Mock Aptitude Tests and Mock Interviews are conducted for improving performance of students.

- The summer internship projects (SIP) as well as field work in case of management related Courses and a six month industrial training which is mandatory in case of MCA provides a platform for establishing credible links to obtain a proper placement.
 - To enhance the employability skills special workshops are conducted every year by eminent HR Specialist (Mr. Jayesh More, Director Resume Services)
- Percentage of students selected during campus interviews by different employers (2014-15)

Table 74 Campus Placements

Course	Employer	No of students selected
MBA	AXIS BANK	6
	Fem International Magazine	10
	Nirmal Seeds	1
	DHFL/Jalgaon People	1
	Yes Jihson	1
	Kotak Securities	2
	Jai Laxmi Costing Advtiser pvt. Ltd.	1
	Patil Bio-Tech	1
	Multi Media Features Pvt. Ltd	2
	Chasis Breacks	1
	Geojeet BNP Paribhas, Nasik	1
	KK Cans, Jalgaon	1
	MCA	BTIT Infosystem, Pune
Maxwell Softpark Pvt. Ltd., New Mumbai		7
Rheal Software Pvt Ltd, Mumbai		3
S5 Infotech, Pune		4

5.1.10 Does the institution have a student grievance redressal cell? If yes, list (if any) the grievances reported and redressed during the last four years.

- The institute has a formal grievance redressal cell as per AICTE guidelines, we are proud to mention that till date no complaints have been registered, this is because the internal evaluation is done four fronts as established in 2.5.5, the possibility of any dissatisfaction may arise in the internal written test.
- To negate this our institute believes in showing the answer books to the students. The grievance if any thereof is looked into and if found wanting the institute provides another opportunity to rewrite the exam.
- The course coordinators is at the discretion to appropriately resolve matters of students' concern.

5.1.11 What are the institutional provisions for resolving issues pertaining to sexual harassment?

- The institute has an Anti Women harassment committee, which caters to the sexual harassment grievances of students. However, so far there has been no such case of sexual harassment in the campus. Every year two meetings of the committee are held and minutes are kept.

5.1.12 Is there an anti-ragging committee? How many instances (if any) have been reported during the last four years and what action has been taken on these?

- Yes, there is an anti-ragging committee. The senior students are made aware of the outcome of ragging as per the government instructions about ragging. The institute also displays the government notice on ragging on the notice board for strict observance of the same. The institute has the culture of “Fresher’s Party” where the senior students welcome the new students in the campus. It develops healthy relationships among Junior and Senior students.
- Anti-ragging affidavits are filled on UGC site by the students. Anti-ragging undertaking is taken from students on affidavit.
- Anti-ragging boards are displayed in corridors of the Institute.
- In the past four years no untoward incident regarding ragging has been reported.

5.1.13 Enumerate the welfare schemes made available to students by the institution.

The Institute is facilitating welfare schemes and academic scholarships for deserving students as a commitment towards excellence and perseverance in academics.

- Financial assistance is provided by the institute to encourage the students to participate in various competitions.
- For the economically weaker class students, G.D.Bendale scholarship is made available.
- Economically weak students are allowed to earn, working in the library and administrative departments.
- The college also arranges for government scholarships for the students.
- The Library’s reading room facility is made available to students till midnight during examination period.
- Backlog students are permitted to attend classes with regular batches.

5.1.14 Does the institution have a registered Alumni Association? If ‘yes’, what are its activities and major contributions for institutional, academic and infrastructure development?

- The college has a registered alumni association. The Alumni meet is conducted every year. The alumni of the college strengthen the institution and support the students by sharing the job opening, providing guest lectures, project etc.
- Many students have family businesses and they have expanded these businesses further using knowledge and skills acquired during their admissions for various courses. They continue to have rapport with faculty members even after learning the institute. They share experiences with faculty as well as students through with better insights of current business practices are developed. The process is informal and based on mutual convenience on case to case basis. Students are also given help for summer projects, field assignments as well as career guidance is provided as alumni are better versed with current trends.
- IMR alumni is part of University administration as they are members of various bodies of NMU. Such as BOS members, management council member, Academic council members, RRC committee members, HOD’s, Chairmen of Industry. Institute Interaction cell and such important policymaking committees. In their capacity of such bodies they actively participate, contribute and shape the future course of development of the university and its students.
- IMR alumni is having fair representation on Khandesh College Education Society Management Council and Local Management Council of IMR. They are key persons in institutional development. The strategic decisions and policies are decided by them and provide inputs for planning as well as execution and does its monitoring.
- Infrastructure development is a decision area in which management council has great authority and as part of this decision making body our alumni help in positive direction and additions in keeping with the vision, mission and objectives set for our institute.

5.2 Student Progression

5.2.1 Providing the percentage of students progressing to higher education or employment (for the last four batches) highlights the trends observed.

Table 75 Student Progression

Student Progression	Against % enrolled			
	2011-12	2012-13	2013-14	2014-15
UG to PG	103	117	105	85
PG to M.Phil	0	0	0	0
PG to Ph.D	1	0	0	5
Ph.D to Post Doctoral	0	0	0	0
Employed				
• Campus Selection	--	--	--	--
• Other then Campus recruitment				
Entrepreneurship/Self Employment	17	20	28	23

5.2.2 Provide details of the programme wise pass percentage and completion rate for the last four years (cohort wise/batch wise as stipulated by the university)? Furnish programme-wise details in comparison with that of the previous performance of the same institution and that of the Colleges of the affiliating university within the city/district.

Table 76 Programme Wise Pass Percentage

Course	2011-12 Passing %age	2012-13 Passing %age	2013-14 Passing %age	2014-15 Passing %age
MBA	66.11	70.34	55	43.11
MCA	66.66	72.27	56	48
MBM(CM)	56.91	54.65	74	31.25
MBM(PM)	84	73.68	60	56.25
BBM(BS)	83	96.66	84	96
BBM(ecom)	53.33	43.24	62	64

5.2.3 How does the institution facilitate student progression to higher level of education and/or towards employment?

- Career counseling is done to make the students aware of the various opportunities available in higher education as well as employment market.
- The Institute is creating awareness about the importance of Ph.D. and its advantages thereof and providing guidance for the entrance test.
- Counseling regarding Competitive Examinations to create awareness and motivate students to pursue career in public services, MPSC/UPSC exams is given. A platform has been created for pass out students who are rank holders, students in banking and Alumni currently placed in various organisations to share their experience.

- The Training and Placement cell gives training to the students on communication skills, aptitude, group discussions and interview to boost confidence among the students and to create interest in education.
- The Training and Placement cell also arranges for off Campus interviews.

5.2.4 Enumerate the special support provided to students who are at risk of failure and drop out?

The institute assigns mentors to the students of each course. Surprise tests and tutorials are conducted for the various courses. From this the slow learners are identified and personal coaching is provided by the staff member to the student.

The percentage of drop outs is negligible, still counseling is also given to such students to avoid dropouts.

- Counseling of weak students having risk of failure is done for performance improvement. Mentoring by faculty members helps such students. Meetings of students who have failed in individual subjects are arranged where students share their problems and perceptions and action plan to overcome difficulties is decided and implemented. For example Two day or three day workshops exclusively for one subject are arranged and such students are pursued to attend the workshops. This has helped them to understand basics and applications in the subject. Peer learning is encouraged. The brighter students are encouraged to follow “teach and learn” policy, which ensures personal growth along with the development of other weak students.
- Personal and academic counseling is given to the students in the class room to minimize the dropout rate.
- Counselling on regular basis of identified students likely to drop out is the normal feature. Their parents are also consulted.
- It is observed that some reasons for drop out are other than financial weakness or learning impairments. The students expect too much from parents, they are not in good terms with parents, they are confused so far as the purpose of joining the course, they always blame others and situation, there are neglected psychological ailments prevailing and so on.
- The faculty members are wary about weak students who are likely to dropout, special encouragement is given in the form of providing personal notes and study material and also providing question bank in order to prepare for the examination.
- Our Director is a professionally qualified psychological counselor and KCE Society has appointed Dr.Niraj Deo as Professional counselor.

5.3 Student Participation and Activities

5.3.1 List the range of sports, games, cultural and other extracurricular activities available to students. Provide details of participation and program calendar.

The college offers wide range of sports, games and cultural activities. The students are encouraged to participate in any of the following sports and games activities which have been functioning actively in the college for the last 10 years. Besides, the college has been conducting summer sports camp in the following games since 2003.

- Range of sports & games
- Range of cultural activities
- Range of extracurricular activities

Table 77 Krida Vedh

Name Of Activity	Number Of Students Enrolled	Recognition/Awards
Krida Vedh 2011	355	Certificate,Trophy,Medal
Krida Vedh 2012	460	Certificate,Trophy,Medal

Krida Vedh 2013	500	Certificate,Trophy,Medal
Krida Vedh 2014	570	Certificate,Trophy,Medal

Table 78 National Level Sports & Games

Sr No	Name Of Activity	Year	No. Of Students Participated	Remark
1	Karate	2011	1	1 st Place
2	Cricket	2013	1	2 nd Place
3	Chess	2013	1	4 th FIDE
4	Chess	2014	2	FIDE Rank Participation

Table 79 State Level Sports & Games

Sr No	Name Of Activity	Year	No. Of Students Participated	Remark
1	Squash	2011	1	2 nd Place
2	Karate	2012	1	Participation
3	Karate	2012	1	Participation
4	Kabaddi	2013	1	Participation
5	Fencing	2014	1	Participation
6	Cricket	2014	1	Participation
7	Cricket	2014	2	Participation

Table 80 University Level Sports & Games

Sr No	Name Of Activity	Year	No. Of Students Participated	Remark
1	Table Tennis	2011	1	Participation
2	Fencing	2012	2	Participation
3	Fencing	2013	1	Participation
4	Chess	2014	1	4 th Place
5	Cricket	2014	1	Participation
6	Basket Ball	2014	1	Participation
7	Basket Ball	2014	1	Participation

Table 81 District Level Sports & Games

Sr No	Name Of Activity	Year	No. Of Students Participated	Remark
1	Marathon	2012	15	Participation
2	Badminton	2013	1	3 rd Place
3	Cricket	2013	6	Participation
4	Cricket	2013	1	Participation
5	Chess	2013	1	1 st Place
6	Badminton	2013	1	1 st Place
7	Badminton	2013	1	2 nd Place
8	Chess	2013	2	Participation
9	Badminton	2013	1	Participation

10	Cricket	2014	3	Man Of The Match
11	Cricket	2014	2	Participation
12	Badminton	2014	2	2 nd Place
13	Chess	2014	1	10 th Place

Table 82 Outdoor Sports

Year	Outdoor Sports	Student participation	Awards
2011-12	Cross Country	1	Group Selection
	Cricket	16	2nd Inter College
	Cricket	16	1 st MPL Tournament
2013-14	T-20 Cricket	1	National Selection
	Softball	1	Group Selection
2014-15	Cricket (Women)	1	Group Selection
	Cricket (Male)	1	Group Selection
	Cricket	1	University Selection
	T-20 Cricket	1	State Selection
	Basket ball	1	Group Selection
	Basket ball	1	Krida Mohotsav University selection

Table 83 Indoor Games

Year	Indoor Games	Student participation	Awards
2011-12	Table Tennis	1	Group Selection
	Karate	1	1 st International level
	Squash	1	2 nd State level
2012-13	Fencing	1	University Selection
	Fencing	1	Group selection
	Rifle Shooting	1	Group Selection
	Badminton	1	Group Selection
	Judo	1	Group Selection
	Taekwondo	1	Group Selection
	Badminton	4	2 nd Inter college
	Wrestling	1	3 rd Intercollege
2013-14	Fencing	1	University Selection
	Badminton	1	3 rd District level
	Wrestling	1	State selection
	Chess	1	Group Selection
	Badminton	1	Group Selection
	Fencing	1	Group Selection
	Chess	1	Fide Rank 4 th District tournament
	Chess	1	Group Selection
2014-15	Chess	5	1 st Intercollege
	Chess	2	Group Selection

Badminton	7	3 rd Intercollege
Badminton	1	Group Selection
Power Lifting	1	3 rd Intercollege
Fencing	2	Group Selection
Chess	1	University Selection
Chess	3	FIDE Ranking
Fencing	1	State selection

5.3.2 Furnish the details of major student achievements in co-curricular, extracurricular and cultural activities at different levels: University / State / Zonal / National / International, etc. for the previous four years.

Achievements in Co-Curricular, Extracurricular And Cultural Activities

Table 84 Curricular activities Zonal Level

Year	Name of the student	Events	Achievement
2014-15	Ketan Sonar	Kandeshstariy Yuvak Mahotsav Organized by Lokmat Yuva Next	Got 1st Prize for Debating

Table 85 Extra Curricular activities State Level

Year	Name of the student	Events	Achievement
2011-12	Dipali patil, Archana patil, Group of 12 students	Sakal Karandak Ekankika Spardha	Got 1st Prize Also solo Prizes for best Actress & for Best Direction
	Ketan Sonar	Rajystariy Yuvak Mahotsav Organized by Lokmat Yuva Next	Got 2nd Prize For Anchoring
	12 students Participated	Bhushan Karandak Ekankika Spardha	Our Institute Got 1st Prize for group
	Dipali Patil & Archana Patil	Utsphurt Abhivachan Spardha Organized by V.V.Vachanalay	Won First Prize & Consolation Prize
2013-2014	Miss. Neha Patil	Maharashrta Rajya Natya Spardha	Won 1st Prize for Make-up
	MR. Rushikesh Dharmadhikari	Bhushan Karandak Ekankika Spardha	Got 2nd Prize for Acting
2014-2015	Neha Patil	Purushottam Karandak Ekankika Spardha	Won 1st Prize for Acting
	Miss. Neha Patil	Maharashrta Rajya Natya Spardha	Won 1st Prize for Lights

Table 86 Extra-Curricular activities University Level

Year	Name of the student	Events	Achievement
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2011-12	Archana patil & Dipali patil	N.M.U. Abhivavhan Spardha	Institute Got 1 st Prize for group
	Dipali Patil, Archana Patil, Ketan Sonat	Sakal Karandak Ekankika Spardha	1 st Prize for group of 12 Students, Solo Prizes to Dipali Patil for best Actress & Archana Patil for Best Direction, Ketan Sonat Got Prize For Vachik Abhinay – Purush(Male)
	Dipali Patil, Archana Patil.	N.M.U.Karandak Ekankika Spardha	1 st Prize for group of 12 Students & Institute got N.M.U. Karandak
	27 Students of IMR were participated	"Yuvarang"	Institute Got Silver Medal For Skitt (8 Students were Participated) & also got Silver Medal for Mimicry
	12 students were Participated	N.M.U.Karandak Ekankika Spardha	Institute Got 2 nd Prize for group of 12 students
	Miss. Manasi Patil & 8 Students were Participated	"Yuvarang"	Silver Medal For Skitt (8 Students were Participated) & Miss. Manasi Patil Got Silver Medal for Folk Event (Solo Event)
2012-2013	12 students where participated	N.M.U. Karandak Ekankika Spardha	2 nd Prize for group.
	Miss. Manasi Patil & 8 Students were Participated	"Yuvarang"	Silver Medal For Skitt & Miss. Manasi Patil Got Silver Medal for Folk Event (Solo Event)
2013-2014	Rushikesh Dharmadhikari	N.M.U. Karandak Ekankika Spardha	2 nd Prize for Acting
2014-2015	Neha Patil, Kalyani Gore	N.M.U. Karandak Ekankika Spardha	1 st Prize for Acting & Consolations Prize for Acting
	Apurva Apastam	Marathi Natyageet Va Bhavgeet Gayan Spardha Organized by N.M.U.	Student Won 1 st Prize
	Alwin Stuert	"Yuvarang"	Gold Medal For Western Song & Got Silver Medal for
	Neha Patil	Natya Abhivachan Spardha	Won 1 st Prize

