YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	JSPM's Jayawant Institute of Management Studies, Tathawade, Pune
• Name of the Head of the institution	Dr. Priyanka Singh
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02022932677
• Mobile no	9921349051
• Registered e-mail	director_jims@jspm.edu.in
• Alternate e-mail	priyankasingh1206@gmail.com
• Address	Sr. No. 80, Pune Mumbai Bypass Highway, Tathawade,
• City/Town	Pune
• State/UT	Maharastra
• Pin Code	411033
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	**Self-financing**
• Name of the Affiliating University	**Savitribai Phule Pune University**
• Name of the IQAC Coordinator	**Dr. Harini Rajan**
• Phone No.	**8956737461**
• Alternate phone No.	**8237076938**
• Mobile	**8956737461**
• IQAC e-mail address	**harinimrajan@gmail.com**
• Alternate Email address	**hmrajan_mbajims@jspm.edu.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://www.jspmjims.edu.in/pdf/AQAR%202019-20.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.jspmjims.edu.in/

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 7	**A**	**4.25**	**2019**	**01/04/2019**	**31/03/2024**

6.Date of Establishment of IQAC	**07/08/2017**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
nil	**nil**	**nil**	**nil**	**nil**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of IQAC	View File

9.No. of IQAC meetings held during the year	**2**	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	**Yes**	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**	
• If yes, mention the amount		

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

Induction program was organised for MBA & MCA first year students through online mode with various guest lectures, Activities etc.. Add on course on Add on course on The Quality Content Validation process has been enhanced and faculty members have taken the guidance of experts specially in new subjects through Virtual mode The first year students of MBA & MCA have undertaken various bridge courses conducted by internal faculty members for subjects like accounting, Research, networking etc.. The extra and co curricular activity committee prepared a yearly plan by implementing suggestions as per IQAC and implemented it successfully throughout the year

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

Plan of Action	Achievements/Outcomes
Induction Program in Virtual Mode	Induction program was organised for MBA & MCA first year students through online mode with various guest lectures, Activities etc..
Enhancing QCV and taking it to virtual mode	The Quality Content Validation process has been enhanced and faculty members have taken the guidance of experts specially in new subjects through Virtual mode
Bridge courses to be conduted for various basic courses in MBA & MCA program	The first year students of MBA & MCA have undertaken various bridge courses conducted by internal faculty members for subjects like accounting, Research, networking etc..
Yearly Plan for extra and cocurricular activities	The extra and cocurricular activity committee prepared a yearly plan by implementing suggestions as per IQAC and implemented it successfully throughout the year
Add on course for MBA	Add on course on Python Programming was conducted for MCA students on every Saturday between August to September
Add on course for MCA	Add on course on Essential Life Skill was conducted for MBA students on every Friday and Saturday between August to September
13.Whether the AQAR was placed before statutory body?	**Yes**

- Name of the statutory body

Name	Date of meeting(s)
Governing Body	08/12/2020

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	08/01/2022

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	136

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

2.Student

2.1 Number of students during the year	422

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

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	72

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

2.3 Number of outgoing/ final year students during the year	171

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

3.Academic	
3.1 Number of full time teachers during the year	**19**

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

| 3.2

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

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

4.Institution	
4.1 Total number of Classrooms and Seminar halls	**9**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**125.68**
4.3 Total number of computers on campus for academic purposes	**240**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

JSPM's Jayawant Institute of Management Studies offers two years full time MBA and MCA programs affiliated to Savitribai Phule Pune University and approved by AICTE. The college follows a well-planned and systematic process to make the curriculum more effective by planning various activities in advance, commensurate with SPPU and JSPM academic calendar.

Every faculty prepares an academic file for the assigned subject/s which includes teaching plan, concurrent evaluation dates, class

test, assignments and prelim examination, mapping of the program outcome, program-specific outcomes and Course Outcomes etc. Quality Control Validation (QCV) ensures the quality of lecture delivery and all file contents. The demo lectures by subject faculties are an important part of QCV. After validation, the faculty members upload the course material on Moodle. Effective teaching methodology is ensured with the use of chalkboard and other ICT tools. Regular meetings are conducted to review the proper implementation of the above-planned activities.

Other Practices for Curriculum Enrichment:

- The minor and major projects, assignments, tutorials are given to the students as per Bloom's Taxonomy

- In order to make the students aware about the practices being followed in industry, the persons from industry are invited for delivering expert lectures
- For advanced and slow learner's university question papers are discussed and library sessions conducted.
- Conducting vocational education training, add-on courses and a multi-skill development program for the latest trends in the industry.
- Syllabus Orientation program for the enrichment of teaching is conducted for faculties from all JSPM campuses.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://www.jspmjims.edu.in/aqar_20_21-criterion-I.php

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

For the effective delivery of the curriculum, Department Academic Coordinator (DAC) prepares Departmental Academic Calendar well in advance before the commencement of every semester, which includes dates of:

- Commencement of classes
- End of classroom teaching
- Mid Term & Prelim exam
- University examination (tentative)

- Co and extracurricular activities
- Holidays, etc.

Academic calendar is reviewed by IQAC and communicated to students and teachers through email and notice board, college website and Moodle. At the end of every semester, the subject for the forthcoming semester is allocated based on subject preferences, experience and domain knowledge of faculty. DAC prepares timetable for all subjects, practical's, library sessions, add-on courses, GFM/ mentoring session, extracurricular & co-curricular activities, Industry visits, Guest lectures, Social activities etc.

DAC and HOD review the syllabus coverage report to identify gaps and rectification thereof (extra lectures etc.) Student's monthly attendance is reviewed and defaulter students list is prepared in order to conduct makeup sessions for them. Feedback from students for the subject teacher is taken twice a semester and necessary actions are taken by HOD/ Director. The academic performance of students is continuously monitored through concurrent evaluation, mock MCQs, etc.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.jspmjims.edu.in/aqar_20_21-criterion-I.php

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	C. Any 2 of the above

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

1.2 - Academic Flexibility

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

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

2

File Description	Documents
Any additional information	**No File Uploaded**
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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

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

2

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

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

179

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

1.3 - Curriculum Enrichment

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

Along with the curriculum subjects, the institute also take many initiatives to address cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics.

Cross- cutting issues relevant to Gender:

- The induction program conducted at the beginning of the academic year for the first year students include sessions to educate and create awareness about gender sensitivity.
- Poster making and Movie making competitions focusing on issues like Save girl child, women empowerment, Pollution etc. are arranged on regular basis
- Women grievance Cell, Equal opportunity Cell and Anti-sexual harassment cell takes care of any issue related to Human rights and gender.
- Issues like Moral, Spiritual, Emotional & Ethical Values are addressed by Guardian Faculty Member, Mentor counselling, celebrating Teachers day, Independence Day, Republic day.

- The College organizes group discussions for educating the students about gender discrimination, climate change, human rights etc.
- In-house faculty conduct lectures on human values.
- Code of conduct for students.
- Committees/clubs/cells are formed without any gender discrimination.
- The subjects like Labour & Social Security Laws, Agriculture and Indian Economy, Social Media Marketing, Email Marketing, Indian Ethos & Business Ethics, integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum.

File Description	Documents
Any additional information	**No File Uploaded**
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	**No File Uploaded**

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

3

File Description	Documents
Any additional information	[View File](#)
Programme / Curriculum/ Syllabus of the courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View File](#)
MoU's with relevant organizations for these courses, if any	**No File Uploaded**
Institutional Data in Prescribed Format	[View File](#)

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

173

File Description	Documents
Any additional information	**No File Uploaded**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	[View File](#)

1.4 - Feedback System

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

Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://www.jspmjims.edu.in/aqar_20_21-criterion-I.php
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	**No File Uploaded**

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

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.jspmjims.edu.in/aqar_20_21-criterion-I.php

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

198

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	View File

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

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

62

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

2.2 - Catering to Student Diversity

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

JIMS adopts various methods to assess the learning levels of the students after admissions:-

Assessment Parameters:

1. Entrance test score

2. Marks at graduation level

3. Students Participation during lectures

4. Continual assessment through the class test and midterm exam

5. Students Participation in extracurricular activities

6. Finally, weightage is as follows:-

- Entrance Test Score: 10%
- Graduation Marks: 10%
- Class Test/MCQ Test: 20%
- Mid-Term: 40%
- Extracurricular activity: 20%

Programmes Organized to assess slow and advanced learners: - Due to the COVID-19 pandemic all the activities are conducted online by using Zoom platform:

- Online Induction programme: We organize induction programme at the beginning of the academic year; guest faculty interacts with students and highlights the importance of MBA & MCA programme and its practical relevance.

