YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	JAYAWANTRAO SAWANT INSTITUTE OF MANAGEMENT AND RESEARCH HADAPSAR PUNE
• Name of the Head of the institution	Dr. Manohar Karade
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	9860475198
• Mobile no	9860475198
• Registered e-mail	director@jspmjsimr.edu.in
• Alternate e-mail	manoharkarade@gmail.com
• Address	S.No. 58, Indrayaninagar, Handewadi Road, Satav Nagar, Hadapsar
• City/Town	PUNE
• State/UT	MAHARASHTRA STATE
• Pin Code	411028
2.Institutional status	
• Affiliated /Constituent	Affliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	**Self-financing**
• Name of the Affiliating University	**Savitribai Phule Pune University, Pune**
• Name of the IQAC Coordinator	**Dr. Santhosh Samuel**
• Phone No.	**9527564129**
• Alternate phone No.	**8805437033**
• Mobile	**9527564129**
• IQAC e-mail address	**drsamuel.jsimr@gmail.com**
• Alternate Email address	**drsamuel.jsimr@gmail.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://jspmjsimr.edu.in/NAAC-Table/157.php
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://jspmjsimr.edu.in/storage/Menus/NAAC/8/40/ACademic%20Calender%202022-23_MAIN_JSIMR.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B++**	**2.99**	**2019**	**04/03/2019**	**03/03/2024**

6.Date of Establishment of IQAC | **21/12/2017**

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**	**0**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**	
• Upload latest notification of formation of	[View File](#)	

IQAC		
9.No. of IQAC meetings held during the year	3	
• 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)

State level Faculty Development Program on How to Face Accreditation

Workshop on Professional and Behavioral skill ED)

Workshop on Personality Development and Interview Techniques

FDP on SWOC Analysis of Accreditation

FDP on Enriching the Minds of Students Through ICT Based Learning

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
International Women's Day Celebration and Workshop on Women Empowerment	Sensitizing equality and women empowerment. The change in the mindset of stakeholders and celebration the success of women on this occasion.
Preparing Students for Competitive Examination by conducting Workshop for Competitive Exam	To make the students aware and prepare for a competitive examination to upgrade them for career enhancement. The students have benefited by understanding the tricks and techniques to crack the exam and interviews
Atma Nirbhar Bharat-An opportunity in Entrepreneurship & Govt Schemes in collaboration with Maharashtra Centre for Entrepreneurship Development (MCED)	Institute successfully conducted seminar on Entrepreneurship Development. Many entrepreneurs discussed their success stories and challenges faced among students and faculty members. The major highlights were funding and business model.
Goal Setting Effective communication Building Winning Personality	The Students have imptoved their skills and competencies required and the result of it has shown in the placement of the students in the different companies.
Yoga for Healthy Mind & Body	Making the students and staff physically fit, mentally alert and spiritually elevated in pandemic situations.

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

- Name of the statutory body

Name	Date of meeting(s)
College Development Committee (CDC)	15/11/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022	19/01/2023

15. Multidisciplinary / interdisciplinary

Institute adheres the interdisciplinary approach while providing the courses in MBA Programme. As HEI is affiliated to Savitribai Phule Pune University (SPPU), hence adhere the syllabus given by University. In the MBA Programme syllabus, we offer Major and Minor Specializations where in interdisciplinary subjects are offered to the students. The can take two specializations for MBA Programme which included the multidisciplinary and interdisciplinary courses.

16. Academic bank of credits (ABC):

Institute is affiliated to Savitribai Phule Pune University (SPPU), We have centralized Academic Bank of Credits (ABC) at University where in we submit all course Academic Bank Credits as per the given norms by University.

17. Skill development:

Institute ensures the skill development of the students, staff by arranging workshops, seminars, conferences, activities. Institute has taken initiatives to follow the guidelines of AICTE, UGC and Govt. initiatives in terms of skill development programs. We participate in Skill Development programs outside institutes.

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

Institute has appropriate integration of Indian Knowledge System (teaching in Indian Language, culture, using online course).As the Institute is affiliated to Savitribai Phule Pune University (SPPU), we offer the courses which are based on Indian Knowledge system. University has included the courses in Generic Core, Electives and Alternative courses in which effective integration of Indian Knowledge System has taken care. We offer all Indian Knowledge System courses as per given guidelines.

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

Institute is affiliated to SPPU, We offer the courses given by university. In the Syllabus preamble it is mentioned to focus on Outcome based education. The revised MBA Curriculum 2019 builds on the implementation of the Choice Based Credit System (CBCS) and

Grading System initiated in The AY 2013. The curriculum takes the MBA Programme to the next level in terms of implementing Outcome Based Education along with the Choice Based Credit System (CBCS) and Grading System. In the syllabus itself it has defined that Outcome Based Education (OBE) Approach must be implemented by the institute. Hence we adhere the given norms at effective and efficient level. As it is expected to check Outcomes are about performance, and this implies: a) There must be a performer – the student (learner), not only the teacher b) There must be something performable (thus demonstrable or assessable) to perform c) The focus is on the performance, not the activity or task to be performed. Thus, Institute has been ensuring the focus of OBE in effective implementation in academic teaching- learning and assessment of the students.