Table 87 Co-Curricular activities at National Level

Year	Name of the student	Events	Achievement
2014-15	Reshma S. Galani	IT festa Software Exhibition	Got 3rd prize

Table 88 Co-Curricular activities University Level

Year	Name of the student	Events	Achievement
2011-12	Virat sharma, Vinit Sancheti	Corporate Quiz	Got 1 st prize

	Uday gosavi, suraj firke	Corporate Quiz	Got 2 st prize
2012-13	Komal oswal, Chetana birla, punit motiramani, khushbu Agrawal, abhisehk soni, prince nigam	Group Discussion Competition organized by Asha Foundation	Got 1 st Prize
2013-14	Karan Lalwani, Ankita sonawane, Shweta bajaj, krupa lapsiya, pooja patil, aswini somani	Group Discussion Competition organized by Asha Foundation	Got 1 st Prize
	Komal oswal	EUPHORIA- presentation competition	Got 3 rd Prize
2014-2015	Karan Lalwani	EUPHORIA- presentation competition	Got 3 rd Prize
	Ronak nahar	Elocution competition organized by rotary club of jalgaon	Got 1 st Prize
	Miss. Sheetal kankariya	“Bizi-wizi” Business Quiz Competition	Got 2nd Prize
	Shantanu Agrawal & Sachin Patel	Chakravyuh quiz contest (G.I.M.R)	Got 1st prize
	Miss. Swarangi saraf & Miss. Shivani sakhare	Vanijya prashna manjusha	Got 2nd Prize
	Virat sharma	EUPHORIA- presentation competition	Got 1 st Prize
	Shantanu Agrawal & Sachin Patel	Mind shooter (Deokar Engg. College)	Got 1st Prize
	Shantanu Agrawal & Sachin Patel	Shantanu Agrawal & Sachin Patel	Got 1st Prize
Shantanu Agrawal	Corporate show	Got 1st Prize	

5.3.3 How does the college seek and use data and feedback from its graduates and employers, to improve the performance and quality of the institutional provisions?

- The Institute is one of the oldest in the region, the city of Jalgaon being a small one most of the successful businessman as well as employees in manufacturing and service sector are passed out students of IMR. The institute has a regular interaction with these people who are instrumental in suggesting appropriate changes. Apart from this the formation of IQAC will give more thrust to improve the performance and quality of the institutional provisions.
- The following are some of the initiatives proposed by the Alumni which has been taken up by the institute-
 - a) MOU with Saturday Club Global Trust
 - b) MOU with JalaSRI- Watershed Surveillance & Research Institute
- Continuous Student feedback is collected and analysed by the course coordinator. The course coordinator then communicate the feedback pertaining to Infrastructure & further development of Institute to the Director. The Director takes necessary action as per the requirement & by the guidelines from top Management.

- The student feedback also plays an important role in syllabus restructuring. At this stage some of the employers are also contacted in order to understand the current industry requirement. The Director of the Institute Through his good offices plays a major part in ensuring upto date syllabus.
- The feedback is taken from the employers during the campus placement drive by the placement officer. These feedbacks are brought to the notice of the Director. The relevant efforts are taken to fill the Gap.

5.3.4 How does the college involve and encourage students to publish materials like catalogues, wall magazines, college magazine, and other material? List the publications/ materials brought out by the students during the previous four academic sessions.

- The Institute publishes its Annual College Magazine “Vyavsthapan” at the time of “synergy”. The students are encouraged to publish articles, Poems etc. in English, Marathi or Hindi language. These magazines provide an opportunity to improve their writing and content development skills.
- Similarly there is a tradition in our institute to publish Wall magazines every fortnight with contributions from students, the wall magazines consists of 2 to 3 articles on topics of current interest 1-2 poems, 1-2 paper clippings and a painting. In the initial years this wall magazines was published monthly.
- The students of our institute are given all liberty to come out with their creative instincts, towards designing and publishing all brochures related to various activities conducted, such as Managers day, Entrepreneurs day, IT Festa, National conference, FDP, Talent Hunt.
- The institute has not maintained such data.

5.3.5 Does the college have a Student Council or any similar body? Give details on its selection, constitution, activities and funding.

- The institute has a student council which includes University representative (UR), class representatives, Ladies representative, sports and cultural representatives as per the guidelines of North Maharashtra University (NMU). This council ensures that students’ community is being represented in all aspects and their requirements is communicated to the management.
- The selection of University representative and other members of the body is very democratic and takes place every year as prescribed by the University.
- The notice for the constitution of student council is displayed on the notice board as per NMU directives, the toppers of the class are selected as Class representative (CR).
- From the selected Class representatives, Sport representative, Cultural representative and Ladies Representatives, University representative (UR) is elected.
- The student body is instrumental in organizing various events conducted by the Institute. They play a major role in publicizing the events at other colleges and institutes.

5.3.6 Give details of various academic and administrative bodies that have student representatives on them.

- The institute has a library committee which looks into the requirements of reading material/ reference books for the benefit of the student. Hence, due representation is made by the students in this committee.

5.3.7 How does the institution network and collaborate with the Alumni and former faculty of the Institution.

- The institution has a registered alumni association. The number of members in this association is 170. The members are contacted periodically to make them aware of the various events, seminars, conferences being held not only at our institute but also at various other institutions.
- The institute identifies areas where there is a need for inputs of current relevance and in such instances the alumni is contacted depending on the specialization. They are requested to spare time for the students and share their thoughts and experiences.

- The institute also organizes alumni meet every year. The alumni interact with the faculty and give valuable suggestions for improvement.
- The former faculty often visit the Institute if they happen to visit the town and interact with student and peer group, share their experiences & sometimes suggest some measures for the improvement of the Institute.

Criterion VI: Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 State the vision and mission of the Institution and enumerate on how the mission statement defines the institution's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, institution's traditions and value orientations, vision for the future, etc.?

- **Vision**

To be one of the best Management and IT institutes of India catering to the changing needs of the Industry in keeping with the basic values of life.

- **Mission**

To scale greater heights in imparting quality education with emphasis on holistic development of the individual with a strong sense of social responsibility. To provide an environment to train students to become the best business minds who will lead organisations successfully in national and international level.

- Institute of Management and Research displays distinctive characteristics in terms of addressing the needs of the society aligning itself to the mission statement and constantly strives to impart holistic education to students to enable them, excel in all aspects in their life as well as their profession.
- The institute is committed to provide quality knowledge, values, and wisdom for the students to be successful by recruiting eminent faculty with handsome experience in the industry.
- The infrastructure of the Institute Provides ideal learning environment also the requisite infrastructure is laid out in such a manner so as to develop our students at par with any top institution in India thereby supporting our mission policy.
- The institute believes in keeping itself constantly updated with latest technologies to aid our faculty teach students in a manner at par with requisite standards as-
 - All faculty members are provided with a Desktop with an option to prefer a Laptop as per their convenience. The computer systems including the laptops have internet connectivity through leased line of 20Mbps & 2Mbps Broad band line and also through Wi-Fi hot spots. In addition to this the faculty members are given privileged access to their smart phone on Wi-Fi.
 - The Students are also given access to their personal laptops which is strictly monitored. The students are made to apply through a standard format permitting them to access internet on their systems.
 - The Institute currently is well equipped in terms of IT infrastructure. However, keeping in view the future requirements, efforts are on to impress upon the management to establish SMART class rooms, Blade Servers, Fiber optic LAN, Additional Bio-matric system for classrooms, LCD screens for class rooms, 200MBps leased line etc.
- a) The Institute over a period of 28 years has established itself as a major contributor to the society in terms of social education for overall improvement in the standards of their living.
- b) As a constituent institute of KCE Society established in 1944 there is a lot of goodwill. The institute has a rich tradition in the education field having produced successful individuals we are also known for the values it cherishes and sincerely impart these amongst the students. A testament to this is our former President Hon'ble Prathibatai Patil, the most recent Jewel from the institute is Mr. Pritam Yawalkar Assistant Commissioner of Police, Maharashtra State.

6.1.2 What is the role of top management, Director and Faculty in design and implementation of its quality policy and plans?

- The Top management consists of the President of the society along with Executive Council and Local Management Committee. The working of all constituents' institutions is monitored by the executive council, each individual institutions under the society has a Local Management Committee (LMC). The President of the society, who is a visionary is always looking towards improvement in all aspects without compromising on the 'Quality Aspect'. The Quality Aspect in terms of the society's purview consists of provision of quality infrastructure, quality resource persons, quality equipments and tools. The LMC and Executive Council are appraised of the requirements through the Director of the Institute.
- The Director periodically conducts meetings with the senior faculty to ensure that all curricular and infrastructural needs are taken care of in order to ensure continuous service to the stakeholders.
- The faculty members form the core of the 'Quality Aspect' this is because, it is the faculty who are on the ground working towards the established Vision, Mission and objectives. It is the faculty who reflect the quality policy of the institutions, hence all requirements to be fulfilled towards the students from the design to implementation is borne by the faculty.

6.1.3 What is the involvement of the leadership in ensuring?

- **The policy statements and action plans for fulfillment of the stated mission.**
- **Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan.**
- **Interaction with stakeholders.**
- **Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders.**
- **Reinforcing the culture of excellence.**
- **Champion organizational change.**

a) The policy statements and action plans for fulfillment of the stated mission.

- The Khandesh College Education Society management is committed to the field of education and social upliftment.
- The management, in order to honour its mission ensures appointment of qualified faculty, they also encourage people from the industry.
- The management is committed to providing appropriate infrastructural facilities to meet the stated mission. The following are the infrastructural facilities made available for IMR student by KCE Society –
 - Eklavya
 - Hostel
 - JalaSRI
- The management conducts a periodical interaction with all the stakeholders in order to obtain feedback and ensures proper movement in the right direction to meet the mission stated.

b) Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan.

- i) The formulation and incorporation of the action plans with strategic plans is done through the meetings of Executive Council and Local Management Committee.
- ii) Agenda points are discussed and decisions making is done keeping the director of the institution in the loop.
- iii) The management keeps a control on the Institutional processes through continuous monitoring under the supervision of the President KCE Society.

c) Interaction with stakeholders.

The Institute interacts with Teaching/Non-teaching staff, students, parents, alumni, industry and society who are the stakeholders of the institute.

- **Teaching staff:** Monthly faculty meetings are conducted by Director to keep abreast of the happenings in terms of academics and infrastructural requirements.
- **Non-teaching staff:** Periodic meetings especially before the LMC meeting is conducted to get up to date information in all aspects of the functioning of the institution.
- **Parent:** Individual courses organize a parent teacher meet at the beginning of the academic year presided over by the Director.
- **Alumni Meet:** The institute has a registered alumni association and every year during the months of Feb-March an annual alumni meet is conducted. This is also the time when feedback is taken on aspects such as curriculum development, and the latest industry trends.
- **Industry:** Interaction with industry takes place in the form of guest lectures, Managers day, Entrepreneur's day, conferences, seminars, placement activities etc.
- **Society:** The director of the institute is also a member in many social forums and is a recognized resource person in psychology, accounts, personality development, mind and body development, value inheritance. He is regularly called upon to address gatherings from the general society which forms a convenient platform for community service.

d) Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders.

- i) The president of the KCE Society is a multidimensional personality and is widely traveled.
- ii) He has developed an art of assessing the requirements in the field of education based on his exposure to the world.
- iii) There is an elite team who interact with the president and provide research based information on the current scenario and options towards successful implementation.

e) Reinforcing the Culture of Excellence.

- i) KCE Society is one of the oldest educational institutions in the region. It also boasts of having produced top citizens of the country. The institute as one of the constituent bodies of the KCE society inherits the rich heritage and culture.
- ii) The Institute is also fortunate to be headed by the Director who emphasizes on the importance of ethics and values. There is a huge display of the various values to be cherished as a part of the Institute.
- iii) The display of the values through its implementation lead towards the vision and mission statements of the Institution.

f) Champion Organizational Change.

- i) "Change is the only Constant" in order to substantiate this statement the top leadership of the KCE Society has coined the term "A Profound Academic movement" this allows for regular upgradation of the academic and infrastructural requirements in order to meet its vision and mission statements.
- ii) The president of the KCE Society is a multidimensional personality and is widely traveled.
- iii) He has developed an art of assessing the requirements in the field of education based on his exposure to the world.
- iv) He has suggested introduction of a value addition course named 'Certificate course in Self-Realization'.
- v) In order to develop a sense of belonging and uniformity in cadres a dress code for teaching and non-teaching staff has been introduced.

6.1.4 What are the procedures adopted by the institution to monitor and evaluate policies and plans of the institution for effective implementation and improvement from time to time?

- a) Periodic meetings are conducted at the Management level amongst the Executive Council and the Director of the Institute chaired by the President of KCE Society.
- b) The decisions taken at the previous meeting is taken up for review and deviations noted.
- c) The Executive Council directs the Local Management Committee (LMC) to visit the Institute for further improvisations to be made if any.
- d) The observations of LMC is taken up by Director as proposals, and put forth in the meeting with the teaching and non-teaching staff.
- e) The teaching and non-teaching staff suggests various academic and infrastructural requirements which may be ideal for the benefit of the reputation of the Institute.
- f) Action plan is made by the director for implementation and communicated.
- g) Institute submits an annual report before annual general meeting to the Management of KCE Society.

6.1.5 Give details of the academic leadership provided to the faculty by the top management.

- a) Top Management has delegated to the director the responsibility of identifying, selecting, and recommendation of suitable candidates for any vacancies.
- b) The Director is given a free hand in the day to day operation of the institute.
- c) The Director on his part identifies senior and competent faculty to run individual courses as course coordinators.
- d) The Course Coordinators are responsible for the admissions, subject allocations, preparation of time table, and proper conduct of the internal evaluation, display of internal marks, feedback, and result analysis of respective course.
- e) This automatically instills leadership qualities.
- f) The course coordinator utilizes the services of the other faculty members to achieve common goals of Institute.

6.1.6 How does the college groom leadership at various levels?

- a) The director offers a free hand to the course coordinators to achieve the highest possible results without interference in day to day matters.
- b) The Director identifies faculty with good potential for leadership are during academic sessions, group activities and interactions, and are entrusted with appropriate role in important academic and administrative activities.
- c) The director grooms leadership among the faculty members by giving them opportunities to work as course coordinators, and heads of various, curricular and co-curricular activity committees.
- d) At the student level the faculty identifies potential leaders amongst the students and are made in charge of various curricular and co-curricular events.
- e) The faculty provides free hand for them to plan, strategize and execute the events. The faculty ensures proper monitoring and control for the success of event.