- Online Guest Lectures are arranged to improve personality,

communication and technical skills etc.

- **Online Extra and Co-curricular activities like Entrepreneurship Development activity, Paper presentations, Club activities etc. are also conducted.**

- **Online Webinar on different topics such as career guidance etc. have been arranged.**

- **Peer teaching helps the students to understand the difficult subjects and to improve their performance.**

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

Number of Students	Number of Teachers
422	**19**

File Description	Documents
Any additional information	[View File](#)

2.3 - Teaching- Learning Process

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

At JIMS, the student-centric process is always encouraged to ensure better outcomes. Due to the Covid-19 pandemic, teaching is provided through online lectures. Faculties have been used Zoom Platform to conduct classes and activity through online mode. Learning is made student-centric by encouraging students to participate in the class by way of online polls, online quiz etc.

Experiential Learning:

- **Projects: Our students undertake the internship training in an industry where they learn the real problems and issues pertaining to their specialized area. The work is submitted in the form of project report under the guidance of faculty where**

students learn different skills like analytical, problem solving, technical skills, etc.

- **Practical's:** Practical's are conducted for programming subjects to gain practical insights. Through practical's, students learn different skills such as logical and critical thinking.

- **Learning through various clubs:** JIMS formed different clubs like Marketing, Finance, HR and IT ("D") for enhancing learning experiences. Mobile application & Web site development is a part of experiential learning.

Participative Learning:

- Participative learning through regular teaching supported by eminent guest lectures.
- JIMS conducts different Extra & Co-curricular activities.
- Entrepreneur Development cell organizes different activities for inculcating Entrepreneurship spirit among the students.
- We have conducted various webinars, workshops, etc. in which students actively participated.

Problem-solving:

- **Case study:** Faculties are also adopting a case study methodology for teaching-learning. Specialization-wise case studies are discussed in the class for subjects like Contemporary Marketing Research, Consumer behaviour etc. In MCA for subjects like C++ faculty solves the queries through live practicals. In Networking faculty gives the demonstration of connecting the computers to the server and solve the query of sharing the data in LAN.

Therefore, an innovative student-centric approach has improved the learning experience for students.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	Nil

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

Following ICT enabled tools are used by the faculty members for effective teaching learning process:-

1. Zoom & Google Meet Application: - Due to the Covid-19 pandemic, classes is conducted online by way of using Zoom online platform. In these applications having inbuilt white board tools have been used by faculty members for effective teaching learning. Faculties have used online polls, Google quizzes.
2. Moodle: We have effectively used Moodle for teaching learning process, in this application faculty has been updated topic notes, cases, presentation, quiz, etc also online assignments have also been conducted.
3. Videos: Our faculties have created YouTube videos on the subject topics and same has been shared with the students.
4. WhatsApp: This application has been utilized for effective communication with the students regarding attendance, lecture scheduled, examination notification and sharing of notes etc.
5. YouTube Stream Yard: All the guest lectures, webinars, workshops etc has been conducted by using YouTube Stream Yard application for effective teaching learning process.
6. PPTs: Power point presentation has been used by the faculty members for effective teaching learning.
7. ICT enabled Classroom & Smart Boards: Faculty members are also using ICT enabled classrooms and smart boards for effective teaching.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

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

2.3.3.1 - Number of mentors

19

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

2.4 - Teacher Profile and Quality

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

19

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	View File

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

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

8

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

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

2.4.3.1 - Total experience of full-time teachers

179

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

2.5 - Evaluation Process and Reforms

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

Evaluation of student's performance is an essential part of teaching-learning. The institute follows the university guidelines regarding internal assessment.

- Internal Exam coordinators are appointed to conduct an internal examination.
- The respective subject teacher conducts internal assessment by giving due weightage of following parameters and assessed continuously:
    - Attendance
    - Class test
    - Mid- Term Examination
    - End Term examination
    - Open book test
    - Presentations
    - Assignments
    - Group discussions
    - Group activities
    - Quiz
    - Case study
    - Role-plays

- The internal assessment is carried out by the faculty by using the combination of above mentioned parameters.
- Internal assessment information & parameters are communicated to the students well in advance.
- Internal assessment questions are framed as per Bloom's Taxonomy and are mapped with COs & POs.
- All the faculty members upload the assignments, MCQ's quiz on MOODLE software. The same is evaluated on MOODLE.

Assessment Scheme:

No. Assessment Parameter Marking Scheme Frequency 1 Attendance 10 Continuous 2 Assignment 10 Twice in semester 3 Class Test/MCQ's Quiz 10 Before University Examination 4 Midterm Examination 05 Mid Semester 5 Prelim Examination 10 At the end of semester 6 Any Activity 05 Ongoing Total 50

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

JIMS adhere strictly to the guidelines set by SPPU. We adopt a transparent, time-bound and efficient mechanism to deal with examination related grievances.

- Appointment of College Examination Officer (CEO)
- JIMS assigns duties to various faculty members, before the commencement of the semester, Internal Examination coordinators are appointed separately for MBA & MCA.
- Internal exam coordinator prepares the examination time table as per the provisions in Academic calendar. This time table communicated to all concerned.
- All faculty members are informed to submit their respective question papers at least 8-10 days prior to the examination. These question papers are set as per university pattern & are mapped with COs & POs.
- Due to the Covid-19 pandemic all the examinations were conducted online. The quiz has been uploaded in the MOODLE as per the time table. Further, the examination has also been conducted by using Google Quiz.
- In case the student is not satisfied with the marks obtained, he/she is free to approach HOD or Director within a period of five days from the date of announcement of marks.
- Those students who remain absent or who failed in the examination are given another chance in the form of remedial examination.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

The Institute follows the syllabus prescribed by the Savitribai Phule Pune University for MBA & MCA programme. Every three years the university revised its syllabus.

Mechanism of Communication:

1. Programme outcome & Course outcome are stated in the University Syllabus and it is also communicated to the students by uploading it on Institute website.
2. Programme outcomes are displayed in the Director cabin, HOD cabins, building floors etc.
3. Programme outcomes & Course outcomes are also communicated through JIMS Moodle (i.e. Learning Management System),
4. It is also displayed & communicated through ERP software developed by the JIMS i.e. E-Samanvay.
5. It is also communicated through Induction Programme that is organized every year by the Institute.
6. At the beginning of the semester, Institute organizes Syllabus Orientation Programme wherein all PO's & CO's were communicated to the students.
7. During the lectures, faculty members are being communicating the course outcome of their respective subject.
8. Every year Institute conducts bridge course for different subjects wherein the PO's & CO's are communicated to the students.
9. In the course files of the respective faculty, the PO's & CO's are stated & its mapping is also stated.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	View File

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

JIMS strives hard in order to attain the outcomes, the courses are also taught by applying different methodologies such as classroom

teaching, case studies, problem-solving methodology, projects etc. Each subject is designed with specific course outcomes and each course outcome is mapped with the programme outcome by taking into consideration of graduate attributes and performance indicator. The performance of the students is evaluated by way of various concurrent evaluations such as class test, midterm, preliminary examination, assignment, MCQ's test, open book test etc. University examination result is also considered for the attainment of the COs. Therefore, the internal and external evaluation data are taken for the attainment of course outcome and its corresponding programme outcome. The level of attainment is defined based on the course content and performance level of the student.

Attainment Method of COs & POs:

- Direct methods: - This is carried out through evaluation of Internal and University examination. Marks obtained by the students in the evaluations are used to calculate the course outcome. From this, the attainment of each course outcome can be reviewed and analyzed.
- Indirect Method: - It is carried out by the Student Exit Survey, Alumni Survey and Employer Survey etc.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

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

165

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

2.7 - Student Satisfaction Survey

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

https://www.jspmjims.edu.in/aqar_2020-21-criterion-II.php

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

0.6

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

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

3.1.2.1 - Number of teachers recognized as research guides

3

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	[View File](#)

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

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

2

File Description	Documents
List of research projects and funding details (Data Template)	[View File](#)
Any additional information	[View File](#)
Supporting document from Funding Agency	**No File Uploaded**
Paste link to funding agency website	http://agasticomputer.com/

3.2 - Innovation Ecosystem

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

JIMS understands, encourages and recognizes the importance of innovation, research and development in various areas of interests, for which we have an ecosystem through Entrepreneurship Development Cell.

Research culture: Faculties are encouraged to submit quality research papers especially during the student vacation period. Faculties are instructed during Quality Content Validation process to provide students with research papers related to the subject. Faculties utilize college working hours to complete research related work like writing research papers, projects or collecting information etc. The research environment of the institute has produced 8 Ph.D. holders from faculties after joining the institute and 4 faculties are pursuing Ph.D. During the last five years, we have published nearly 50 research papers and filed 4 patents. Apart from this nearly 19 of our research projects (faculty and students) have been funded by various agencies. This year also four research

proposals have been submitted to SPPU under the "Aspire" program of SPPU for sanctioning. All research activities are commensurate with established policy and procedure of Institute.

Support and Recognition: The students and faculty members are encouraged to make full use of well- equipped computer laboratory as well as a well-stocked library for their research related work. All are allowed to use the stationary, printer and other resources for research work.

Faculties completing Ph. D. are felicitated and appreciated by Hon. Founder Secretary and Campus Director.

Linkages and Collaborations: JIMS has many industry linkages and Memorandum of Understandings through our regular recruiters, faculty contacts and through Alumni Network which helps our students in terms of a better platform for becoming budding entrepreneurs. JIMS organizes various activities, such as conducting training programs, talks from experts, job fair, etc. from time to time, to achieve the said objective with the help of linkages and collaborations. Institute invites Industry Experts and Entrepreneurs to interact with our students and share their experience.

Promoting Innovativeness: Activities like "Nivesh", "Go Green", "Rs. 50 Exercise", "Best From Waste" conducted by Entrepreneurship Development cell encourage original and innovative thinking. This platform provides an opportunity for bringing to the fore the academic talent and promotes interaction among academia, R & D Institutes and Industries.

Around 7 Interdisciplinary research papers/projects gives insight to investigation beyond the subject domain of the students and faculties.

Seminars, FDPs conducted: A seminar on the theme "Opportunities and Challenges for Entrepreneurship in the present Economic Scenario of India" sponsored by Savitribai Phule Pune University had given meaningful insights in the entrepreneurship journey. We had also organized lectures from eminent personalities on "Intellectual Property Rights" in 2017, in which students and Faculties were given inputs about the basics of IPR. Similarly, a Faculty Development Program (FDP) was organized on - Research Methodology and Data Analysis in 2016 which was a full day program, which was useful for students and faculty and for those who want to conduct research in various areas.

Our ultimate aim is to have a well established Research Centre and an Incubation centre for which JIMS has already initiated the process.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

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

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

5

File Description	Documents
Report of the event	[View File](#)
Any additional information	**No File Uploaded**
List of workshops/seminars during last 5 years (Data Template)	[View File](#)

3.3 - Research Publications and Awards

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

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

16

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	[View File](#)
Any additional information	**No File Uploaded**

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

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

9

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	[View File](#)

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

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

3

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

3.4 - Extension Activities

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

We firmly believe that a management institute is not just for imparting quality academic education but also for the overall development of students. To achieve this, JIMS promotes neighborhood network and student engagement in extension activities, contributing to good citizenship bearing high moral values, community service and holistic development of students.

Process: To sensitize the students, the Institute plays a pivotal role. Students are exposed to the social and economic problems of the underprivileged section of the society in the neighborhood community. Before planning the activity, faculty and student coordinator identify issues related to community, gender disparity, social inequity etc. which needs to be addressed. After this, our contribution and objectives of executing the activity are formulated. The same is communicated to the concerned authority for seeking approval and guidance. Sometimes activities are conducted in

association with other agencies/companies.

Environment and Sustainability: We have conducted webinars and seminars online due to the pandemic situation such as "Swachh Bharat Abhiyaan" and "Tree Plantation Importance in our day to day life", which has instilled amongst the students a sense of belongingness towards our community & environment. The students are made aware of ecology and environment, which they are advocating in their respective social circles.

In an awareness program about waste management, students addressed their society members regarding proper segregation of waste into Dry and Wet. By advocating this, the students and the residents came to know about how a simple solution at the individual level can help the authorities to tackle the bigger threat.

Spiritual, Emotional, Ethical and Human Values: Through "Blood Donation - A boon to Life" and "Traffic Discipline and its Education" webinars, students have come to value human life. Students realized that they are not just helping to save precious lives but also saving a complete family.

During "E-Payment awareness Program" students introduced the use of various digital payment gateways which have become the necessity of the post-demonetization era to the Vegetable Vendors. The vendors benefited since their business was hampered due to the scarcity of cash. Involvement in such service-learning activities helped the students to become more mature and socially responsible.

Outcome: Participation in such activities has helped to imbibe the sense of national integrity, environmental and social responsibility among students. Also helped to sensitize and inculcate ethical behaviour among the students. These lead to emotional, intellectual, social, and interpersonal development of students. Students also have an opportunity to improve their leadership, interpersonal skills, and self- confidence by organizing such extension activities.

These activities help the students to know the existing social values and work on their respective limitations. This leads to their holistic development.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	View File

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

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

0

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

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

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

2

File Description	Documents
Reports of the event organized	View File
Any additional information	**No File Uploaded**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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

3.4.4.1 - Total number of Students participating in extension activities conducted in

collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

160

File Description	Documents
Report of the event	View File
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

34

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

5

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institute has excellent & adequate infrastructure & facilities for teaching & learning Process. The infrastructure includes spacious classrooms with ICT tools and internet facilities. The institute has seven classrooms with seating capacity of 60 students. Each class facilitates accessibility to Learning Management System (LMS) - Moodle, where teachers upload course material, assignments, question banks, videos etc. Institute provides well-equipped air-conditioned computer labs and centers with internet facilities. Institute has tutorial rooms to improve the academic performance of slow and advanced learners through remedial and Extra classes.

The institute has a boardroom for presentations, personal Interview, Group Discussions & Library with latest books, digital library, CD's, e-books, e-journals, reference section, previous project reports and question papers etc.

The institute is equipped with well-furnished two seminar halls with the capacity of 150 participants. The seminar halls are equipped with a quality Public addressing system with LCD projector suitable for conducting different curricular, co-curricular & cultural activities for students.

Apart from all above facilities the additional facilities for the students include - Hostel (separate for boys and girls), Canteen, Washrooms, Clubs (for each department like marketing, finance, HR etc.). The institute also provides space for recreational activities like Yoga & Meditation.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

The Institute believes inachievingphysical and mental health& excellence in life, apart from academic knowledge.

The institute has 4000 Sqr. Mtr playground for outdoor games (Cricket, Volleyball, Badminton, Basketball etc.) & also has facilities for indoor games (Chess, Carrom, Table Tennis etc.). The campus appointed a qualified physical director for guiding, motivating & monitoring effective implementation of sports activities in the campus for students.

The Institute encourages students to participate in outdoor tournaments for boosting team spirit and leadership qualities. Every year the institute organises various sports competitions to showcase the hidden talent & skills of the students through annual gathering event "SYNERGY" – Sports & cultural activity.

There are separate rooms for different clubs like Marketing, HR, Finance, D-Club.

Gymnasium is also available in the campus for the students. A separate multipurpose hall for indoor sports, Yoga and Zumba - A physical fitness and stress management technique session is reserved specially for these activities.

Along with sports, the Institute also focuses on mental peace and physical health. The Meditation and Yoga sessions are organized in association with the 'Heartfulness'.

The Institute also organizes "Nirbhaya Kanya" program for girls in association with SPPU to teach self defence techniques.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**

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

7

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.jspmjims.edu.in/aqar_20_21-criterion-IV.php
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

41.91

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

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

Library has provision of softwaresuch as AutoLib software and OPAC

for students & faculty members to search books. All books are barcoded. The bookissuing and returning process is computerized. AutoLib is a total integrated software package for library management. Itcovers all areas within the preview of the AutoLib for efficient Information Management and at the same time provides a precious tool to all its members to have access to these resources at its fingertips.