6.1.7 How does the Institute delegate authority and provide operational autonomy to the departments / units of the institution and work towards decentralized governance system?

- a) The institutes provides operational autonomy and works towards decentralized governance system. The director is the head of the institute and reports only to the president of KCE Society.
- b) The administration department is headed by the office superintendent and is given authority to decide matters concerning administration and matters relating to examinations.

- c) The course coordinators are given autonomy in subject allocation, time table, conducting internal examinations, obtaining feedback, and results in consultation with concerned Head of Department. The course coordinator in turn gives a free hand to the faculty to decide on session plans lectures practical and setting of internal question papers.
- d) The librarians are given autonomy in upgrading the library resources and facilities including subscription of general reading books, magazines, academic Journals, etc. they also seek the guidance of faculty members towards addition in reference books and special publications.
- e) Added to this certain faculty members have been delegated with authority to head committees such as, Grievance Redressal Committee, Placement Committee, Cultural Committee, Staff Grievance Committee, Library Committee, Sports Committee, Ladies Grievance Committee/Anti Women Harassment, Disadvantage Group Welfare Committee , Alumni Committee, Anti Ragging Committee, website committee.
- f) The delegation of authorities to appropriate faculty members has ensured that the institute has a well-oiled mechanism for smooth running.

6.1.8 Does the Institute promote a culture of participative management? If ‘yes’, indicate the levels of participative management.

- Yes, the Institute promotes a culture of participative management by involving the staff and students in many ways.
- Each committee mentioned in 6.1.7 is headed by a senior faculty duly supported by faculty members
- Student council is functional and it participates in management in many ways.
- Ad-hoc committees are also set up time to time depending on the requirement e.g. committee for National Conference, seminars and parent teachers meet etc.
- Participative management is also practiced by the Management and important decisions are taken in the LMC meetings.

6.2 Strategy Development and Deployment

6.2.1 Does the Institution have a formally stated quality policy? How is it developed, driven, deployed and reviewed?

- The quality policy of the institute is thus -
 “Institute of Management & Research, Jalgaon is committed to academic & human capital building. In order to achieve this, we shall:
 - Analyse the need of the corporate & business environment
 - Analyse our students with regards to their intrinsic capacity
 - Understanding these two ends, we shall adopt a methodical approach through our pedagogy to make students filled with right attitude, knowledge and skills.
 - Strive to apply the knowledge to the situation through case studies, live projects, visits & consultancy.
 - Develop self in a wholesome way through Yoga, Meditation & Spirituality.”
- The institute has formally constituted an IQAC Committee on 1st June 2014.
- The quality policy has evolved over a period of years of committed service to all stakeholders.
- The quality policy is driven by the mission and vision of the Institute. This utility oriented approach towards education is driven by the perception and passion of the leadership of the KCE Society.
- Prior to the constitution of IQAC the Management of KCE Society, LMC and the Director of the Institute were responsible for ensuring the activities in line with the Quality policy. Currently IQAC committee is streamlining all quality aspects.
- The Quality Policy is deployed by ensuring quality in all the activities and events conducted by the

Institute. Quality is also ensured, maintained and given utmost importance in infrastructure, administration, imparting Education, the Library, Computer labs, Examination, and Placements.

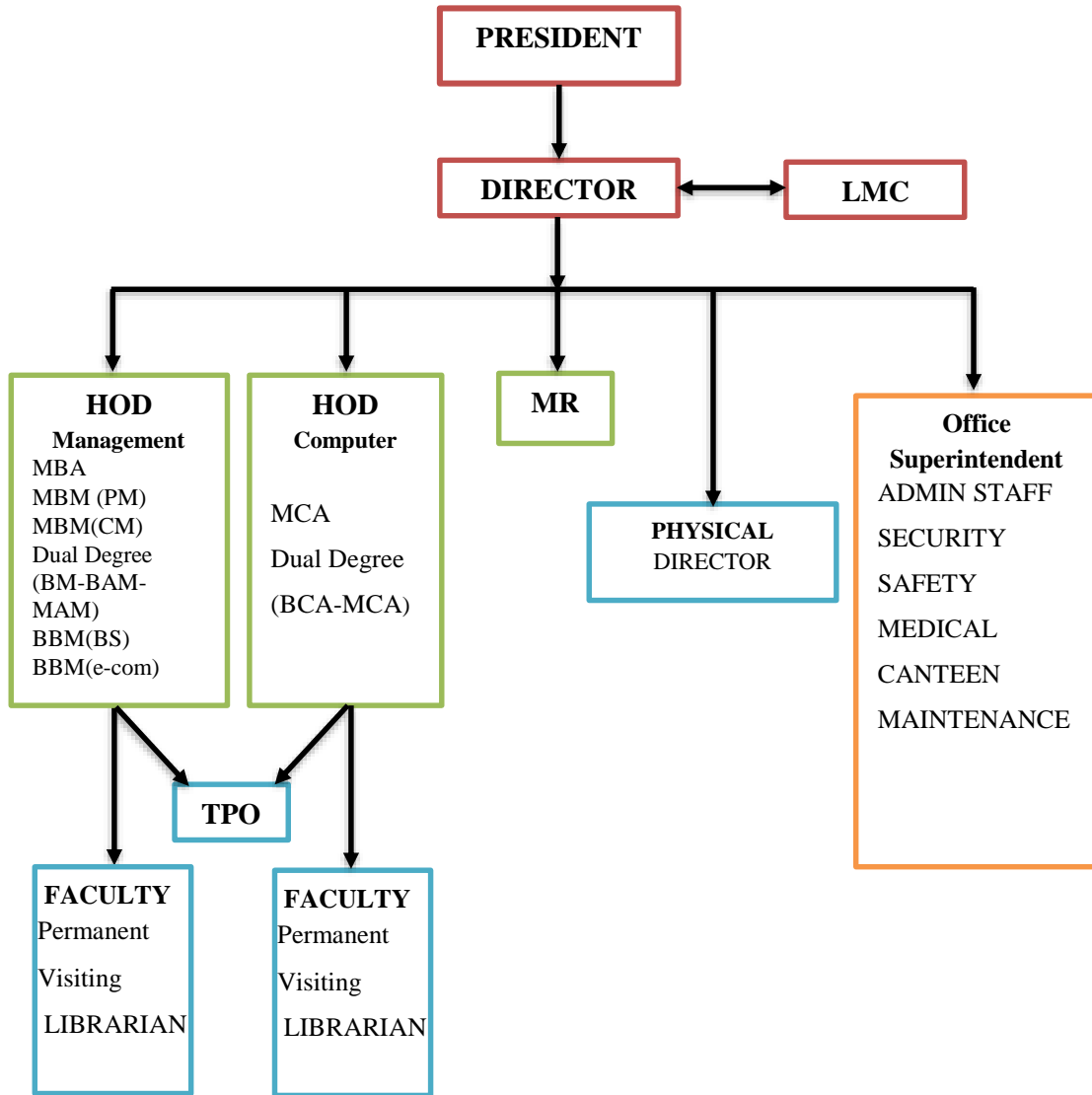
- Regular review is taken on all activities and events conducted by the institute to adhere to the quality policy stated.
- In case of flaws identified, they are duly rectified in the subsequent event with necessary modifications and renewed methodology.

6.2.2 Does the Institute have a perspective plan for development? If so, give the aspects considered for inclusion in the plan.

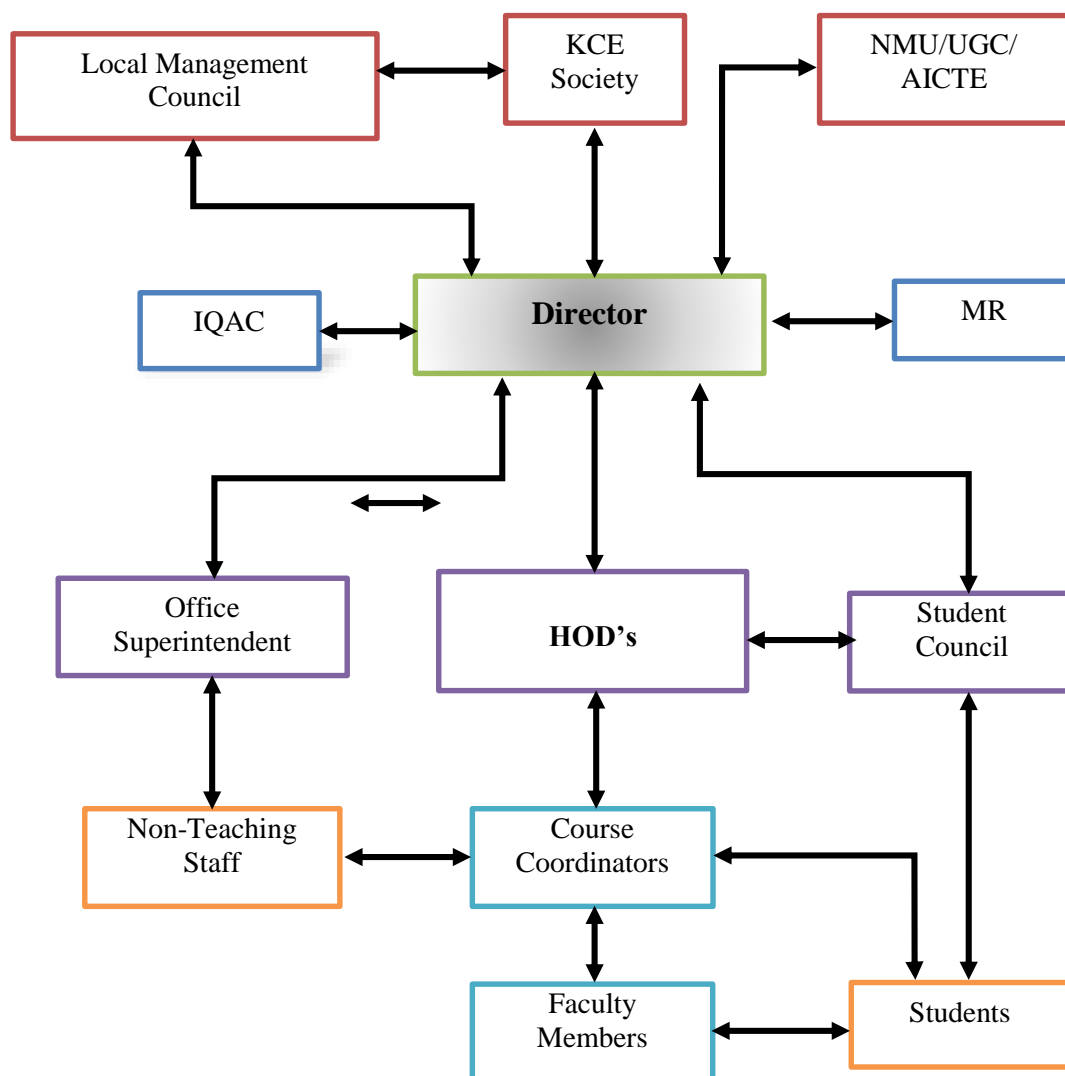
- Our vision and mission statement forms the basis for our perspective plan Institutional development is given top priority and reflected in plan proposals which is prepared in consultation with faculty members and Director of the Institute. The plan is finalized by the Executive Council of KCE Society on recommendation by the president.
- The various aspects considered for inclusion in the plan are as follows:
 - To monitor the admission process and ensure admission at optimum intake levels.
 - To identify the students who are facing difficulties in coping with the course and provide bridge courses for new admissions, provide remedial courses.
 - In order to ensure holistic development of the students, SWOT analysis of each student is proposed to be conducted and suitable training to be offered to them.
 - Organize FDP's and sponsor faculty for long duration MDP
 - Vertical Extension of the existing building.
 - Air conditioning of Auditorium and Library.
 - Individual cabins for faculty.
 - Establishment of Entrepreneurship Development Cell.
 - Building of auditorium of 500 capacity.
 - Start courses like NCFM, AMFI, etc.
 - Establishment of finishing school for students of our institute.
 - Establish MOU's with Premium Institutions of global repute.
 - Introduce skill development courses under NSDC.
 - Establish MOU's with Microsoft, IBM, and Oracle on specialized module.
 - Upgradation of existing computer network with High end Blade servers and Fiber optics.
 - Renovation of Administration office and Directors cabin.
 - Introduction of SAP training facility.
 - Provision of alternative energy through Solar systems.

6.2.3 Describe the internal organizational structure and decision making processes.

a) Organizational Chart of KCE Society's IMR,



b) Decision Making at KCE Society's IMR



6.2.4 Give a broad description of the quality improvement strategies of the institutions for each of the following:

- Teaching & Learning
- Research & Development
- Community engagement
- Human resource management
- Industry interaction

- Teaching & Learning

Quality improvement strategies for teaching and learning in the institute is mainly done on the following aspects-

- High quality video lectures of eminent faculty through NPTEL network, TED talks, etc. is provided to the students.
- Use of latest teaching aids through smart classrooms.
- Effective use of various implements provided in the classroom such as LCD's & Audio Systems.

- Provision of access to e-journals and other e-resources.
- Periodic FDP's are conducted for the faculty to be updated.
- Regular seminars/workshops, and guest lectures to get in-depth knowledge on a particular subject.

- **Research & Development**

Quality improvement strategies for research & development in the institute is mainly done on the following aspects-

- Development of research cell.
- Partial reimbursement for participation in research conferences
- Motivating students to carry out research on local industrial problems.
- Training in research methodology.
- SPSS software
- Providing relevant resources to all faculty members and students.

- **Community engagement**

Quality improvement strategies for Community engagement in the institute is mainly done on the following aspects-

- Blood donation Camps
- Tree plantation
- Swachta Abhiyan (In collaboration with Gandhi Research Foundation)
- Abhinav setu (awareness campaigns on various issues in the slums of Jalgaon)
- Lokmat Sakhimanch/ Sakal Madhurangan (Computer awareness training program)

- **Human resource management**

Quality improvement strategies for Human Resource Management in the institute is mainly done on the following aspects-

- Transparent recruitment and selection process.
- Recognition and Directors appreciation award for good performance.
- Training for updating knowledge.
- Healthy working environment.
- Provision of all requisite facilities to the faculty

- **Industry interaction**

Quality improvement strategies for Industry interaction in the institute is mainly done on the following aspects-

- Constant liaison with industry.
- Industry experts invited as Guest speakers
- Training and Placement cell interaction with industry for student summer internship projects.
- Invitations extended for on-campus interviews.
- M I D C survey for establishing database on local industry and its performance factors.
- Industrial Visit of faculty members and students.

6.2.5 How does the Head of the institution ensure that adequate information (from feedback and personal contacts etc.) is available for the top management and the stakeholders, to review the activities of the Institution?

Regular interactions with parents and alumni are conducted at the beginning of academic year and the feedback is reported to the top Management through the Director. Local Management Committee (LMC) is in

regular interaction with the Head of the Institute to obtain relevant information and feedback regarding the academic and infrastructural requirements. There is a system of obtaining student feedback which is also shared and discussed with KCE Society.