AutoLib Features

- Cataloguing

- Barcode enabled Issue return

- OPAC

AutoLib Purchase Date - 22/09/2008

AutoLib Functionality:

- Books Entries for both department: New Book details are entered in Accession Register manually, then numbered with Accession Number. This Accession number is used to enter book details (Title, Author, Publisher, Price, Language, No. of Pages & Copies, Source, Bill, Accession No.)in the software. This information is stored in system and available on Book Barcode.

- Student & Staff Membership Entries

- Books Issue & Returns Record.

- News Paper details.

- Dues Collection record.

- OPAC.

- Students I-Card Print

- Students Barcode Print.

- Books Spine Labels Print.

- Books Card Print: Title, Author, Accession No., Call No.

- **Stock Checking.**

- **View all the Reports.**

- **Book status Loss and paid, Not traced Books.**

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	**Nil**

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**B. Any 3 of the above**

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

6.46

File Description	Documents
Any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for

online access) (Data for the latest completed academic year)

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

55

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	[View File](#)

4.3 - IT Infrastructure

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

Computer Labs

The computer lab is well-equipped leased line fromGazon Communications India Ltd.provides a substantial speed of 60 Mbps speed. This internet helpsstudents and faculty to carry out their academic and other work.It is also equipped with a wide range of system software and application software. Lab assistants are available to support students and faculty in their queries.

Wi-Fi Facility

The high speed internet is made available by setting and installing the Wi-Fi zones at various locations such as Reading halls, Hostels, Department corridors,Green lawn area. Staff and Students can access this facility on their Laptops by registering themselves.

Smart Classroom

Institute has implemented three Smart Classrooms to provide an enhanced Teaching-Learning experience. The classrooms are equipped with Computer System, Internet connection, LCD Projector. The institute has the latest "HP Office Jet 7610" Printer Scanner for providing printing and scanning facilities.

Information Security

Intrusion Prevention System (IPS) scans the network traffic to block attacks. This is facilitated by Cyberoam Hardware Firewall.

Technical support

```
Technical support to monitor and maintain computer systems and
networks of labs, Library, Admin Office, Staffroom, etc. is provided
by Technical support staff. They are responsible for installing and
configuring computer systems.
```

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**

4.3.2 - Number of Computers

240

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	**No File Uploaded**

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

22.75

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The Institute has established procedures for maintaining and utilizing physical, academic and support facilities such as laboratory, sports, classroom. The maintenance of physical, academic and support facilities are carried out by the respective departments with the help of in-house staff on a daily basis and periodically & care has been taken to keep the equipment's, machine etc in working condition. In case of breakdowns standard procedure is followed to bring the equipment/machine in working condition. A supervisor is appointed to monitor and maintain the physical facilities and Housekeeping.

1. Laboratories/computers: Each Computer laboratory has one teacher as lab-incharge, a Lab Assistant and attendant responsible for maintaining and upgrading the laboratory.

2. Library: Librarian with supporting staff has been appointed to maintain the central library. At the end of the Academic year Librarian will prepare the report on stock verificationof books issued by the students and staff.

3. Sport complex: Physical Director of the institute looks after the sports facilities and the activities.

4. Class Rooms: Class rooms are allocated to MBA & MCA departments along with necessary ICT tools

5. Electrical, Drinking water coolers, Lift: Institute has also appointed housekeeping staff to maintain the equipment properly.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	**Nil**

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

343

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

2

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

File Description	Documents
Link to Institutional website	https://www.jspmjims.edu.in/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

80

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

80

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

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

43

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

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

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of student progression to higher education	**No File Uploaded**

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

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

0

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	**No File Uploaded**

5.3 - Student Participation and Activities

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

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

17

File Description	Documents
e-copies of award letters and certificates	<u>View File</u>
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at univer sity/state/national/international level (During the year) (Data Template)	<u>View File</u>

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

The institute believes in giving equal opportunity to the students in supporting the college faculty in running the affairs of the college. For this the institute endeavours to provide them with

opportunities to participate in various academic and administrative bodies.

As per the recommendation of institute IQAC, the director decided to form the Student Council from 2015-16. Representative from each class were selected by the students. Moreover two girl representatives will be included in Student representative Council.

SRC (STUDENTS' REPRESENTATIVE COUNCIL)is a student body of the institute consisting of student representatives from MBA & MCA Courses with one faculty member. Itis mainly involved in conducting and organizing intra and inter-college activities. These events include "Innovision" & Synergy a cultural extravaganza, Cultural Events and extension activities.

All these activities throughout the year help the students to improve on their soft skills and help boosting the self-confidence of the students and help them explore their latent talents.

The Student Council consist of the following committee'sfor the academic year 2020-21 is as given below.

Alumni Association Committee

Placement Committee

Cultural Committee

Event Management Committee

Sports Committee.

Each committee is having students as members along with one faculty mentor.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

participated during the year

`10`

File Description	Documents
Report of the event	View File
Upload any additional information	**No File Uploaded**
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

`JSPM's, Jayawant Institute of Management Studies is a registered Alumni Association under the Societies Registration Act. It was formed on 19/12/2007 at The Registrar of Society, Pune Region. Registration No: Maharashtra/046596 Pune dated 19/12/2007 under Societies Registration Act 1860.`

`JSPM's, JIMS and the Alumni association jointly believe in creating and maintaining association with its alumni. The Alumni Association provides an interface for establishing a link between the alumni, staff, and students of the institute.`

`The Alumni Association Contribution through various means:-`

`1. Book Donation: Contribution by donating Books.`

`2.Alumni Interaction: Alumni of JIMS give inputs to aspiring MBA & MCA graduates.`

`3. Placement & Career Guidance Assistance: Alumni are working in organizations at various capacities. They keep the faculties and the placement officer abreast about the available job opportunities.`

`4. Campus recruiters: Alumni come to campus as recruiters for their companies and also recommend and promote JIMS band to their employers for campus placements.`

5. Summer Internship Opportunities: SIP being a part of the MBA curriculum; Alumni provide innumerable opportunities in various companies to the students.

6. Entrepreneurship Awareness

7. Alumni Meet

8. Promoting Institute Events

9. Institute Social Responsibility

File Description	Documents
Paste link for additional information	https://www.jspmjims.edu.in/alumni_association.php
Upload any additional information	**No File Uploaded**

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

File Description	Documents
Upload any additional information	**No File Uploaded**

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision:

To be a leading institute in the field of management that facilitates transformation of students into responsible citizens and competent professional leaders.

Mission:

1. **To impart quality education to meet the needs of profession and society, and achieve excellence in teaching & learning.**

2. **To practice and promote high standards of professional ethics, transparency and accountability.**

3. To imbibe discipline, inclusiveness and quest for excellence through student centric pedagogy and mentoring.

Governance of Institute:

It includes centralization and decentralization.

Centralized Decisions:

Planning & Infrastructural Development, Recruitment & Selection, Annual Budgets are taken at centralized level

Decentralization & Participative Decisions:

allocation of various Roles and Responsibilities:

Subject allocation: Based on Experience and preference by faculty members.

Academic Roles:Assigned in director & IQAC meeting in consultation with individual faculty members.

Extra and co-curricular activities:

The planned schedule is informed to faculty members and their willingness in conducting the event is considered and allocated.

Formation of various clubs, committees and cells:

As per the suggestion from IQAC various clubs, cells, and committees are formed and headed by faculty members.

Perspective Plan:

- Setting up of Research Centre & Incubation Cell

- Improving Institutional Infrastructure

- Permanent Affiliation

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

Case Study:Development of faculty through decentralization and participative management

JIMS is practicing decentralization at all level. The head of the institute is given with full authority to assign the roles and responsibilities, who also encourages participative management which in turn leads to development of Individual faculty.

Subject allocation: Subject preference are filled by faculty members it will be discussed in the department meeting, considering the interest and experience the subject will be allocated.

Roles related to academics: Allocated indirector and IQAC meeting where in the concern of individual faculty member is taken.

Extra and co-curricular activities: The activities are planned along with IQAC and informed to faculty members. Based on their interest and willingness that activity will be allocated in an open forum.