6.2.6 How does the management encourage and support involvement of the staff in improving the effectiveness and efficiency of the Institutional processes?

The President of the KCE Society invites senior faculty members during the meeting of LMC and various aspects relevant for improvement both of the faculty and the students are taken note of. Specific roles are assigned for completion of important tasks, feedback is taken from the students as well as faculty. The achievements of the faculty is recognized and acknowledged and are also appropriately rewarded during AGM of KCE Society.

6.2.7 Enumerate the resolutions made by the Management Council in the last year and the status of implementation of such resolutions.

a) The resolutions made by LMC and status of implementation in the year 14-15 are as tabulated below:

Table 89 Resolutions Made by LMC

Sr.No	Resolution Made	Date	Status of Implementation

6.2.8 Does the affiliating university make a provision for according the status of autonomy to an affiliated institution? If ‘yes’, what are the efforts made by the institution in obtaining autonomy?

The affiliating North Maharashtra University does not have a provision of granting autonomy to the Institute. Hence, the Institute has not applied to the University for granting autonomy.

6.2.9 How does the Institution ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyze the nature of grievances for promoting better stakeholder relationship?

Institute has established fully functional grievance redressal committee as per the guidelines of AICTE. This committee looks into the complaints and grievances of students and faculty. The grievance committee looks into the problem and its gravity. Efforts are taken to ensure justice at minimum possible time and with least inconvenience. No serious complaints have been raised till date.

6.2.10 During the last four years, had there been any instances of court cases filed by and against the Institute? Provide details on the issues and decisions of the courts on these?

No case was filed against the institute.

6.2.11 Does the Institution have a mechanism for analyzing student feedback on Institutional performance? If ‘yes’, what was the outcome and response of the institution to such an effort?

- Yes, the institute has a formal mechanism to obtain feedback from students and stakeholders on institutional performance; the institute takes all efforts to identify shortcomings suggestions and recommendations and puts forth to the top management.
- The outcome of the feedback and response of the institution is as follows –
 - Installation of LED TV
 - Improved Drinking Water facility
 - Improved Sanitation Facility
 - Extended library hours till 12.00 Midnight during Examinations
 - Introduction of smart classrooms
 - Additions in Sports facilities
 - Provision of Wi-Fi connectivity to students free of charge.

6.3 Faculty Empowerment Strategies

6.3.1 What are the efforts made by the institution to enhance the professional development of its teaching and non-teaching staff?

In order to enhance professional development of teaching and non-teaching staff, the institution supports by:

- Granting duty leave and financial assistance for paper presentation and participation in seminars/ workshops/ conferences.
- Faculty members are encouraged to associate with State, National and International professional bodies like CSI, AIMS-International, Vanijya and Vyavsthapan Sanstha, Indian Commerce association, NIPM etc.
- Subscription of e-Journals to the faculty members.
- The Institution periodically conducts FDP’s, QIP’s, promotes participation in seminars, Workshops and Conferences at the universities and institutes of national repute.
- Granting permission and leave to non-teaching staff to improve their qualifications.

6.3.2 What are the strategies adopted by the institution for faculty empowerment through training, retraining and motivating the employees for the roles and responsibility they perform?

- The Institute is always open for the development of the faculty. They are provided due considerations in all aspects towards achievement of their personal professional goals.
- The institute provides an ambient and state-of-the art academic and research environment for the benefit of the faculty.
- The Institute expects faculty to utilize optimally the institutional infrastructure and amenities to build and sustain quality knowledge.
- The institute augments necessary inputs for faculty to develop as leaders of tomorrow in their respective areas.
- Director’s appreciation awards for both teaching & non-teaching staff has been instituted to encourage teachers of each stream to put in their best efforts. An appraisal system to select awardees annually for the Awards has been put in place so that no abuse or misuse of the provisions may take place.
- Faculty members are encouraged to take up minor/Major research and development projects by sanctioning the grants to the extent possible when sought and travel grants are sanctioned to faculty to present research papers at or attend National or International Conferences in India or abroad.
- The institute has arranged an in house training programme on Neuro-linguistic programming as well as on teaching pedagogy.

6.3.3 Provide details on the performance appraisal system of the staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.

- The institute does not have a formal performance appraisal system. But after the formation of IQAC a 360 degree appraisal format is being devised. This needs to be approved by the Local Management Committee of the society so as to put it in operation.

6.3.4 What is the outcome of the review of the performance appraisal reports by the management and the major decisions taken? How are they communicated to the appropriate stakeholders?

- Not Applicable.

6.3.5 What are the welfare schemes available for teaching and non-teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?

- The welfare schemes available are tabulated as –

Table 90 Welfare Scheme

S. No.	Welfare scheme	Percentage of staff availing benefits			
		2011-12	2012-13	2013-14	2014-15
1	Provident fund	100%	100%	100%	100%
2	Maternity leave	Available for teaching and non-teaching staff			
3	lien facility	Available on case-to-case basis			
4	Study leave	Available for teaching and non-teaching staff			
5	Fee concessions to wards of IMR Employees	Available for teaching and non-teaching staff			

- The Institute arranges family picnic every year for all employees and their families.

6.3.6 What are the measures taken by the Institution for attracting and retaining eminent faculty?

- The institute makes every effort to recruit the best talent as per the guidelines provided by the affiliating university & AICTE. Preference is given to candidates with additional professional qualifications, teaching and relevant Industry experience.
- The Institute encourages diverse talent through media advertisements across the country and also through referrals by existing faculty.
- The Institution provides a conducive work environment to maintain harmony among the faculty and staff members. The Infrastructure which is provided consists of all amenities in the class rooms enabling right teaching ambience for the faculty.
- Competitive compensation is offered as per the Sixth pay Commission and yearly increments are given which is performance based.
- The institute encourages, promotes and supports the faculty who is undertaking further higher learning and Ph.D. in all possible ways.
- All in all the institute has the lowest attrition rate in the region owing to the best practices in retaining the faculty.

6.4 Financial Management and Resource Mobilization

6.4.1 What is the institutional mechanism to monitor effective and efficient use of available financial resources?

- KCE society's IMR is self-financing institute. Institute budget is made every year by the executive council of KCE Society based on the previous year inputs budgeting financial year.
- The institution follows proper procedures and guidelines as prescribed by the KCE Society.
- All the major purchases of the institute should go through centralized purchase system.
- The president of the society takes interest in the minutest details of individual institutions and does not go back for expenditure on any developmental aspects. In many cases we have experienced that he is the one who proposes to spend in the best interest of the stakeholders.
- The institute is headed by our Director who is a professional Chartered Accountant and ICWA and is instrumental in ensuring effective and efficient use of available financial resources.

6.4.2 What are the institutional mechanisms for internal and external audit? When was the last audit done and what are the major audit objections? Provide the details on compliance.

- For effective check on the accounts the two tier audit system is followed; the internal and the external audit. The external audit is done by the Chartered Accountant before the session comes to an end.
- Income expenditure account is approved by Executive Council of KCE Society.
- Mechanism for Internal Audit of KCE Society's IMR:
 - Internal audit of IMR is conducted on quarterly basis.
 - Internal audit committee is nominated by the KCE Society.
 - The auditors check all the financial transactions and vouchers in order to ensure that all transactions are in order, bills are authentic and tax liabilities are accounted for and other such points to ensure that accounting has been done correctly.
 - Audit committee finds out the objections, if any, and gives its report. Till date no major objections have been raised by auditors.
- External audit is performed by a separate and registered auditing firm by M/s Firke & Sarode associates, Jalgaon. Every year the audit takes place in the month of May. As per audit certification, no major objections were found.

6.4.3 What are the major sources of institutional receipts/funding and how is the deficit managed? Provide audited income and expenditure statement of academic and administrative activities of the previous four years and the reserve fund/corpus available with Institutions, if any.

- There are two major sources of institutional receipt of funds a) student tuition fee b) resource allocation from the KCE Society. The tuition fee is credited into the society's account and the proposed budget is put forward for consideration. The management of KCE Society fulfills all the requirements of the institute from the amounts deposited in their account in case of deficit funds the society office transfers requisite amounts to fulfill the requirements.
- In cases when surplus funds accumulate with the institute the same is transferred to the KCE Society.

6.4.4 Give details on the efforts made by the institution in securing additional funding and the utilization of the same (If any).

- The institute is a self-financing non grant in aid institution and does not receive any funding from any Governmental and non-Governmental bodies. However the institute receives additional revenue

through consultancy services, training programmes for industrial houses.

- The revenue thus obtained are utilized for developmental aspects of the institute.

6.5 Internal Quality Assurance System (IQAS)

6.5.1 Internal Quality Assurance Cell (IQAC)

a) Has the institution established an Internal Quality Assurance Cell (IQAC)? If “yes”, what is the institutional policy with regard to quality assurance and how has it contributed in institutionalizing the quality assurance processes?

- Yes, The Institute established Internal Quality Assurance Cell on 1st June 2014.
- Institute has developed a well-defined Quality Policy.
- The quality policy of the institute is thus -
“Institute of Management & Research, Jalgaon is committed to academic & human capital building. In order to achieve this, we shall:
 - Analyse the need of the corporate & business environment
 - Analyse our students with regards to their intrinsic capacity
 - Understanding these two ends, we shall adopt a methodical approach through our pedagogy to make students filled with right attitude, knowledge and skills.
 - Strive to apply the knowledge to the situation through case studies, live projects, visits & consultancy.
 - Develop self in a wholesome way through Yoga, Meditation & Spirituality.”
- The institute is committed to its quality policy with equal stress on achieving the vision and mission statements hence, each aspect mentioned in the quality policy is implemented without compromise thus, ensuring institutionalizing the quality process.

b) How many decisions of the IQAC have been approved by the management / authorities for implementation and how many of them were actually implemented?

Table 91 IQAC Decisions Approved by the Management

Sr.No.	Decisions taken By IQAC	Status of Implementation
1	Professional trainer for personality development is required	Ms. Megha Oza trainer in personality development appointed.
2	Dress code for faculty is to be made compulsory	Dress code implemented W.e.from 01-03-2015
3	Vision and Mission statements to be displayed at prominent places in the premises.	Implemented
4	Solar lights to be fitted in place of regular lights in compound	Not Implemented
5	Ro system to be commissioned in place of the current Water Purifier.	Not Implemented
6	Smart Classrooms to be established	Purchase of 5 units of k-YAN systems
7	Research budget to be fixed at 5% of total expenditure	In process

8	Proposal to provide seed money to faculty for research purpose.	Initiated
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c) Does the IQAC have external members on its committee? If so, mention any significant contribution made by them.

a) IQAC has external members in its committee.

Table 92 External Members on IQAC

Name of the Member	Designation & Affiliation
Mr. S. Y Prabhudesai	Project Manager, Supreme Industries, Jalgaon
Mr. Vasudeo Mahajan	CEO, Vaneera Hi-tech Pvt Ltd, Jalgaon
Dr. R. B. Chaudhari	CMD, Kiran Machine Tools Ltd. Jalgaon
CA. J. M. Agarawal	Chartered Accountant

- Mr. S.Y. Prabhudesai, has suggested that a professional trainer for personality development is desirable in order to obtain better placements.
- Mr. Vasudeo Mahajan proposed introduction of smart classrooms to be at par with renowned institutions.
- Dr. R. B. Chaudhari suggested use of solar lightings in place of regular lights during the night in the compound of IMR.

d) How do students and alumni contribute to the effective functioning of the IQAC?

- The student council plays an active role in suggesting the requirements of the student community. The IQAC also has the university representative as one of its member. The UR participates in the IQAC meetings and reflects the needs of the student community.
- The representatives of alumni visit the institute frequently and valuable suggestions are given which are seriously contemplated. In fact one of the suggestions regarding installation of RO system in place of current water purifier was given by the alumni representative.

e) How does the IQAC communicate and engage staff from different constituents of the institution?

- The IQAC periodically conducts meetings to identify and address quality issues of the institute. Communication regarding the date and venue of the meeting is done by the coordinator IQAC.
- The body of the IQAC is so constituted so as to represent a varied field (Academic, business, professional & Student).
- The IQAC coordinator has delegated certain areas which need to be concentrated upon to specific members who poses necessary competence and skills.

6.5.2 Does the institution have an integrated framework for Quality assurance of the academic and administrative activities? If “yes”, give details on its operationalization.

- Yes, the institute constituted an IQAC which is operational since 1st June 2014. Keeping in view the requirements and compliances which are to be adhered the institute has initiated a framework for quality assurance. The members of IQAC committee are given specific charge to oversee specific category of activities.

Table 93 Academic Committee

Sr. No	Name of Member IQAC	Role
1.	Mr. B. J. Lathi	Session Plans
2.	Mr. S.N. Khan	Syllabus Completion
3.	Mrs. Anupama Chaudhari	Internal Examinations
4.	Ms. Shweta Chordiya	Study Notes Distribution
5.	Mr. S. Y Prabhudesai	Advisor Academics

Table 94 Administrative Committee

Sr. No	Name of Member IQAC	Role
6.	Mr. M.R. Waykole	General Administration
7.	Mr. Ramesh Rane	University Correspondence
8.	Ms. Tanuja Fegade	Infrastructure Maintenance
9.	Mr. Ratnesh Palod	Advisor Administration

6.5.3 Does the institution provide training to its staff for effective implementation of the Quality assurance procedures? If “yes”, give details enumerating its impact.

- The Institution has not provided formal training to its staff on quality assurance procedure. However the committee members are senior faculty and reputed industry personnel who have vast experience in their respective fields. They have sufficient knowledge to ensure quality aspects and it is proposed to introduce staff training for quality assurance from the academic year 15-16.

6.5.4 Does the institution undertake Academic Audit or other external review of the academic provisions? If “yes”, how are the outcomes used to improve the institutional activities?

- The Institution has not conducted any academic audit after the constitution of IQAC. But, it is proposed to undertake academic audit and other external reviews in order to improve the institutional activities and overall performance.

6.5.5 How are the internal quality assurance mechanisms aligned with the requirements of the relevant external quality assurance agencies/regulatory authorities?

- The Institution has not conducted any academic audit after the constitution of IQAC. But, it is proposed to undertake academic audit and other external reviews. Hence, no specific data as regards the alignment of quality assurance agencies and regulatory authorities can be provided.

6.5.6 What institutional mechanisms are in place to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?

The following mechanism are adopted by the Institute to continuously review the teaching learning process:

- The Institute has a defined procedure to monitor the performance of the students throughout. Attention is paid to the students’ feedback on the faculty and students’ complaints are resolved through counseling. In order to understand the requirements of students a feedback and perception, survey is conducted once in a semester. This gives the real feedback and perception for continual improvement. Similarly parents and students complaints are given attention & resolved promptly to their satisfaction.

- The Institute has methods to measure and monitor processes, which affect the quality of education to students. Feed Back of students, performance evaluation of students, review of instructions, ensuring equipment/instrument are always in working and operating condition etc., are some of the measures undertaken.
- Performance of students at the Institute is measured through internal examinations conducted by way of tutorial, practical, viva on continual basis. Project reports evaluated are added to the final results. Records are maintained by Course coordinator. In case, additional inputs are required by way of additional classes, procurement of additional equipment/ instruments/ computers/books, the same is provided through special approvals of the Director.