Heads of various forums, committees and cells: The heads of various committees, forums and cells are assigned to various faculty members considering their interest and existing workload. Thereafter they the take whole and sole responsibility of the same.

Discussion on policy and decision making:

The head of the institute ensures that the important decisions needs to be taken in discussion with the concerned staff members and encourages participation of the staff in decision making.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

We clearly understand the importance of strategic plan to achieve vision & mission. Aligning with our Vision statement, we have developed a perspective plan for development of the Institute. The major agenda includes:

- Establishing a University Recognized /Approved Research Centre for Ph.D.
- Permanent Affiliation from Savitribai Phule Pune University
- Industry-Institute Collaboration by way of MOUs with Organizations of National repute
- Establishment of Incubation Centre.

Examples:

1. Use of ICT enabled learning management system "MOODLE" (Modular Object Oriented Dynamic Learning Environment)

ICT based LMS (MOODLE) implemented from the academic year 2018-19.

The MOODLE platform is an Open Source Learning Management System, mainly aimed at improving teaching-learning experience and enhancing flexibility slightly reducing class time. MOODLEis aLMS that is being utilized by our institution to present information and learning experiences for the students.

Moodle is very useful interactive platform for the Students, Faculty and Management for effectiveteaching-learning process. Faculty members of the institute upload study material of their respectivesubjects on Moodle through their login.The Students can submit their assignments online on this platform. The Director and other senior functionaries can monitor the activities of the institute (Faculty as well as Students) through MOODLE.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The institute is havingclear structure of decision making process which includes governing body and CDC. which will be informed and implemented in the institute by the director. The Organisational structure includes four major sections in the institute under the head of director for ensure proper decision making and its implementation.

Services Rules:

The service rules like various leaves benefits available to teaching and non teaching, working time etc., followed by the institute is as per the statutes and norms of Savitibai Phule Pune University and Government of Maharashtra

Recruitment and promotional Policy:

The recruitment process and promotional policy of the institute is in line with the norms and statutes of Savitibai Phule Pune University, AICTE and Government of Maharashtra. Further it is depending upon qualification, professional experience and performance appraisal of the individual as the case may be.

Grievance Redressal Mechanism:

The Institute is having its own grievance redressal committee for staff and students. The institute has suggestion boxes through whichthe committee receives and reviews the grievances received and resolves it.

In case of any grievance or emergency, Director, Campus Director, Grievance Redressal committee memberscan be contacted.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	[View File](#)

6.2.3 - Implementation of e-governance in | A. All of the above

areas of operation Administration Finance and Accounts Student Admission and Support Examination	

File Description	Documents
ERP (Enterprise Resource Planning)Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

JSPM as a group provides number of welfare facilities to its teaching and non teaching aiming to retain the employees through which it can also achieve its mission of being a preferred destination to the staff.

The welfare facility of JSPM includes

Residential facilities:

provided to the needy non teaching staff.

Provident Fund: 1

As per the statutory compliance of the government.

Loan Facility:

Staff members can avail loan facility from bank owned by JSPM.

Educational support:

Gets preference in the admission with in group.

Canteen facility:

2 canteens in campus and 1 separate for female.

Transport facility:

Can avail transportation facility at concessional rate.

Bonus during festivals:

The non teaching staff members are provide with bonus during Diwali.

MOU with recognized hospital:

The institute has signed Memorandum of Understanding with recognized hospitals nearby.

Group Insurance:

The institute has enrolled for group insurance through which all teaching & non-teaching members are enrolled.

Medical Assistance:

Ambulance is available in campus and the Doctor is available on Call.

Uniform to Peons:

The Institute provides college uniform to Peons at free of cost every year.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	<u>View File</u>

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

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

3

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

18

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

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

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

5

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

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

JIMS conducts performance appraisal once in every year. It adopts a systematic performance method.

Performance Appraisal for teaching staff.

The appraisal for teaching staff is done at various levels. Each faculty fills a Self Appraisal Report (SAR) at the end of each academic year. It is reviewed and acknowledged by HOD & Director and forwarded to the Director (Administration) of the JSPM Group. The appraiser suggests the faculty for improvements, if any.

Performance Appraisal Methods of Non teaching staff:

Performance Appraisal Reports of the administrative staff is done by the Director. Institute maintains the CR (Confidential Report) file in which the Confidential Report of the performance of the non-teaching staff prepared by the Director is maintained.

In case of any shortfall being identified during the course the same is communicated to him/her to improve upon and remove the deficiency.

Based on the improvement in qualification and performance many of the non teaching staff members are promoted to the better positions within the organization.

Example:

Dr. Priyanka Singh, the director of the institute, has joined JSPM as a Lecturer later based on the higher qualification she gained and

the performances exhibited she got promoted and reached the position of a Director.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

6.4 - Financial Management and Resource Mobilization

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

The institute has a mechanism for internal and external audit.

We have our own internal audit mechanism where internal audit is an ongoing continuous process in addition to the external auditors to verify and certify the entire Income and Expenditure and the Capital Expenditure of the Institute each year. Qualified Internal Auditors from external resources have been permanently appointed and a team of staff under them do a thorough check and verification of all vouchers of the transactions that are carried out in each financial year. Likewise an external audit is also carried out on an elaborate way on quarterly basis. The institutional accounts are audited regularly by both Internal and statutory audits. So far there have been no major findings / objections. Minor errors of omissions and commissions when pointed out by the audit team are immediately corrected / rectified and precautionary steps are taken to avoid recurrence of such errors in future. The institute regularly follows Internal & external financial audit system.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

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

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

Nil

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

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

The institute receives majority of its revenue from fees received from students and government and non-government scholarships and Freeships. The institute also receives sponsorships from various organisations in forms of research funding, event sponsorships etc. The parent trust JSPM also provides fund to the institute to meets its requirement at a regular basis also in case of any deficit.

The institute also developed a suitable mechanism to ensure the financial resources are utilized in effective and efficient way. The institute also conducts internal and external audit at a regular intervals to monitor the appropriate usage of the available financial resources. The annual budget of the institute which contains both capital and revenue expenditure is suggested by the finance department of the trust and approved by the governing body.

The budget is prepared with utmost care considering all possible expenses such that deficit should not be occured. JIMS has not incurred any deficit budget during the last five years which shows the keen focus systematic and effective budgeting of the trust. All the accounting activities of the institute are monitored by the trust in real-time basis.

The institute has both internal and External Audit mechanism which will direct the mobilization of resources towards effectiveness.

Case:

Case highlighting the institutional practice of mobilization of Fund:

Apart from major budget, the institute gets funds from the trust whenever the institute plans any events/activity etc. One such

example is explained in this case.

The institute organises the sports and cultural event Synergy every year. For this event the institute appointed Dr.Rasika Patil and Prof.Swati Patil as coordinators who had prepared the budget for the event after obtaining approval from the director the budget was forwarded to the JSPM trust office.

Receiving the budget the finance department examined the appropriateness of the budget requested the coordinators for few clarifications regarding quotations/pricing/quantity of the budget. Once the clarifications was answered by the coordinators the budget will be forwarded to the Founder Secretary who had approved the budget.

After the completion of each eventthe detailed expenses file was forwarded to the finance department along with bills. After scrutiny of the bills and the validity of the bills the finance department approve the file.

The same process is followed by the institute for all the events/activities/Purchasing etc. to ensure the effective and efficient mobilization of financial resources.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

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

The institute has an established Internal Quality Assurance Cell (IQAC) which operates with an objective of overall quality enhancement. IQAC emphasizes quality implementation in all aspects of academic and administrative initiatives. Two best practices for reference are discussed here:

Best Practices 1: Industry Interaction / Collaboration:

Industry Institute Interaction Cell has been formed (IIIC) which takes various steps which includes planned visits to various corporate sectors to enhance the interaction with industry in means

of Industrial visits, Active MOU's, Faculty training, Placements, Guest lecturers, giving feedback on various initiatives like syllabus review, employability skills etc. Placement cell also contributes along with IIIC to enhance industry institute interaction like guest lectures, Interviews, mentoring etc.