6.5.7 How does the institution communicate its quality assurance policies, mechanisms and outcomes to the various internal and external stakeholders?

- Since the advent of constitution of the IQAC efforts are on to communicate the quality assurance policy to all stake holders. The institute has displayed the quality policy at all vantage points of the premises. In addition to this the website of the institute forms a major source of communication to the outside world. The quality policy and the various measures adopted are regularly communicated in the various events that take place in the institute wherein the audience includes stakeholders such as students, parents, industry professional, members of the local society and the teaching and non-teaching staff.

7.1 Environment Consciousness

7.1.1 Does the Institute conduct a Green Audit of its campus and facilities?

- The institution does not have a provision for Green audit. All efforts are taken to keep the campus in harmony with the nature to the maximum extent possible. The institute covers an area of 4 acres with plenty of open space. There are many trees and plants surrounding the institute which is watered regularly and kept in good shape.
- The energy consumption of the institute is monitored by the administrative staff, a class four employee is always on the rounds to ensure that the light and fans are switched off in the class rooms which are empty.
- The students are also educated to take ownership and ensure minimum electricity consumption.
- In addition to the maintenance by the institute a separate labour contractor has been entrusted the job of housekeeping. He employs a team of five workers who clean the premises every day.

7.1.2 What are the initiatives taken by the college to make the campus eco-friendly?

- **Energy conservation**
- **Use of renewable energy**
- **Water harvesting**
- **Check dam construction**
- **Efforts for Carbon neutrality**
- **Plantation**
- **Hazardous waste management**
- **e-waste management**

- **Energy Conservation:** The energy consumption of the institute is monitored by the administrative staff, a class four employee is always on the rounds to ensure that the light and fans are switched off in the class rooms which are empty. The students are also educated to take ownership and ensure minimum electricity consumption.
- **Use of Renewable Energy:** We have initiated the process. The institute is proposing to install solar lights in the premises. The institute also harnesses solar power for water heating for the hostels which promotes the use of renewable energy.
- **Water Harvesting : NIL**
- **Check dam construction : NIL**
- **Efforts for Carbon Neutrality:** There are a total of 44 air conditioners in the campus of which 38 are of 3 star rating. Plantation drives are organized. Every year the institute actively participates in plantation at 'Smritivan' near Mehrun Lake. The institute avoids use of plastic bags and containers to the extent possible & contributes to the reduction of the carbon footprint. The institute has grown lot of trees and plants.
- **Plantation:** The Institute has green campus with lush garden and number of tree plantation. It believes in nurturing plants and greenery, both inside and outside of the campus. The institute organizes programs for tree plantation every year to imbibe the habit of planting and preserving nature. Under such programs, students as well as institute staff have planted various trees to keep the campus eco-friendly.

Table 95 Trees Planted in IMR

Sr. No.	Name of the Plant	Qty.
1	Cutting Crotons	
2	Akalifa	
3	Golden duranta	1500
4	Coconut	2
5	Teak	
6	Ashoka Trees	
7	Mogra	
8	Ficus	
9	Gladiola	

- **Hazardous Waste Management:** The Institute does not generate any hazardous waste.
- **E-waste Management:**
The electronic waste such as scrap computers etc. are handed over to the KCE Society for disposal through suitable agency.
- **Additional Measures:** Reuse of office stationery is promoted wherever possible. The institute's internal communication is primarily through email, SMS & WhatsApp.

7.2 Innovations

7.2.1 Give details of innovations introduced during the last four years which have created a positive impact on the functioning of the college.

Administrative Innovation: The Institute has installed Bio-metric attendance system for faculty as well as students for easy attendance marking. Instead of manually marking attendance, the same is done in a paperless manner. The software facilitates consolidation of attendance reports and attendance summary.

Academic Innovation:

- Mentorship Process has been initiated by the Institute for MBA each faculty is allotted as set of 24 students they are responsible for all activities and attributes of the individual students. The students are at liberty to contact their mentor for any academic, career and personal issues.
- Surprise Test is conducted as it develops a sense of seriousness especially at the start of a new semester.
- Traditional chalk and talk system of teaching has been replaced with state of the art electronic PowerPoint and digital presentation. Video lectures of NPTEL and prominent faculty of reputed national institutions are shown.
- For the interactive teaching process, faculty of the institute encourage students to prepare innovative multimedia contents as assignments to be presented in the class.
- In order to inculcate the habit of keeping abreast with the latest happening the institute has fitted a 50” LCD TV with Tata Sky connection. The television is tuned to national and international news channels along with certain business channels to watch the latest contemporary issues and current affairs in the country and the world.
- This exercise has also shown a lot of improvement in the student’s ability to communicate in English.
- The institute also distributes Economic times to the students of MBA free of charge to motivate students to apprise themselves of the current industry scenario.
- Language labs is introduced in the institute where foreign languages like Spanish, Chinese, German, Japanese & French is taught with a self-learning software.
- An Interactive session on Budget is conducted every year by eminent Chartered Accountants in the month of march to enable students understand the economic survey and tax implications of the new amendments.

7.3 Best Practices

7.3.1 Elaborate on any two best practices in the given format at page no. 98, which have contributed to the achievement of the Institutional Objectives and/or contributed to the Quality improvement of the core activities of the college.

Best Practice 1 - PRAYAAS

PRAYAAS – A Practical team oriented student organized Learning Methodology. The practice encompasses the following activities spread over two semesters in a year.

- 1. Title of the practice – PRAYAAS:** a concept developed by the institute to ensure students are in constant touch with the practicality of the subjects being learnt.
- 2. Goal-** The goal is to develop the student in a holistic manner whilst making them a part of the bigger system, by encouraging them to develop, plan, execute the events. It serves to address the outcomes of higher education in the Management as well as computer studies. It also ensures maximum participation from the student community of all streams so as to broaden the learning experience envisaged by the institute.
- 3. The Context-** The practice is an outcome of a thorough scrutiny and analysis of the course curriculum of management and computer studies. The syllabus prescribes a good exposure to principles of management and fundamentals of computers, but is lacking in exposing them to real world issues and challenges. Hence it was conceptualized in such a manner to cover all areas of the academics and put them in manner so as to work practically in a competitive environment. This also improves the confidence levels of the students as all the events have specific themes and requires them to compete against fellow students of other institutes and colleges of the region.
- 4. The Practice-**
 - a. **Managers Day:** The event consists of Business quiz, Case study presentation, Strata Game (Team building exercise) Cases and case-lets are given to participating students for preparation upon registration for the event. They are required to form teams of 2 members and present the case in a professional manner. Eminent personalities from the industry are invited as Judges, and prizes given away to the best performers. The Business quiz incorporates questions from the latest situations of the corporate world, and teams of participants have to clear various elimination rounds in order to be the winner. The students also get to listen to the industry perspective during the event. Prizes are given away at the end of event along with a certificate of participation.
 - b. **Entrepreneur's day:** The University level event consists of a theme Business Plan, Round table, Ad channel/ Panel discussion for all the courses under Arts, Science, Commerce & Management, and Engineering faculties. The participating student teams are required to conceptualize a product, devise a marketing plan and present their case in front of the audience highlighting the special features of their products and benefits. The team with good product conceptualization and presentation skills is chosen winner.
 - c. **H R Mind crushers/ H R Meet:** HR meet is conducted to enable student understand the present day industry requirements. The event is chaired by senior employees of H R Departments of reputed organizations and students get an opportunity to learn from their experiences and expectations. HR Mind crusher is quiz contest targeting HR specialization students of MBA.

- d. **IT Festa:** IT Festa is an event conducted by the computer department; it consists of a quiz competition, and a software exhibition. Participating teams can showcase their talent in developing software of their choice and demonstrate the same to the judges specially invited for the purpose. Senior software developers and programmers are usually invited to judge the competition. This provides a platform to identify potential talent thereby improving the chances of campus recruitments in software industry.
5. **Evidence of success:** Students who play an active role in organizing and conducting any of the above events have always had an edge over other non-participating students. It has also been observed that the number of participants from the region has significantly increased. It may not be out of place to mention here that the toppers in the past four years are also the ones who have won prizes in the events organized, thereby proving that the events bring out the best in practice out of the theory subjects being learnt in their curriculum.
6. **Problems encountered and Resources required:** The Institute encounters very little problem in organizing such events, thanks chiefly to the faculty members, management and the support staff who are always positive towards student development activity. Minor problems occur when the events are organized at the time of any internal examination in other institutions in such instances permission is sought to compensate the student. Training the first year undergraduate students for organizing events is sometimes a minor problem.
- The resource allocation is done at the start of the academic year covering the expenses for the events. A part of the budget includes acceptance of participation fee from the students which cover a portion of the total expenditure. The students are enthusiastic to collect sponsorship from industries/shops. Any shortfall is always supplemented by the Institute.
7. **Notes:** NIL
8. **Name of the Director:** Dr. Vivek V. Katdare.
- | | | |
|---------------------------------|--|------------------------|
| Name of the Institution: | KCES's Institute of Management and Research. | |
| City: | Jalgaon | |
| Accredited status: | Applied | |
| Work Phone: | 0257-2251281 | |
| Website: | www.imr.ac.in | Fax:0257-2251281 |
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Best Practice 2 - Pustak Ani Vikas

Pustak Ani Vikas: A knowledge based practice to improve the students' quest for answers to their overall development.

- 1. Title of the Practice** - Pustak Ani Vikas: The practice comprises of five major activities namely- Granth Pradarshan, Book Review, Readers Club, Writers Club, A display shelf on 'Books-Must Read'

- 2. Goal**

The goal of the project is to ensure students to refer to the traditional means of learning in place of the current trend of finding everything on google and the cell phones. To acquaint all the students with the new arrivals of books in the market and cultivate the habit of reading, reviewing and writing among the students.

- 3. The Context**

It is observed that the student community have almost forgotten the need to refer the hard copies of books either for general reading or for their academic reference.

Therefore, the institute has devised an alternative to ensure that students get an opportunity to see, perceive, identify the importance, read, acquire knowledge and present it to the community in the form of individual writings. This is ensured by bringing out an annual magazine 'Vyavastapan'.

The challenging issue however is to specifically identify books that would be worthwhile for our students keeping in view the courses offered and the quality of students admitted.

- 4. The Practice**

a. Granth Pradarshan: This is an annual event preferably in the month of February during the annual celebration 'Synergy'. Reputed publishers and distributors of the region are encouraged to display copies of latest arrivals, bestselling titles (fiction and non-fiction), and academic books. Facility is also given to the students to purchase at discounted prices during the exhibition. The institute simultaneously conducts guest lectures by eminent librarians/ experts from the region who stress on latest developments in academics, e-resources, and its relevance for research activities and publications.

b. Book Reviews: this is an exercise given to the management students wherein the students are given books on both fiction and non-fiction including autobiographies. The students are expected to read, review and prepare a presentation based on their understanding which is duly assessed by a panel of faculty members.

c. Readers club: Students are encouraged to form a group of members who are interested in reading and their common interests are shared in the forum. This exercise also develops skill to face competition. .

d. Writers Club: this activity is an extension to the readers club, some of the students who believe in expressing their ideas and feelings are encouraged to put them in the form of comprehensions, short stories, articles and poems.

e. Books-Must Read: A huge display shelf is created in the lobby of the institute to high light on the latest arrivals, motivational books, inspirational books, spiritual books and Autobiographies of eminent personalities. The cover pages are regularly updated for the benefit of the students.

- 5. Evidence of Success**

The Students who are actively involved in initiating and participating in above activities have developed an inclination towards academics and its importance it has also led to significant contributions to our annual publications 'Vyavastapan' It has also been observed that the number of

students using the library facility has increased over a period of time. It may not be out of place to mention here that significant performances in the cultural activities has been inspired by the literary works and the institute has won prizes in many contest not only in the region but also at national level.

The students have also improved in understanding the concepts in the right perspective which is reflected in the quality of presentations made.

6. Problems Encountered and Resources Required

The activity does not involve huge budgetary requirements as it is voluntary in nature and students participate with a lot of enthusiasm. In case Of ‘Granth Pradarshan’ the institute provides sufficient place to display the range of books without any financial liability. The manpower required in organizing this event is also available without a hitch.

7. Notes (Optional): NIL

8. Name of the Director: Dr. Vivek V. Katdare.

Name of the Institution: KCES’s Institute of Management and Research.

City: Jalgaon

Accredited status: Applied

Work Phone: 0257-2251281

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Evaluation Report of the Management Department

1. Name of the Department : Management Department

2. Year of Establishment : 1986

3. Name of Programmes / Courses offered:

Post Graduate - Master in Business Administration (MBA) – Regular
Master in Business Administration (MBA) – 2nd Shift
Master in Business Management (Computer Management)
(MBM – CM)
Master in Business Management (Personnel Management)
(MBM – PM)

Graduate - Bachelor in Business Management (Business Studies)
(BBM – BS)
Bachelor in Business Management (E - Commerce)
(BBM – ECom)
Bachelor in Management (BM - MAM)
(Dual Degree Integrated Course)

Diploma - Diploma in Marketing and Export and Import Management
(DM&EIM)

4. Name of the Interdisciplinary Courses and the departments / units involved:

NIL

5. Annual / Semester / Choice Based Credit System (Programme Wise):

Programme	Annual / Semester / Choice Based Credit System
MBA	Semester
MBM (CM)	Semester
MBM (PM)	Semester
BM - MAM	Semester
BBM (BS)	Semester
BBM (E-com)	Semester
DMEIM	Annual

6. Participation of the department in the course offered by other departments:

Management faculties participate in the conduct of classes of Computer department for teaching soft skills, personality development, organizational behavior, accounts and management practices and in the conduct as well participation in various events of computer department.

7. Course in collaboration with other universities, industries, foreign institutions etc:

The management faculty of IMR has providing guidance to the CMA pursuing students. The ICMAI has recognized IMR as a Students Facilitation Center. 17 students enrolled themselves through IMR 'Student Facilitation Center' to the CMA Course.

8. Details of courses / programmes discontinued (if any) with reasons:

Master in Management Studies (MMS)	Discontinued due to No admissions
Diploma in Business Management (DBM)	
Advanced Diploma in Software Technology Management (ADSTM)	

9. Number of Teaching Posts

Teaching Posts	Sanctioned		Filled	
	MBA	Other Course	MBA	Other Courses
Professor	3	--	1	--
Associate Professor	6	--	3	--
Assistant Professor	15	30	6	10

10. Faculty Profile with name, qualification, designation, specialization (D.Sc. / D. Litt. / Ph. D / M. Phill. etc)

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of PhD Students guided for the last 4 Years
CA. Dr. Vivek. V. Katdare	M.COM, FICWA, FCA, DISA, M.PHIL, PH.D, DTL, DCS, PGDPG&C	Director	Finance	25	08
Dr. S. M. Kulkarni	M.Com, MBA, PhD, SET	Associate Professor	Marketing	28	08
Dr. Yogesh Mahajan*	BE, MBA, PhD	Associate Professor	Marketing	11	08
Dr. Parag A. Narkhede	BE, MBA, PhD	Assistant Professor	HRM	10	08
Dr. Shama Saraf	MPM, MA, PhD	Assistant Professor	HRM		--

*On Lien Vacancy

11. List of Senior Visiting Faculty

- Dr. P. M. Kothari
- Dr. A. P. Sarode
- CA. R. D. Jain
- CA. Rakhi Jain
- CA. Jayesh Lalwani
- CA. J. M. Agrawal
- CA. Y. A. Saindane

12. Percentage of lectures delivered and practical classes handled (Programme Wise) by temporary faculty:

Programme	lectures delivered
MBA	4%
BBM (E-com)	10%

13. Student - Teacher Ratio (Programme Wise):

Programme	Student – Teacher Ratio
MBA – Regular	1:15
MBA 2 nd Shift	1:15
MBM (CM)	As per Workload
MBM (PM)	As per Workload
BM - MAM	1:15
BBM (BS)	As per Workload
BBM (E-com)	As per Workload
DMEIM	As per Workload

14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:

Number of Administrative Staff	05
Number of Support Staff (Technical)	02

15. Qualification of teaching faculty with D. Sc. / D. Lit / Ph. D / M. Phil etc

Details of qualifications of teaching faculty is as shown in the table

Sr.	Name	Qualification
1	CA. Dr. Vivek V. Katdare	M.COM, FICWA, FCA, DISA, M.PHIL, PH.D, DTL, DCS, PGDPG&C
2	Dr. S. M. Kulkarni	M.Com, MBA, PhD, SET
3	Mr. BJ Lathi	BE, MBA, PhD (Pursuing)
4	Dr. Yogesh Mahajan*	BE, MBA, PhD
5	Dr. Parag A. Narkhede	BE, MBA, PhD
6	Dr. Shama Saraf	MPM, MA, PhD
7	Mr. Anilkumar Marthi	BSc (Hons), MBA, PhD (Pursuing)
8	Mrs. Mamata Dahad	BSc, MBA, PhD (Pursuing)
9	Mrs. Shweta Chordiya	B.Com, CA, MBA, PhD (Pursuing)
10	Mr. Rajeev	B.Com, MBA, NET, PhD (Pursuing)
11	Mr. Vishal Sandanshive	B.Sc. MBA, DMEIM, GDC&A, SET, PhD (Pursuing)
12	Mr. Prashant Patil	B.Com, MBA, PhD (Pursuing)
13	Mr. Nishant Ghuge	BBM, MBA, NET, SET, PhD (Pursuing)
14	Mrs. Rohini Bodas	MBA, PhD (Pursuing)
15	Mr. Dhanpal Waghulade	B.Com, MCM, MBA, PhD (Pursuing)
16	Mr. Yogesh Patil	BSc, B.Ed, MBA, PhD (Pursuing)
17	Mr. Vivek Yawalkar	MBA, DBM, BBM (BS)
18	Mr. Bhushan Pachpole	B.Sc. MBA
19	Mrs. Sneha Visrani	BBS, MBA
20	Mrs. Priyanka Kharare	MBA

21	Mrs. Anupama Chaudhari	MSc, MCM, PhD (Pursuing)
22	Mr. Sandip Ghodake	MCM, MBA, PhD (Pursuing)
23	Mr. Amol Pande	MCM, M.Com
24	Mr. Kundan Patil	MCM, MBA
29	Mr. C. D. Wani (Librarian)	M.Lib, M.Phil, PhD (Pursuing)
30	Mrs. Nilima Patil (Physical Director)	M.P.Ed

*On Lien Vacancy

16. Number of faculty with ongoing projects from (a) National (b) International funding agencies and grants received: NIL

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: NIL

18. Research Center / facility recognized by the university:

Applied (Reference Letter dated 28/10/2010 – Reference No. – IMR/R.C/2010-11)

19. Publications:

Publication per faculty: Details are follows,

Type of Publications	Numbers	Publication Details
Number of papers published in peer reviewed journals by faculty and students		
National –	63	
International –	30	
Number of publications listed in International Database (For Ex: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc)		
Monographs		
Chapter in Books	--	
Books Edited		
Books with ISBN / ISSN numbers with details of publishers	39	
Citation Index		
SNIP		
SJR		
Impact Factor		
h – Index		

20. Area of Consultancy and income generated.

Details are as follows,

Sr.	Consultancy	Income (Rs.)
1	Stress Management workshop for Bank Of Maharashtra Employee	2400
2	Chhabi Electricals Pvt Ltd.	
3	Saturday Club Global Trust	
4	Saturday Club Global Trust	

21. Faculty as members in

Faculty	National Committee	International Committee	Editorial Boards
Dr. V. V. Katdare	<i>Executive Member</i> – MAMI	<i>Member</i> – AIMS International	
Dr. S. M. Kulkarni	<i>Member</i> , All India Commerce Association <i>Member</i> , National Institute of Personnel Management <i>Member</i> , Vaijya Vyvsthapan Vikas Sanstha	<i>Life Member</i> – AIMS International <i>Member</i> – International Rotary Club Dist 3030 BOD Member	
Mr. BJ Lathi		<i>Member</i> – AIMS International	
Dr. Parag Narkhede	Executive Member, Vanijya & Vyvsthapan Vikas Sanstha	<i>Member</i> – AIMS International	Global Disclosure of Economics and Business ISSN 2305 – 9168 IARS International Research Journal ISSN 1839 – 6518 International Journal of Research and Development (ISSN 2279 – 073 X, 2279 – 0438 X)
Mrs. Mamata Dahad		<i>Member</i> , AIMS International	
Mr. Rajeev	<i>Member</i> , All India Commerce Association		
Mr. V. R. Sandanshive		<i>Member</i> , AIMS International	
Mr. N. R. Ghuge		<i>Member</i> , AIMS International	
Mr. Y.A. Patil		<i>Member</i> , AIMS International	

22. Students Projects

a) Percentage of students who have done in-house projects including interdepartmental / programme

All MBA - Regular, MBA – 2nd Shift, MBM (CM), MBM (PM), BBM (BS), BBM (E-Com), ADSTM and DMEIM students have to do in - house projects as Project Study as per North Maharashtra University guidelines.

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/other agencies

MBA – Regular, MBA – 2nd Shift, MBM (PM), MBM (CM), BBM (BS), BBM (E-Com) and DMEIM students have to do projects as in organizations i.e. in company / banks / other agencies as per North Maharashtra University guidelines.

23. Awards / Recognitions received by faculty and students:

Name of Faculty	Awards / Recognitions
Dr. V. V. Katdare	1) Fellow Member of ICAI 2) Fellow Member of ICWAI
Dr. S. M. Kulkarni	1) Outstanding Teacher Award by Rotary Club of Sangam, Chalisgaon, Rotary International Dist 3030 in Rtn Mrs. S. D. Deshmukh's name – 2015 2) Best Zone Hon. Secretary Awards – Zone 7 Rotary International 3030 for 2012 – 2013
Mr. BJ Lathi	1) Recognized as International Prime Trainer for Jaycees International
Dr. Shama Saraf	1) 'Bhoomi' Sahitya Academy Award Winner Novel – Translated into 'Nabhonaty Malika' – 27 Episodes 2) Recognized as Jury for the e Tv Show – Super Women 2007 3) Natyabhushan Puraskar in the event 'International Theatre Olympiad – Cuttak 2006 organized by National Institute of Performing Art, New Delhi – Nipa and IATA (Corporate Body of UNESCO) 4) Sahitya Nishta Puraskar – Nishta Sanskruti Puraskar, Gudgaon and Rotary Club, Gudgaon 5) Sanskruti Ganga Puraskar – Lokmat 2009 6) "Best Direction Drama Award – All India Drama and Dance Festival 2008, Shimala , HP and Gomantak Marathi Academy – Panaji Goa 2005 and 2007

24. List of Eminent academicians and Scientists / Visitors to the department

In each semester guest lectures and seminars are arranged for students of eminent academicians, scientists and visitors to the MBA department, details of which are as follows:

Name of the Visitor	Designation
Mr. Anil Bokil	Entrepreneur and President, Arthakranti, Aurangabad
Mr. G.K. Saxena	General Manager, Supreme Industries Ltd, Gadegaon
Mr. Sandip Singh	Author and Management Consultant, Mumbai
Mr. Ninad Bedekar	Writer, Pune
Dr. Sachin Kambale	Associate Professor, NITIE, Mumbai
Dr. Shivshankar Mishra	Professor Emeritus, IHM, Aurangabad
Mr. Amit Kumar	Manager, UTI Mutual Fund
Dr. S.O. Junare	Dean, GTU, Ahmadabad
Dr. P.R. Chaudhari	Dean, C&M Faculty, NMU, Jalgaon
Dr. Seema Joshi	Director, SOMS, NMU, Jalgaon
Mr. Prakash Mahajan	District Collector, Dhule District
Mr. Arun Nandarshi	Entrepreneur
Mr. Sanjay Prabhudesai	Sr. General Manager, Supreme Industries
Mr. Pradeep Lahoti	Numerologist, Mumbai
Prof. Ranjan Kantha	Dean, Amity University
Mr. Rajeev Tambe	Educationalist, Mumbai
Mr. Nitin Redasani	Entrepreneur
Mr. Kishan Kabra	Entrepreneur, CMD Suhas Chemcials
Mr. Ashok Joshi	Entrepreneur
Dr. Avinash Saoji	President, Sewankur
Mr. K. D. Kolhe	Trainer, Manshakti Center, Lonawala

Dr. Vaijayanti Padhye	Rotarian
Mr. Sunial Gagdani	Share Market Expert
CMA Ashok Nawal	ICMAI
CMA Vijay Joshi	ICMAI
Mr. Varad Bapat	IIT, Mumbai
Mr. Somani Arun	Manager, Orient Cement
Mr. Bharat Amalkar	Entrepreneur
Mr. Prem Kogta	Entrepreneur
Mr. Chandan Chaudhari	Dy. Finance Manager, Raymond, Ltd., Jalgaon
Mr. Sanjay Meshram	Entrepreneur, District Governor, Rotary 3030, Nagpur
CA. R. D. Jain	Chartered Accountant
Dr. Subramainam Rao	Principal, B.Ed College Jalgaon
CA. Prakash Pathak	Educationalist, Dhule
Mr. Jayant Lagu	Management Consultant
CA. Atul Deshmukh	Chartered Accountant, Nagpur
Mr. Aniruddha Pandharkar	Group Product Manager, Dabar India
Mr. Sham Joshi	Trainer, Neuro Linguistic Programming
Mr. Anil Patkar	CEO, Jalgaon People Co-op Bank
Mr. Girish Tilak	HR Consultant, Mumbai
Mr. Mukul Kanitakar	Educationalist, Nagpur
Mrs. Rubal Agrawal	District Collector, Jalgaon District
Mrs. N. Ambika	Addl SP, Jalgaon District
Dr. Shashank Sonawane	Aurangabad
Dr. H. K. Kaul	President, DELNET
Mrs. Sangita Kaul	DELNET
CS. K. Venkatraman	ICSI
Mr. R. B. Chaudhari	President, Kiran Machine Tools
Mr. Jayprakash Kabra	Motivational Speaker, Mumbai
Dr. Tansen Chaudhari	Entrepreneur ,Pune
Mr. Arun Somani	Finance Manager, Orient Cement, Bhadali, Jalgaon
Dr. Shitole	SNDT University, Mumbai
Dr. Praful Pawar	Professor, PUMBA
Dr. Vandana Gore	Director, PVG Institute of Management, Pune
Mr. Satish Parchure	Consultant, Mumbai

25. Seminars / Conference / Workshops organized and the source of funding

a) National

Sr.	Name of Programme	Date	Participants	Source of Funding
1	FDP on Research Methodology	21 – 22/10/2011	72 Participants	NMU, Institute and Participants
2	Workshop on DELNET – International Library Network	27/08/14	81 Participants	DELNET, Institute and Participants

b) International: Nil

26. Student Profile Programme / Course wise:

Name of the Course/Programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass Percentage
			M	F	
MBA Regular	NA	120	69	51	
MBA – Second Shift	NA	60	44	16	
MBM (CM)	48	48	13	35	
MBM (PM)	58	58	22	36	
BM – MAM (Integrated Course)	18	18	12	06	
BBM (BS)	120	120	74	46	
BBM (E-Com)	33	33	23	12	
DM&EIM	40	40	26	14	

* M – Male / * F – Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other states	% of students from abroad
MBA Regular	97 %	3 %	Nil
MBA – Second Shift	100 %	---	Nil
MBM (CM)	100 %	---	Nil
MBM (PM)	100 %	---	Nil
BM – MAM (Integrated Course)	100 %	---	Nil
BBM (BS)	98 %	2 %	Nil
BBM (E – Com)	100 %	---	Nil
DM&EIM	100 %	---	Nil

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

Sr.	Name of Student	Examination	Year
1	Mr. Rabbani Shaikh	Defence Services	2011
2	Mr. Pritam Yawalkar	Civil Services	2011
3	Mr. Rajeev	NET	2008
4	Mr. Ganesh Patil	Civil Services	
5	Miss. Poonam Patil	Civil Services	
6	Mr. Nishant Ghuge	NET, SET	2012, 2013
7	Mr. Vishal Sandanshive	SET	2013
8	Miss. Ritu Kewat	Central Bank (PO)	
9	Miss. Ashwini Lokhande	MPSC	2012

29. Student Progression

Student Progression	Against % enrolled
UG to PG	85 % (Approx)
PG to M. Phill	NA

PG to Ph.D	05 Students registered for PhD
Ph.D to Post Doctoral	NA
Employed <ul style="list-style-type: none"> • Campus Selection • Other than campus recruitment 	
Entrepreneurship / Self – Employment	

30. Details of Infrastructural facilities

- a) Library – Main library having 14819 books and reference library consisting of reference books, reading space with audio visual devices. Internal Book Bank – 9038 books
- b) Internet / Wi-Fi facilities for staff and students are available
- c) Well equipped class rooms – Department classrooms are having LCD projector, Audio devices, Kyan Smart Classroom System.
- d) Computer Lab – 02
- e) Foreign Language Lab

31. Number of students receiving financial assistance from college, university, government or other agencies

Details of students receiving financial assistance from government in academic year 2014-15 are as shown below:

Course	SC	ST	NT	OBC	SBC	EBC	Minority	Institute Level	Total
MBA – Regular	3	1	3	40	2	--	--	2	50
MBA – Second Shift	2	2	2	19	1	--	--	--	26
MBM (PM)	2	--	--	--	--	--	--	2	4
MBM (CM)	2	--	--	--	--	--	--	--	2
BM – MAM	--	--	--	--	--	--	--	--	--
BBM (BS)	3	--	--	--	--	--	--	--	3
BBM (E-Com)	1	--	--	--	--	--	--	--	1
DM&EIM	--	--	--	--	--	--	--	--	--
ADSTM	--	--	--	--	--	--	--	--	--

32. Details on student enrichment programmes (special lectures / workshops /seminar) with external experts

Date	Name of the Visitor	Designation	Topic
30/07/2011	Mr. Sandip Singh	Author and Management Consultant, Mumbai	Glory of Indian Management
29/09/2011	Mr. Ninad Bedekar	Writer, Pune	Shivaji and his management Principles
21/10/2011	Dr. Sachin Kambale	Associate Professor, NITIE, Mumbai	Research Methodology in Management
21/01/2012	Mr. Amit Kumar	Manager, UTI Mutual Fund	Financial Literacy
30/01/2012	Dr. Seema Joshi	Director, SOMS, NMU, Jalgaon	Chief Guest on the occasion of Managers