Best Practices 2: College Academic Clubs

The institute is running 4 academic clubs namely Marketing, HR, Finance and D-Club. The clubs are headed by faculty members and students. The basic objective of this club is to give practical exposure to the students in varied domains. Number of domain related activities are conducted and the clubs also have number of board games which stimulates the real life business scenario.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

Example 1: Enhancement of student centric Learning

IQAC recommends certain initiatives which will enhance the current student centric learning practices of the institute.The following are some of the major suggestions given by IQAC for enhancement of student centric learning:

Moodle LMS learning portal:

IQAC recommends the use of Moodle Learning Management system to ease the process of addressing the students need towards academic. Faculty members upload all the subject related materials in the Moodle and the access is given to the students. IQAC review the content and also the quality of the content. A report of the same is been submitted to the head of the institute.

Case study based learning:

IQAC emphasize the importance of implementing case study based learning and the same is imparted in all subjects of MBA and MCA.

All the subject teachers are instructed to include case study in the learning methodology.

Assignments with practical orientation:

IQAC also suggested that assignments must give practical implementation of the theory learnt in the class room. The basic aim must be to impart problem solving.

Clubs

IQAC has initiated the process of forming clubs/forums for various subject domains to enhance the ability of the students in that domain.

Example 2: Improving employability skills of the students.

The ultimate goal of any management institute is to make the students employable and improve their skills to match the need of the corporate world. As IQAC aim is to improve the overall quality of the institute it has also taken the effort to improve the quality of the students to strengthen the placements of the students. Following are certain initiatives through IQAC.

Lectures on Soft Skills:

As discussed in IQAC meeting soft skill is the major constraint in placing the students. IQAC had discussed the importance of concentrating on soft skills. Proper scheduling is done well in before of starting of the semester. Visible improvements could be noticed on the students.

Feedback from employer:

The placement cell of the institute takes feedback from the employers. IQAC had given certain suggestions in utilizing the feedback in an effective way. The improvements suggested through the feedbacks are taken serious and action in this regards had been taken through soft skill sessions.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	**D. Any 1 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	**Nil**
Upload e-copies of the accreditations and certifications	**No File Uploaded**
Upload any additional information	<u>View File</u>
Upload details of Quality assurance initiatives of the institution (Data Template)	<u>View File</u>

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

JIMS always undertakes the responsibility of ensuring equality in all aspects like demographic, Geographic, Societal status etc. We also emphasized equality by including "Inclusiveness" as one of our core values. Hence the institute promotes activities related to gender sensitization and also provides all required facilities to ensure the safety of women in the campus. The admission statistics of the institute always show an incremental number when it comes to girl students. Understanding the need for safety and security of girls students, JIMS adopts various measures to enhance the safety and conduct activities to promote gender sensitization.

Following are the activities & initiatives for the promotion of gender equity:

- Essay writing Competition:- "Women Leadership"

- Poster Making-Gender Equality

- International Women's Day

- Nirbhaya Kanya Abhiyan

Following are the facilities provided for gender equity:

1. Safety and Security

2. Common Room

3. Counseling etc.

a) Safety and Security:-

JIMS considers safety and security of students especially girls as a serious concern. Major initiatives to ensure safety and security of the students in the campus to avoid gender violence & issues.

- Female Guards in the campus

- Police Kaka Helpline Page

- Separate Boys & Girls Hostels with all security measures

- Provision of separate canteen for female students in the hostel

- CCTV Cameras at all gates, institutes & canteen

- The Anti-Ragging Cell functions actively in the Institution to handle ragging issues.

- Display Boards regarding "Anti Ragging Act" & "Zero tolerance towards sexual harassment" are exhibited at prominent locations Institute has formed anti sexual harassment cell & grievance redressal cells to resolve the issues of students and staff. Apart from the grievance redressal cell, complaint & suggestion boxes are installed in each department where students and staff can provide their anonymous suggestions/problems related to gender equality.

b) Common Room:

The institute is having common rooms for girls and boys separately. The institute ensures all the required facilities including restrooms in the common room.

c) Counseling:-

JIMS being an institute, practices a multi-monitoring system through which it ensures Counseling to the students through various entities. Apart from regular counseling sessions the institute also gives special counseling to any needy student. The institute provides counseling to the students through the following ways:

- Guardian Faculty Member

- Mentor-Mentee

- Specially appointed Counselor from JSPM Campus

- Open door policy of the Director

However, apart from above-said methods, each staff of the institute counsels the students whenever they come across a needy situation which includes Gender sensitization.

File Description	Documents
Annual gender sensitization action plan	https://jspmjims.edu.in/pdf/AQAR/2020-21/C7/7.1.1%20Annual%20gender%20sensitization%20action%20plan%20(1).pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://jspmjims.edu.in/pdf/AQAR/2020-21/C7/7.1.1%20Specific%20facilities%20provided%20for%20women%20(2).pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	A. 4 or All of the above

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

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

The initiative to manage all kinds of waste materials was taken in tune with the National Mission on Clean and Green Environment, Swachh Bharat Abhiyaan, Ban on Plastic, Dry and Wet Waste Segregation, Rain Water Harvesting, Water Recycling, Avoiding Paper wastage, Best from Waste Events, E-waste etc. The institute maintains and encourages proper waste management facilities in the campus for making it eco-friendly.

Solid waste management:

- We encourage and promote the use of one-sided pages for print-outs wherever possible. This helps in saving trees and also reducing paper consumption.

- We have system to manage and dispose solid waste.

Liquid waste management:-

- A Waste-Water Treatment Plant for recycling of wastewater is installed in the campus. This water is mainly utilized for watering the lawns and trees.

- The institute has a proper drainage facility to avoid stagnation.

E-waste Management:

- Various types of e-waste are generated in the institute such as damaged batteries, CDs, Hard Disk Drives, Monitors, Keyboards, Cartridges etc..

- Some of these can be reused and are reused accordingly wherever possible with the help of outside agencies.

- **The E-Waste is disposed of through an Authorized Agency.**

Waste recycling system:

- **The Instituteconducts the event 'Best from waste' in which the students are encouraged the use waste material from the institute.**
- **The Institute campus has aWaste-Water Treatment Plant for recycling of wastewater.**

Biomedical waste management

We at JIMS are aware that all human activities produce waste and such waste may be dangerous. Hence it needs safe and appropriate disposal. To ensure safe disposal we handover the Biomedical waste to the pharmacy institute which is our sister concern institute located in the same campus. Further, they consider using it for research if possible else they dispose of the same in an appropriate manner.

Hazardous chemicals and radioactive waste management

In case of any occurrence of Hazardous chemicals and radioactive waste, JIMS has a mechanism to dispose of it carefully and safely using tools suggested by the authority.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	**A. Any 4 or all of the above**

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of bicycles/ Battery-powered vehicles** 3. **Pedestrian-friendly pathways** 4. **Ban on use of plastic** 5. **Landscaping**	**A. Any 4 or All of the above**

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	**No File Uploaded**

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	**B. Any 3 of the above**

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**A. Any 4 or all of the above**

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

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

To build a nation of youth who are noble in their attitude and morally responsible, the college organizes and conducts several activities to build and promote an environment for ethical, cultural, and spiritual values among the students and staff. To develop the emotional and religious feelings among the students and

the faculty, commemorative days are celebrated on the campus with the initiative and support of the management for not only recreation and amusement but also to generate the feeling of oneness and social harmony.

The college and its teacher and staff jointly celebrate the cultural activities, regional and national festivals like teacher's day, orientation and farewell program, Induction program, Youth day, Women's day, Yoga day, etc. Industry sessions and Motivational lectures of eminent persons of the field are arranged for all-round development of the students for their personality development and to make them responsible citizens following the national values of social and communal harmony and national integration. Besides academic and cultural activities, we have built up many strong infrastructures for a variety of sports activities for the physical development of the students.

Following activities were conducted for an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities.

Sr. No.

Activity

Duration

1

Independence Day

15th August 2020

2

Teachers Day

5th Septeber 2020

3

Mahatma Gandhi Jayanti

2nd October 2020

4

Republic Day

26th January 2021

5

Netaji Subhashchandra Jayanti

23rd February 2021

6

Shivaji Maharaj Jayanti

19TH February 2021

7

Marathi Rajbhasha Din

27th February 2020

8

International Womens Day

8th March 2020

9

Meditation & Yoga Workshop

21st June 2021

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	**No File Uploaded**

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

In observation of the importance of inculcating the constitutional obligations, values, rights, duties and responsibility in both staff and students of JSPM JIMS, the institute schedules the sessions on the Constitution of India as an audit course which was introduced by Savitribai Phule Pune University to its students. It helps in organizing sensitization and awareness programmes in the college regarding Human Rights, Fundamental Rights, Legal Awareness, Civil Safety, Values etc.