			Day
08/02/2012	Mr. Prakash Mahajan	District Collector, Dhule District	Vipassana Meditation
27/02/2012	Mr. Arun Nandarshi	Entrepreneur	Young Entrepreneurs
27/02/2012	Mr. Sanjay Prabhudesai	Sr. General Manager, Supreme Industries	Role of Entrepreneurs in Society
05/03/2012	Mr. Pradeep Lahoti	Numerologist, Mumbai	Numerology
22/03/2012	Mr. Vasantao Thakare & Dr. Newalkar	Researcher	Water Resource Management
20/06/2012	Prof. Ranjan Kantha	Associate Professor	Modern Management Practices
03/07/2012	Mr. Rajeev Tambe	Educationalist, Mumbai	Management and Education
17/07/2012	Mr. Nitin Redasani	Entrepreneur	Guide to budding entrepreneurs and social concern
	Mr. Kishan Kabra	Entrepreneur	
	Mr. Ashok Joshi	Entrepreneur	
02/08/2012	Dr. Avinash Saoji	President, Sewankur	Vision 2030
09/08/2012	Mr. K. D. Kolhe	Trainer, Manshakti Center, Lonawala	Personality Development and How to Study?
31/08/2012	Dr. Vaijayanti Padhye	Rotarian	Anti – Tobacco Movement
05/10/2012	Mr. Sunial Gagdani	Share Market Expert	Seminar on Mutual Fund
05/10/2012	CMA Ashok Nawal	ICMAI	Chief Guest on the occasion of Inauguration of Students & Members Facilitation Center
	CMA Vijay Joshi	ICMAI	
16/01/20113	Mr. Varad Bapat	IIT, Mumbai	Swami Vivekanand Principle
19/01/2013	Mr. Somani	Manager, Orient Cement	Chief Guest on the occasion of Managers Day
23/01/2013	Mr. Bharat Amalkar	Entrepreneur	Chief Guest on the occasion of Entrepreneurs Day
	Mr. Prem Kogta	Entrepreneur	
	Mr. Chandan Chaudhari	Dy. Finance Manager, Raymond, Ltd., Jalgaon	
08/03/2013	Mr. Sanjay Meshram	Entrepreneur, District Governor, Rotary 3030, Nagpur	Activities of Rotary Club
13/03/2013	CA. R. D. Jain	Chartered Accountant	Budget 2013
27/04/2013	Mr. Sudhir Waghulade	Entrepreneur and Counselor	My Life, My Work
03 – 05 July 2013	Dr. Subramainam Rao	Principal, B.Ed College Jalgaon	FDP on Workshop Teaching Method
	CA. Prakash Pathak	Educationalist, Dhule	
	Prof. Vinaykumar Kanchi	Librarian, MJ College	
16/07/2013	Mr. Hemant Thombare	Consultant and Coordinator, MITCON	Entrepreneurship Development
20/07/2013	Mr. Tarun Bhate	Artist	Fine Arts, Drawing and

			Painting
29/07/2013	Mr. Jayant Lagu	Management Consultant	MBA Induction Program
15/09/2013	CA. Atul Deshmukh	Chartered Accountant, Nagpur	Indian Economy and Taxation System
21/09/2013	Mr. N. Shriniwasan	Sr. General Manager, PNB	Capital Market
06/10/2013	Mr. Sham Joshi	Trainer, Neuro Linguistic Programming	Neuro Linguistic Programming
17/10/2013	Mr. Anil Patkar	CEO, Jalgaon People Co-op Bank	Success stories of Entrepreneurs
15/02/2014	Mr. Girish Tilak	HR Consultant, Dombavili	HR Aspects
03 – 05 March 2014	Mr. Mukul Kanitakar	Educationalist, Nagpur	FDP for Teachers
09/06/2014	Mrs. Rubal Agrawal	District Collector, Jalgaon District	Social Issues
14/07/2014	Mrs. N. Ambika	Addl SP, Jalgaon District	Cyber Crime
09/08/2014	Dr. Shashank Sonawane	Aurangabad	E – Resources
23/08/2014	Mr. Girish Tilak	HR Consultant, Dombavili	HR Meet 2014
	Mr. Charitra Jain	Director, HR – JISL, Jalgaon	
	Mr. Vijay Gaonkar	Sr. General Manager Supreme	
	Mr. P. S. Naik	HR Manager – JISL	
	Mr. C. S. Naik	HR Manager – JISL	
	Mr. Prashant Umbre	HR Manager – EMCO	
	Mr. Ninad Joshi	HR Manager – Nilons	
27/08/2014	Dr. H. K. Kaul	President, DELNET	DELNET Conference
	Mrs. Sangita Kaul	DELNET	
28/08/2014	CS. K. Venkatraman	ICSI	Investor Awareness Program
03/09/2014	Mr. R. B. Chaudhari	President, Kiran Machine Tools	Entrepreneurship Development
13/10/2014	Mr. Jayprakash Kabra	Motivational Speaker, Mumbai	Passion to Win
29/12/2014	Mr. Subhasish Mukhopadhyay	Country Manager, MH and Goa Western Union	Goal Setting
14/01/2014	CA Laxmikant Lahoti	Practicing Chartered Accountant	Safe Driving
24/01/2015	MLA. Suresh Bhole	MLA, Maharashtra State	Social Issues
11/02/2015	Mr. Vinod Bodhankar	Social Activist and Researcher	Plastic Management
12/02/2015	Mr. Yuvraj Patil	Wild Life Photographer	Wild Life Photography

33. Teaching methods adopted to improve student learning. Faculties adopt various teaching methods as follows:

a) Lecture Method	j) Field Work
b) Interactive Learning	k) Research Activities / Project Competition
c) Independent Learning	l) Book Review

d) Collaborative Learning	m) GD's and PI's – Internal
e) Problem Method	n) Orals / Viva
f) Case Study Method	o) Working Assignments
g) Use of ICT Tools	p) Surprise / Open Book Tests
h) Seminar, Workshops	q) Individual Surveys / Business Surveys
i) Language Lab Sessions	

34. Participation in Institutional Social Responsibility (ISR) and Extension activities.

- Rotaract Club of IMR Jalgaon – Workshop on Personality Development, Deaf School Visit, Cleanliness Campaign, Waste Plastic Campaign etc
- Anubhav Setu – Survey conducted in slum area
- In association with Gandhi Research Foundation participated in Cleanliness Campaign at central location of Jalgaon City i.e. Golani Market, Jalgaon

35. SWOC analysis of the department and Future plans

Strength
<ul style="list-style-type: none"> • Pioneer institute in Khandesh region. • Located on a 4 acre area; about 2 Km from Railway Station and Central Bus Stand. • Saga of University toppers in NMU. • Highly skilled, well qualified, energetic, dedicated and experienced faculty with corporate exposure. • Strong representation of faculties in University's academic and syllabus framing process • Enlightened and forward looking management. • Effective, efficient and collective academic leadership. • Believes in mentoring and student support system. • Active alumni association with good membership. • Very high faculty retention.
Weakness
<ul style="list-style-type: none"> • Very few Large scale Industries to accommodate the students • Industry – institute interaction needs to be strengthened • Industrial consultancy is to be strengthened considerably • Enormous scope for achieving higher placement rates through appropriate training • Most of student admitted are from villages, so very shy and lack in soft skills
Opportunities
<ul style="list-style-type: none"> • Good management support, a great deal of autonomy for academic and research is bestowed. • Strategic alliance and academic collaboration with international institutes for professional courses • Participative and interactive teaching process • Dynamic faculty which has good potential to excel in the academics • The learning environment and teaching expertise in dealing with change • 90 % of the faculty is pursuing their PhDs • Excellent team spirit and enthusiastic faculty
Challenges
<ul style="list-style-type: none"> • Upcoming private Universities. • Upgrading the quality to attract good students. • Introduction of some skill based career oriented courses. • Promoting NBA and other International accreditation • Update advanced information and communication technologies in teaching and learning methods.

- Fostering Research and Publications

Future Plans

- Tie ups with foreign universities for research as well as an add-on specialized courses.
- MoU's with Industry and Institutes of National/International repute.
- Modification in existing infrastructure to meet future needs.
- Upgradation of Computational facilities.

Evaluation Report of the Computer Department

1. Name of the Department : Computer Department

2. Year of Establishment : 1999

3. Name of Programmes / Courses offered:

Post Graduate - Master in Computer Application (MCA) – Regular

Master in Computer Application (MCA) – Direct Second Year

Master in Computer Application (MCA) – Part Time

Dual Degree in MCA (BCA+MCA)

4. Name of the Interdisciplinary Courses and the departments / units involved: Nil

5. Annual / Semester / Choice Based Credit System (Programme Wise): Semester

6. Participation of the department in the course offered by other departments:

- Students participate in Managers Day event, HR meet, Entrepreneur's Day, HR Quiz- A mind Crusher.
- Faculties of Computer Application Department participated in the Research methodology workshop of two days, organized by the Management department.
- Faculty members teach IT for Manager, Management Information System.
- Faculty gives guidelines for Minor and major IT projects for MBA students.

7. Course in collaboration with other universities, industries, foreign institutions etc:

Nil

8. Details of courses / programmes discontinued (if any) with reasons: None

9. Number of Teaching Posts

Teaching Posts	Sanctioned			Filled		
	Regular MCA	Direct II nd Yr MCA	Dual MCA	Regular MCA	Direct II nd Yr. MCA	Dual MCA
Professor	01	-	-	-	-	-
Associate Professor	03	-	02	01	-	
Assistant Professor	08	08	06	08	05	06

10. Faculty Profile with name, qualification, designation, specialization (D.Sc. / D. Litt. / Ph. D / M. Phill. etc)

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of PhD Students guided for the last 4 Years
CA. Dr. Vivek V. Katdare	M.COM, FICWA, FCA, DISA, M.PHIL, PH.D, DTL, DCS, PGDPG&C	Director	Finance		08
Prof. Ranjana Zinjore	MSC, M. Phill, PhD Pursuing, SET	Assistant Professor	Computer Science	12	Nil

11. List of Senior Visiting Faculty

- Dr. K.B. Mahajan
- Prof. Mrs. Hemlata Patil
- Dr. A. P. Sarode
- Dr. Ajay Patil
- Dr. Manish Joshi
- Prof. Mrs. Nita Patil
- Prof. Mrs. Snehalata Shirude
- Prof. Mrs. Nandini Chaudhari
- Prof. Swati Patil

12. Percentage of lectures delivered and practical classes handled (Programme Wise) by temporary faculty: Nil

13. Student - Teacher Ratio (Programme Wise):

Programme	Student – Teacher Ratio
MCA – Regular	1:15
MCA Direct 2 nd Year	1:15
BCA-MCA Dual Degree	1:15

14. Number of academic support staff (technical) and administrative staff; sanctioned and filled:

Number of Administrative Staff	05
Number of Support Staff (Technical)	02

15. Qualification of teaching faculty with D. Sc. / D. Litt / Ph. D / M. Phill etc

Details of qualifications of teaching faculty is as shown in the table

Sr.	Name	Qualification
1	CA. Dr. Vivek V. Katdare	M.COM, FICWA, FCA, DISA, M.PHIL, PH.D, DTL, DCS, PGDPG&C
2	Prof. S. N. Khan	B. Sc. , MCA, PhD (Pursuing)
3	Mrs. Varsha Pathak	B. Sc(Physics), MCM, MCA,SET, PhD (Pursuing)

4	Mr. Uday Chatur	BE, MCA, PhD(Pursuing)
5	Mrs. Tanuja Fegade	B. Sc(Maths), MCA, PhD (Pursuing)
6	Mrs. Ranjana Zinjore	B.Sc(Comp.Sci.), M. Sc, M.Phill, SET, PhD (Pursuing)
7	Mrs. Rupali Narkhede	B.Sc, MCA
8	Mr. Rakesh Rane	B.Sc, MCA
9	Mr. Pramod Ghogare	B.Sc, MCA
10	Mr. Prakash Bari	B.Sc, MCA
11	Mr. Jaiprakash Joshi	B.Sc, MCA
12	Miss. Charuta Khadke	B.Sc, MCA
13	Mrs. Tejal Oza	BSc (Comp.Sci.) , MCA, PhD (Pursuing)
14	Mr. Sagar Soni	B.Sc, MCA
15	Mr. Tushar Bharambhe	B.Sc, MCA
16	Mr. Tushar Chaudhari (jalashree)	B.Sc, MCA, NET
17	Mr. Deepak Ahuja	BBM (E-com), MCA

16. Number of faculty with ongoing projects from (a) National (b) International funding agencies and grants received: 01

01) Prof Varsha Pathak, VCRMS N.M.U Jalgaon

17. Departmental projects funded by DST - FIST; UGC, DBT, ICSSR, etc. and total grants received: NA

18. Research Center / facility recognized by the university: NA

19. Publications: Publication per faculty: Details are follows,

Sr. No.	Name	Title of the paper presented	Date	Title of Conference / Seminar	Organized by	Whether* National /international /State /Regional/ College or University level
1	Tanuja Fegde	Spatial Database and representation of Hierarchical structure in Map Series	23-24 December 2010	Avishkar 2010	NMU, Jalgaon	University
		Spatial databases & representation of Hierarchical structure in Map Services	21st-22nd January 2011	National conference on emerging trends in Computer	K.K. Wagh Institute of Engineering Education and Research	National

				Science and Information Technology (ITCSIT-2011)	,Nashik	
		A comparative Study of Google and Yahoo Search Engine in Context of precision [162]	8-9 Feb 2013	Current trends in Software Development	M. J. College, Jalgaon	National
2	V M Pathak	“Natural Language Query Refinement Scheme for Indic Literature Information System on Mobiles	2015	International Conference on Emerging ICT for Bridging Future		International
		Two Fold Relevance Feedback Mechanism for SMS based Literature Retrieval in Indic Languages	March 21-22, 2014	International conference on Computational Intelligence (ICCI-14)	Mumbai University, Mumbai, India	International
		ITRANS encoded Marathi Literature Document Relevance Ranking for Natural Language Flexible Queries	22 Dec - 24 Dec. 2012	Lecture Notes in Electrical Engineering (LNEE)	Chennai	International
		A Functional Taxonomy of SMSbIR Systems	8-10 April, 2011,	3rd International conference on Electronics Computer Technology	Kanyakumari	International
		Ontology driven Query Refinement for Improved SMS based Information System	5-6 March, 2013	Conference on Advances in Computing (NCAC-2013)	NMU, Jalgaon, MS, India.	National
		ITRANSED Marathi Literature Retrieval using SMS based Natural Language Query		Advances in Computation Research 4(1)		
		SMS based Information Retrieval System with RFM: A	24-25 Feb., 2011	National Conference on Advances in Computing	Jalgaon	

		proposed model with literature review		(NCAC-2011)		
03	RanjanaZinzo re	Learning Regular Language Using Neural Networks	Dec. 6-8, 2005.	Platinum Jubilee International Conference of LSI, CALTS	Hyderabad, CIIL, Mysore & Dravidian University, Kuppam	International
		Clustering Iris Data Using Supervized and Unsupervised Learning	June-2010.	International Journal of Computer Science and Applications	Organized By Sinhgad Institute of Business Administration and Research	International
		Morphological Approach for Text Extraction from Document Image	15th July 2013	International Conference on Electrical, Electronics and Computer Engineering (IRAJ-ICEECE 2013)		International
		Identification Of Devanagari Script From Image Document	October (2013)	International Journal of Computer Engineering and Technology (IJCET)		International
		Identification of Agricultural Problems Faced by Indian Farmers & use of Information & Telecommunication Technology	1-3 Nov 2014	Proceeding of 2nd International Conference on ICT for Rural Development		International
		Identification of Devanagari Script From Bilingual Printed Text Documents	16-17 Jan 2015.	International Conference on Recent Cognizance in Wireless Communication & Image Processing (ICRCWIP 2014)		International
		Fuzzy Backpropagation	January 20-21,	National Conference on	PG Department of Computer	National

		Algorithm	2006	Use of Computer & Internet for Child Development	Science, SSVPS Science College, Dhule,	
		Neural Network Learning by Backpropagating errors	Feb. 11-12, 2005	National Conference on AICT-2005	S.M.A. Science College, Chalisgaon	National
		Data clustering using supervised and unsupervised Learning	Feb. 08-09 2008	National Conference on computing, communication & electronics NCCE -08	KCE's College of Engineering & Information Technology, Jalgaon	National
		Clustering Iris Data Using Supervised and Unsupervised Learning	Jan 03-07 2010.	Indian Science Congress Association	University of Kerala, Trivandrum	National
		Spatial Database and Representation of Hierarchical structure in Map Series	Jan 21-22, 2011	National Conference on Emerging Trends in Computer Science & Information Technology – 2011 (ETCSIT - 2011)	K.K. Wagh college Institute of Engineering Education & Research, Nasik	National
		Homogeneous Region based Color Image Segmentation	Feb 24-25, 2011	National Conference on Advances in computing NCAC-2011	Department of computer science, North Maharashtra University, Jalgaon	National
		Identification and Removal of Devanagari script and Extraction of Roman Words from Printed Bilingual Text Document	Feb 12-13, 2015	First National Conference on Digital Image & signal processing 2015	MAEER's Arts, Commerce & Science College, Pune	

Sr. No.	Name	Title of the paper presented	Date	Title of Conference / Seminar	Organized by	No of Authors
1	Samadhan Bundhe	Network Security	2014	International	978-81-926449-9-8	Single
2	Tanuja Fegde	A comparative Study of Google and Yahoo Search Engine in Context of precision [162]	Feb 2013	Journal of Chemo & Biosphere	ISSN:2277-4238	-
3	VM Pathak	ITRANSEd Marathi Literature Retrieval Using SMS based Natural Language Query	2011	Advances in Computational Research	ISSN: 0975-3273	
			Feb 2013	Journal of Chemo & Biosphere	ISSN:2277-4238	

Type of Publications	Numbers	Publication Details
Number of papers published in peer reviewed journals by faculty and students National – International –	17 10	
Number of publications listed in International Database (For Ex: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc)		
Monographs		
Chapter in Books	--	
Books Edited	01	Edited proceeding of “National conference on Recent Trends in Computer Science and Applications”(Jan-2015) ISBN-978-93-84093-76-1
Books with ISBN / ISSN numbers with details of publishers	01	Operating System
Citation Index	02	
SNIP		
SJR		
Impact Factor	0.08	
h – Index		

20. Area of Consultancy and income generated.

21. Faculty as members in

Faculty	National Committee	International Committee	Editorial Boards
Dr. V. V. Katdare	<i>Executive Member – MAMI</i>	<i>Member – AIMS International</i>	
Prof. Tanuja Fegade	<i>Member, Computer Society of India(CSI)</i>	<i>Member – International Rotary Club Dist 3030 , Chairman Ladies .Committees 2015 Member, Decision Science Institute(DSI)</i>	
Prof. Tejal Oza	<i>Member, Computer Society of India(CSI) Member- vanijya vyavsthapan and vikas snastha,</i>	<i>Member – AIMS International Member- Ineerwheel International. Member- Cloud computing consotorium.</i>	
Uday Chatur	<i>Member, Computer Society of India(CSI)</i>		

22. Students Projects

a) Percentage of students who have done in-house projects including interdepartmental / programme.

NA

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/other agencies.

Sr_No	Name of the Students	Name of the Industry
001	Morankar Priyanka	BTIT Infosystem, Pune
002	Narkhede Rahul Subhash	BTIT Infosystem, Pune
003	Patil Priyanka Sudhakar	BTIT Infosystem, Pune
004	Nemade Chetana Dilip	BTIT Infosystem, Pune
005	Neve Minal Rajendra	BTIT Infosystem, Pune
006	Patil Ashwini Pradip	BTIT Infosystem, Pune
007	Jain Pujja Rajendra	Maxwell Softpark Pvt. Ltd., New Mumbai

008	Kulkarni Mayuri Chandrashekhar	Maxwell Softpark Pvt. Ltd., New Mumbai
009	Vispute Kalpesh Ashok	Maxwell Softpark Pvt. Ltd., New Mumbai
010	Ramani Shweta Omprakash	Maxwell Softpark Pvt. Ltd., New Mumbai
011	Patil Sagar Bhimsing	Maxwell Softpark Pvt. Ltd., New Mumbai
012	Yadav Mayanknandan Bhuvaneshkumar	Maxwell Softpark Pvt. Ltd., New Mumbai
013	Dode Snehal Ratanakar	Maxwell Softpark Pvt. Ltd., New Mumbai
014	Mulla Navseen Abdulhai	Rheal Software LPP, Pune
015	Jain Puja Sagarmal	Rheal Software LPP, Pune
016	Dhangar Kailas Narayan	Rheal Software Pvt Ltd, Mumbai
017	Markande Umesh Shalik	S5 Infotech, Pune
018	Deshmukh Guntant Pundalik	S5 Infotech, Pune
019	Fegade Sonali Bhagawat	S5 Infotech, Pune
020	Patil Satish Rajendra	S5 Infotech, Pune

23. Awards / Recognitions received by faculty and students:

Name of Faculty	Awards / Recognitions
Dr. V. V. Katdare	1) Fellow Member of ICAI 2) Fellow Member of ICWAI
Mrs. Ranjana Zinjore	1) Best poster award in Indian Science Congress association, Kerala. 2) Best poster award in NLPIP workshop at N.M.U- 2015

24. List of Eminent academicians and Scientists / Visitors to the department

In each semester guest lectures and seminars are arranged for students of eminent academicians, scientists and visitors to the MCA department, details of which are as follows:

Name of the Visitor	Designation
Dr. Shraddha Ingale	Ahemadnagar(ref- katdare sir)
Dr. B. V. Pawar	Professor and head NMU, Jalgaon
Dr. Ramesh Manza	Assistant Professor, BAMU, Aurangabad
Dr. Sachin Kamble	
Dr.Rajendra Sonar	Associate professor IIT, Mumbai.

25. Seminars / Conference / Workshops organized and the source of funding

a) National

Sr.	Name of Programme	Date	Name of Visitor	Participants

1	Latest Trends in Computer Science and Application Research	26 th -Feb-11	Dr.C.R.Rao, Dr.Rajeev Wankar, Dr.Hemant Kumar, Dr.Apurva Desai	
3	IBM Industry Oriented Project Development Training	12 th Dec 2011 to 14 th April 2012	SEED InfoTech, Pune	
4	Mobile Computing using Android	11 -12 th Aug 2012 18-19 th Aug 2012 25-26 th Aug 2012 1-2 th Sep 2012	Rudresh Subhedar	
	Oracle Certification Course	22/01/2013 23/01/2013	Shrikant Suvarnakar, Prathmesh Girdhari	
	Advanced Java	21/01/2013to 25/01/2013	MR.Shirish Paigude, Pune	
	Android "mobile App's"	16/12/2014 to 25/12/2014	Mr.Sanyam Mule, Pune	
	Recent Trends in Computer Science & Application	27-28 Jan 2015	Dr.Rajendra Sonar, Dr.Bharti Gawali, Dr.Manish Joshi, Dr.Ajay Patil	
	Bigdata and Hadoop	Feb-15		

b) International: Nil

26. Student Profile Programme / Course wise:

Name of the Course/Programme (refer question no. 4)	Applications received	Selected	Enrolled		Pass Percentage
			M	F	

MCA Regular	NA	60	04	05	
MCA –Direct Second Year	NA	60	20	38	
Dual Degree in MCA	NA	60	30	26	

* M – Male / * F – Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other states	% of students from abroad
MCA Regular	100	nil	Nil
MCA –Direct Second Year	96%	4%	Nil
Dual Degree in MCA		1.78%	Nil

28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc.?

Sr.	Name of Student	Examination	Year
1	Dhiraj Amrutkar	NET	2013
2	Dhiraj Amrutkar	MPSC	2014

29. Student Progression

Student Progression	Against % enrolled
UG to PG	NA
PG to M. Phill	NA
PG to Ph.D	03 Students registered for PhD
Ph.D to Post Doctoral	NA
Employed <ul style="list-style-type: none"> • Campus Selection • Other than campus recruitment 	
Entrepreneurship / Self – Employment	

30. Details of Infrastructural facilities

a) Library –

Library Holding MCA

Table 96 Library Holdings MCA

Library holdings	2011-12	2012-13	2013-14	2014-15
b) Reference Books	437	538	446	65
Journals/ Periodicals	18	17	15	41
e-resources	1	1	---	1
Internal Book Bank	---	---	2480	40
SC Book Bank	---	110	---	---

Internet / Wi-Fi facilities with 20 mbps broad band.

c) Well equipped class rooms –07 class rooms with LCD projector, PA system.

d) Computer Lab – 07

e) Foreign Language Lab-01.

31. Number of students receiving financial assistance from college, university, government or other agencies

Details of students receiving financial assistance from government in academic year 2014-15 are as shown below:

Course	SC	ST	NT	OB C	SB C	EB C	Minorit y	Institut e Level	Tot al
MCA – Regular	--	--	--	06	01	--	--	2	
MCA – Direct Second Year	--	--	01	28	1	--	--	2	
Dual Degree in MCA	2	--	--	--	--	--	--		

32. Details on student enrichment programmes (special lectures / workshops /seminar) with external experts.

Date	Name of the Visitor	Designation	Topic
07-Dec-13	Dr. Shradhha Ingale		Lecture of Soft Computing
17th-Jan-2015	Prof.Dhiraj Amrutkar	Assistant Prof.	Linux operating System
16 To 25-Dec-2014	Mr.Sanyam Mule, Pune		
28-Mar-15	Prof.Dhiraj Amrutkar	Assistant Prof.	System Programing

33. Teaching methods adopted to improve student learning. Faculties adopt various teaching methods as follows:

a) Lecture Method
b) Interactive Learning
c) Independent Learning
d) Collaborative Learning
e) Problem Method
f) Video Lectures Method
g) Conducting objective test
h) Seminar, Workshops
i) Assignments

34. Participation in Institutional Social Responsibility (ISR) and Extension activities.

- Rotaract Club of IMR Jalgaon – Workshop on Personality Development, Deaf School Visit, Cleanliness Campaign, Waste Plastic Campaign etc.
- Tree Plantation.
- Self Defense Awareness for Female students.

35. SWOC analysis of the department and Future plans

Strength

- Highly skilled, well qualified, energetic, dedicated and experienced faculty with corporate exposure
- Enlightened and forward looking management with over 29 years of experience.
- Practical-oriented teaching methodology is adopted.
- Effectual, resourceful and cooperative academic leadership
- Effective mentoring and student support system
- Active alumni association with good membership
- Language lab to improve the communication skills
- Stress on Live Projects to be done by students
- Continuous updates from the industry are made available to students through workshops
- Focus on developing value based education system.
- Development of sportsman spirit is cherished in the department so that overall development of the students is achieved.

Weakness

- Industry – institute interaction needs to be strengthened
- Industrial consultancy is to be strengthened considerably
- Enormous scope for achieving higher placement rates through appropriate training
- Most of students lack in soft skills
- Attracting high aptitude students is to be traced.

Opportunities

- Good management support, a great deal of autonomy for academic and research is bestowed.
- Participative and interactive teaching process
- Dynamic faculty which has good potential to excel in the academics
- The learning environment and teaching expertise in dealing with change
- 90 % of the faculty are pursuing their PhDs
- Excellent team spirit and enthusiastic faculty

Challenges

- Upgrading the quality to attract good students and qualified and experienced faculty
- Competition for other institutions that may setup their operations in the city.
- Introduce soft skills into the curriculum while preserving the more analytical and concept based courses
- Promoting accreditation
- Update advanced information and communication technologies in teaching and learning methods.

Annexures – I Letter of recognition u/s 2(f) of the UGC

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI-110 002.

F. 8-5/99 (CPP-1)

July, 2000

The Registrar,
 North Maharashtra University,
Jalgaon-425 001.

29 JUL 2001

Sub - *List of Colleges prepared under Section 2 (f) of the UGC Act, 1956-Inclusion of New Colleges.*

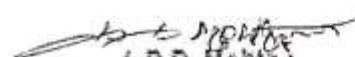
Sir,

I am directed to refer to your letter No. UGC/2000-2001/4098 dated 15th May, 2001 on the subject cited above and to say that the name of the following College has been included in the above list under Non-Government Colleges teaching upto Post Graduate Degree:-

<u>Name of the College</u>	<u>Year of Establishment</u>	<u>Remarks</u>
Khandesh College Education Society's Institute of Management and Research <u>Jalgaon (Maharashtra)</u> , (Prof. Dr. S.G. Deshpande)	1986	The College is not eligible to receive Central assistance in terms of the Rules framed under Section- 12-B of the UGC Act, 1956.

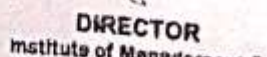
The indemnity Bond and other documents in respect of the above College have been accepted by the Commission.

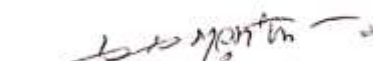
Yours faithfully,


 (D.D. Mehta)
 Under Secretary

Copy forwarded to:-

1. The Principal, Khandesh College Education Society's Institute of Management & Research Jalgaon (Maharashtra).
2. The Secretary, Government of India, Ministry of Human Resource Development, (Department of Higher Education & Secondary Education), T-14 Section, Shastri Bhavan, New Delhi-110 001.
3. The Joint Secretary, UGC Western Regional Office, Industrial Chemical Laboratory, Ganeshkhind, Pune-411 07.
4. All Sections, UGC.
5. Section Officer (FD-III Section) UGC, New Delhi,
6. D.T.P. Cell, UGC, New Delhi.
7. Guard file.
8. P.B. to Vice-Chairman, UGC, New Delhi


DIRECTOR
 Institute of Management &
 Research, Jalgaon-425002


 (D.D. Mehta)
 Under Secretary