The students are motivated to participate in various programs on traditions, culture, values, duties, and responsibilities. The institute celebrated national days like Independence day, Republic day, Mahatma Gandhi Jayanti, Marathi Rajbhasha Din, Subhash Chandra Bose jayanti, Chhatrapati Shivaji Maharaj Jayanti, International Women's day, Meditation and Yoga Day to inculcate values, duties, moral ethics to become a good citizen of the nation.

The Institute has established policies that reflect core values, rights, duties & responsibilities of citizens. Code of conduct is prepared for students, teaching & non-teaching staff and everyone should obey the conduct rules.

Savitribai Phule Pune University, the affiliating University curriculum is framed with mandatory courses like:

- Introduction to Constitution

- Human Rights & Duties Education Programme

- Introduction to Human Duties & Rights

- Human Rights & Vulnerable Groups

- Human Rights & Duties in India: Law, Politics, Society & Enforcement Mechanism - An overview

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://jspmjims.edu.in/pdf/AQAR/2020-21/C7/7.1.9%20Details%20of%20activities%20that%20inculcate%20values%20(Merged%201).pdf
Any other relevant information	https://jspmjims.edu.in/pdf/AQAR/2020-21/C7/7.1.9%20Any%20other%20relevant%20information%20-%20SPPU%20Programmes%20Related%20to%20values,%20rights%20(Merged%202).pdf

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

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	**No File Uploaded**

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

Yes, JIMS organises national & international commemorative days, events, festivals & birth anniversaries of the great Indian personalities. Through celebration, thoughts of great Indian personalities inspire the young minds.

The details of the program are as follows:

1. **Independence Day:** Independence Day is celebrated every year on 15th August at our campus ground. On this day the flag hosting is done by the auspicious hands of our campus director. Well-coordinated march-past by our students and of Security Personals is performed. Further cultural programs are organised.

2. **Birth Anniversary of Dr. Sarvepalli Radhakrishnan:** Every year on 5th September, our students celebrate Teacher day on the Birth Anniversary of Dr. Sarvepalli Radhakrishnan. On this day students felicitate teachers and few students deliver a speech on this occasion. Many students perform various cultural activities.

3. **Swami Vivekananda Jayanti Celebration:** On this occasion, we celebrate "Youth Day" and guest lecturer series of eminent personalities are organised.

4. **International Women's Day:** Every year on 8th March, we celebrate International Women's Day. On this occasion we felicitate, outstanding achievement is done by the women in their respective field. On this day we have invited distinguished personalities like Sindhutai Sapkal, social worker, Mrunal Kulkarni, a well-known actress etc. to deliver a motivational speech.

5. **Republic Day:** This day is celebrated every year on 26th January. On this day the flag hosting is done by the auspicious hands of our campus director. Further "Sevak Melava" is organised for JSPM Group of Institutes by the trust office. In this program students and faculty, achievers are felicitated by our honourable founder secretary who motivates the students and staff members through his inspirational speech.

6. **Chhatrapati Shivaji Maharaj Jayanti:** The Great Maratha Emperor- "Chhatrapati Shivaji Maharaj" birth anniversary is celebrated on 19th Feb. every year. On this occasion, students organise a big rally on our campus. On this day, guest lectures of eminent persons, especially historians, are organised.

7. **Ganesh Festival:** Our student's s also celebrate "Ganesh Festival" in our campus by Pratistapna of Ganesh Idol with great enthusiasm.

8. **Dussehra Celebration:** Every year we celebrate this festival, on this occasion worship of "Goddess Saraswati" with prayer ceremonies and pujas are performed to mark the auspicious day.

Further, we pay tribute to Dr. A. P. J. Abdul Kalam and Dr. B. R. Ambedkar on the occasion of death anniversary.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	[View File](#)
Geo tagged photographs of some of the events	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.2 - Best Practices

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

Best Practice I: Quality Content Validation

Title of the Practice: Quality Content Validation (QCV)

Objectives of the Practice:

JSPM's JIMS intends to provide quality content to the students. Institutes focus on Quality Content created by the faculty members for the students. A quality validation approach is highly effective by preventing erroneous content reaching the students. This will help students to have a deeper understanding of the subject. This practice is to ensure quality in Lecture delivery, File content, Course Material etc.

Objectives:

- **To provide quality education to students for deeper understanding of the subject and enhance the industry skill set.**

- **To provide the platform where both industry as well as academic experts give their inputs to minimize the gap between industry and academic.**

- **To respond to the growing demand for meaningful and relevant teaching by validating and enhancing the Quality of content delivered.**

- **To provide an opportunity and platform where the teachers can enhance their teaching abilities and be able to develop a suitable teaching style.**

- To enable précised, error-free content and quality teaching which makes the teaching learning process enjoyable.

The Context:

Quality teaching is the process through which trained teachers use student centered teaching approaches in well-managed classrooms and skilful assessment to facilitate learning and reduce complexity.

The present era is the 'Era of Quality' and the increasingly broadening scope of education and a greater diversity of student profiles emphasizes the urge for better quality. Institute having two management courses i.e. MBA & MCA. To fulfill the demand of management, a student's teacher should come with a practical approach and innovative teaching pedagogy so students can understand and experience the business problems and find their creative and feasible solutions.

The institute has the practice of providing précised content to the students through various modes from the beginning. To make the process more effective, the process of Quality Content Validation (QCV) has been initiated. Through the process of proper validation, the institute ensures the students with quality, précised and error-free content.

To ensure all the faculty members are delivering the whole curriculum consistently. The institute understood meticulous academic planning is important to assure enhanced learning. Hence the process of Quality Content Validation is initiated.

This process also helps to adopt appropriate teaching methodologies to the faculty members. This process helps the slow learners to understand the difficult subject in a considerable manner and further, it also helps the advanced learner to gain the subject knowledge and its application.

The Practice

The QCV practice begins before the subject allocation for each semester. The Director, Head of Departments and academic coordinators in their meeting discusses the academic planning as given in the above figure.

After that, subject preferences are given by the faculty members. After receiving the subject preferences, the Head of Departments in

consultation with the Director, allocation of subjects is being finalized. For subject allocation following criteria is considered: Domain knowledge, Specialization area teaching experience, teaching workload etc.

After finalization of the subject and responsibilities, the same is communicated to the respective faculty members. Faculty members are given one month's time for subject preparation and academic file preparation etc.

The demo lectures of faculty members are scheduled for enhancing teaching skills. During Demo lectures all the faculty members along with the Director are present. Along with academic expertise one expertise from industry is called for the QCV. The Director, Industry expert and other faculty members give valuable inputs regarding precise lecture delivery, voice clarity, voice audibility, usage of teaching aids, body language etc. This helps the faculty members to update their knowledge, teaching skills, improve their confidence, body language etc. Further, their notes are checked by the competent authority (Director/HOD/IQAC/Subject expert from sister concern/ Industry expert as the case may be) and accordingly suggestions are given to the faculty members for further improvement.

In case of any suggestions, the faculties members are instructed for corrective actions which include rescheduling of demo lecture, content updating etc.

The validated and updated content is being uploaded in MOODLE (The learning management system) by the respective subject faculty.

In case of new/difficult subjects/fresher faculty, peer faculty experience becomes additional inputs. The subject experts of other JSPM Institutes and industry resource person expertise are utilized by way of guidance to the subject faculty, content validation etc.

The Institute Director takes lecture feedback from students during students' interaction in between the semester and the same has been communicated to the respective faculty members for further improvement.

Context of Higher Education

This practice helps the institute for overall improvement in the process. Further, through demo lectures faculty shares knowledge, expertise with peer faculty members. Advancement of the relevant

discipline/subject knowledge in the context of the recent changes in the management education, computer- related technologies and latest developments are shared among the faculty members. This also encourages the faculty members to share their relevant knowledge to the students' fraternity in the context of global technological development.

Limitations:

- Time constraints: Time constraints in between odd semester and even semester. Even semesters have lesser time for the preparation & QCV practice. This has been overcome by conducting separate demo lectures for MBA & MCA departments.
- Resistance: When the QCV process was initiated there was some critical resistance from some of the faculty members. However, it was mitigated through counseling and open forum discussion about the benefits of this process.

Evidence of Success:

The success of this practice could be evidenced by the following:

- During the interactions with the students, the director has received positive feedback about most of the lectures and the contents delivered.

- The faculty review about the practice reported at varied circumstances like director meeting, Department meeting, one to one interactions etc are as follows:

- The faculty members have expressed their positive view about the QCV practice. Confidence about the content and delivery method is improved.

- Peer learning was one of the notable successes as few faculty members were able to adopt a varied teaching style which was exhibited by peer members in the demo sessions.

- The faculty members also felt that well advanced academic planning has helped them to deliver the complete curriculum with the same enthusiasm which was possible through QCV.

- The industry experts, while interacting with the head of the institute, have also appreciated this practice and their involvement has also increased.

- The quality of content in the MOODLE (LMS) is also improved; this could be evidenced by the increased usage by the students.

Problems Encountered and Resources Required Problem encountered:

Newly introduced subjects, new faculty members, subjects allotted to the faculty for the first time have taken extra time to get them ready for this practice.

Resources Required:

Facility to issue additional books from the library Guidance by the peer faculty member External expert guidance.

BEST PRACTICE-II

Title of the Practice: Multi Level -Monitoring System

Objectives of the Practice :

The institute practices a strong monitoring system which takes place at various levels. Through this multilevel monitoring the institutes monitor the activities of the students and thereby develop their skills at all fronts.

- To encourage effective interaction between Teacher-student-Parent.

- To monitor the attendance and behavioral aspects of the students effectively at individual level.

- To Identify the weak areas and work out remedies helping students thereby taking their complete care.

- To develop an interactive environment where students can get mentoring at various levels to improve their overall personality.

- To enhance the teaching learning process of the students.

- To ensure smooth functioning of various curricular, extracurricular and administrative activities and responsibilities.

The Context

The model of multi-level monitoring is implemented after discussing each and every aspect of the context. In designing this practice a lot many questions were to be addressed before implementing as the levels and roles are to be defined properly before implementing the system. The main issue before designing this system is:

Smooth functioning of the curricular, extracurricular activities and administrative responsibilities. The background of the students like: geographical area, economical condition, academic background, work experiences are varied. Overcoming these differences and designing a system which will address all the students was a great challenge for the institute.

Multilevel monitoring systems help the student's right from the admission procedure and even after the student gets passed out and keep bonding with the institute as an alumni.

The system must address the students in both the front like Academic and administration. The current system of Multi level monitoring is designed by concerning all the issues. The system has undergone various changes before getting a final implementable version.

The institution has not faced any difficulty in implementing the system as it was designed after considering all concerns.

The Practice

Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?

In India the concept of monitoring is considered to be less important when it comes to higher education like post-graduation. JSPM's JIMS as an institution considers that Monitoring is one such aspect which will connect the students & parents with the institution even beyond their stay in the institute.

Hence JSPM's JIMS has developed the concept of multi-level monitoring where each student will get individual attention which will help the ward to improve and grow in all the aspects of life. Each level in the monitoring system was included with a purpose and defined role.

Fig. Multi-Level Monitoring System

The monitoring structure includes the campus director at the highest level who looks after the infrastructure needs of the institute and the students. The director looks after the academic and administrative issues at the institute level followed by HOD. The HOD's of both the departments monitor the functioning of the department in both fronts vice academic and administrative.

Departmental Academic Coordinator (DAC) of both the departments monitors the academic functioning of the department by preparing and proper implementation of academic calendar, timetable exam schedules, subject allocations etc. followed by Guardian Faculty Member (GFM) who acts as a guardian to the students in the institute. GFM is the immediate point of contact for the students. GFM monitors their attendance, behavior in class room and counseling each one on different issues.

The intense monitoring of students at individual levels starts from GFM followed by mentors. The mentors will monitor the counsel the students at the individual level.

In the other end the domain heads and subject faculties will monitor the students at the academic front.

The focus of all the levels in the monitoring system must address the students and the parents. Even though it is a multi-level monitoring system the students should not feel it as a burden. Proper care has been taken by the institute in this regard.

Evidence of Success

1. Multilevel Monitoring helps the institute for well coordination and implementation of various activities planned by the institute.

2. Management principle "Delegation of Authorities" is implemented through multilevel monitoring systems.

3. Faculty morale increased as they were assigned with authorities and responsibilities.

4. Students' problems were solved at different levels through mentors, GFM, HOD etc.

5. Delegation of administrative responsibilities helps the institute to bring smooth functioning of administration.

6. Documentation and reports preparation were done systematically at each level that helps the institute to maintain proper academic and administrative records.

7. Students performance was monitored by giving individual attention and hence it helps the students too for determining the weak areas and ways to improve it.

8. Bonding between the students and faculties became strong as each student was given prior attention by respective faculties.

9. Academic as well as personal counseling was given by the mentor and GFM that helps the students to improve their academic results and overall development.

10. The students and their parents appreciate the efforts of the institute throughout the process which is evidenced through feedback from students, parents meet etc.

Problems Encountered and Resources Required

Problems Encountered

1) Students from rural backgrounds initially hesitate to talk, express their problems in front of their mentor and respective GFM's.

2) Building mentees confidence was the problem that arose initially but slowly and steadily as students get closer to mentor and GFM, it was overcome.

3) Assigning the roles and responsibilities to the faculties was challenging initially but it was overcome by taking into consideration their experience, expertise and academic load.

Resources Required:-

- Well Trained staff members

- Well equipped computer laboratories

- In-house scanners and printers for uploading documents and preparing records.

File Description	Documents
Best practices in the Institutional website	https://jspmjims.edu.in/pdf/AQAR/2020-21/C7/7.2.1%20Best%20practices%20in%20the%20Institutional%20website.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

Though teaching styles have changed significantly over the years, traditional (conventional) methods have their own importance. The modern way of teaching is more activity based, uses questioning, explaining, demonstration and collaboration techniques etc. We at JSPM's JIMS follows a combination of Traditional and Modern approach for our Key Institutional Outcome Area (KIOA). JIMS identified some of its Program outcomes aligned with value-based education.

Expected outcome through this approach:

Students and teachers are able to adopt new changes by retaining the traditional ways. Able to blend the right mix of the traditional and modern method in handling any real-life situations.

Challenges:

The major challenges encountered were the rural background of the students and their adjustment towards rapidly changing technology.

Key Area

Traditional Approach

Modern Approach

Core Value Addressed

Guidance and Counselling

- Through Professional Counsellor of JSPM campus.

- GFM

- **Mentor-Mentee**

- **Video Session**

- **Motivational Speeches**

- **Activities Sharing thoughts through**

- **Student Centric**

Induction and Orientation

- **Formal Induction Program**

- **Profess ional Corporate**

- **Online induction program through Zoom and Youtube platform**

- **Gathering and sharing information through virtual mode**

- **Student Centric**

- **Quality and Discipline**

Assessment and evaluation

- **Written Paper**

- **MCQ, Moodle Online Test exams.**

- **Student Centric**

File Description	Documents
Appropriate web in the Institutional website	**No File Uploaded**
Any other relevant information	[View File]()

7.3.2 - Plan of action for the next academic year

JIMS always strives for students academic as well as professional excellence through effective curriculum delivery & teaching learning process through various curricular, co-curricular & extra-curricular activities.

IQAC at JSPM's JIMS has identified the following objectives for plan of action for the next academic year which are specified as under –

- To sustain an environment for holistic development of students, teaching and non-teaching staff.

- To encourage and facilitate Research Culture to promote Research by students and Faculty.

- To conduct various certificate & add-on courses to upskill MBA & MCA students.

- To organise sessions of industry experts to enhance the corporate readiness skill among the students

- To fulfil the institute's social obligation in terms of formal and informal education, dissemination of knowledge, organising programmes and activities for the benefits of the community and other stakeholders.

- To make available all Information on the Institute website relating to Courses, Admission, Examinations, Committees, Rules, Events etc.