20.Distance education/online education:

As per the norms, Institute has taken initiatives to provide webinars, value added courses through online mode. In the Corona Pandemic and after pandemic, we organize sessions, webinars, expert sessions, certifications in online mode. Thus, Institute has taken initiatives towards distance education/Online education.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**88**

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

2.Student

2.1 Number of students during the year	**137**

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

2.2 Number of seats earmarked for reserved category as per GOI/ State	**48**

Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**129**

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	**12**

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**12**

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**8**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**3.23 Lakhs**
4.3 Total number of computers on campus for academic purposes	**115**

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

The Institute adheres to the curriculum specified by SavitribaiPhule Pune University (SPPU). In addition to SPPU Curriculum, theinstitute implements academic plans with the effective use ofCurriculum Planning, Curriculum delivery support and Studentassessment with analysis The details of Effective Implementation ofCurriculum Delivery are as below; 1. Development of action plan for effective delivery of curriculum: Preparation of academic plan, Regular departmental meeting to planeffective implementation of curriculum delivery, Workload distribution to the faculties, Preparation of time table ,individual time table,course file, Maintaining& updating academic calendar and activity planner, Preparation of schedule of internalassessment – Exam time table, Planning and execution of meetings viz. GB, LMC, AAB,CDC, AAA , IQAC etc.

2. Curriculum Design: The development of the curriculum is donethrough Savitribai Phule Pune University through its syllabus which is followed by the institute. The Board of studies of SavitribaiPhule Pune University develops the syllabus periodically. 3. Course Basket finalization by experts 4. Display of Elective courses per semester 5. Curriculum Content 6.Academic Calendar of SPPU & JSIMR 7. Activity Planner 8.Execution of Curriculum As per Course file- Course plan & courseoutline

9. Concurrent Evaluation Program 10. Exam time table

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/8/40/ACademic%20Calender%202022-23_MAIN_JSIMR.pdf

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

HEI ensures the academic calendar including the conduct ofContinuous Internal Evaluation (CIE).The Academic Calendar is prepared for two terms. The conduct ofContinuous Internal Evaluation (CIE) has been carried out eachsemester.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/8/40/ACademic%20Calender%202022-23_MAIN_JSIMR.pdf

1.1.3 - Teachers of the Institution participate in `C. Any 2 of the above` **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**

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

`1`

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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

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

4

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

275

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

Institute follows UN 17 sustainable development goals throughwhichwe integrate all cross cutting issues and ensure various activitiesforlearning, awareness and sensitivity towards theseissues which are embedded in various courses. A description of courses whichaddress Gender, Environment and Sustainability, HumanValues andProfessional Ethics are as follows; 1.Labour & Social Security Laws addresses Gender 1.The Maternity Benefit Act 1961(Latest Amendment)1.Management for Sustainability addresses Environment & Sustainability 1.Sustainable Development: concept,definition of sustainable development, need, importance, education, Philosophicaldevelopment, Gandhian Thought on SustainableDevelopment,Sustainable Development and social framework, equitabledistribution, difference between sustainable development andgreendevelopment, criticism. 2.Business case for sustainable development: Three dimensions of sustainable developmentEnvironmental:

1) Atmosphere, fresh water and oceans, land use, management of humanconsumption, energy, food, waste management,

2)Understandingecological "footprint": Ecotracking, carbon marketing, carboncredits, economics of sustainability, Designing forthe environmentand "greening' the supply chain, regulation, case studies.

3.Economic: environment degradation and economic growth,nature asan economic externality, economic opportunity.

4.Social: Peace,security, social justice, sustainability and poverty,humanrelationship to nature, human settlements.

File Description	Documents
Any additional information	[View File](#)
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	[View File](#)

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

07

File Description	Documents
Any additional information	[View File](#)
Programme / Curriculum/ Syllabus of the courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View File](#)
MoU's with relevant organizations for these courses, if any	[View File](#)
Institutional Data in Prescribed Format	[View File](#)

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

127

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://jspmjsimr.edu.in/NAAC-Table/158.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	View File

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://jspmjsimr.edu.in/NAAC-Table/158.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

120

File Description	Documents
Any additional information	[View File](#)
Institutional data in prescribed format	[View File](#)

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

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

44

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

The Institute assesses the learning levels of the students through

1. Graduation Marks

2. CET Scores at the time of enrolment

3. GD and PI and Aptitude Test

4. Management Games etc.

5. The various initiatives wherein identification of learners as Advanced or slow are carried out in in the regular classes, Mid Term and Prelim Examination etc.

6. Counselling through Mentors (GFM)

The institute has the mechanism to differentiate the students to cater their needs as per requirements to the advanced learners and slow learners which is as below;

Programs for advanced learners:

1. Availability of reference books as per requirements of the advanced learners

2. Support and Motivation to organize and participate in activities of Forums, Clubs and Cells and various competitions, quizzes, seminars, conferences and, knowledge sessions etc.

3. Motivating to help in research projects along with faculty.

4. Strengthening interaction with expertise and eminent personalities

5. Academic support to undertake student research projects with Faculty Members etc.

Programs for Slow Learners

1. Crash Courses/ Remedial/ make-up and Extra lectures are organized

2. GFM gives special counselling for slow learners.

3. Additional assignments, Tests and question bank given to the slow learners.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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
120	12

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

Institute ensures experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences by adopting various teaching learning methods. The various aspects of enhancing learning of the students are as below;

1. Participative or Interactive Learning: Faculty members use the participative method of teaching and conduct group discussions in class rooms. Students are divided in groups of 5-10 and are encouraged to discuss subject and speak on related topics. Faculty members use methods such as role plays, quizzes, puzzles, case studies, extempore, management games, PPT Presentations and debates, events etc. to make learning an interesting.

2. Experiential Learning: Faculty members encourage students to work independently to complete projects. Projects are also useful in developing problem solving and research skills among the students. Students are encouraged to write articles, review books and pursue the research work. Students are encouraged to pursue projects, Industrial Visits, Field Visits projects and events with different organizations and so on under the guidance of faculty members.

3. Problem solving methodologies: case study method to encourage students to study the practical application of the theoretical concepts; cases are given to the second year MBA students. Institute encourages to pursue projects, projects with different organizations.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

All Teachers of Institute are using ICT enabled tools for effective teaching-learning process. College has been following Information and Communication Technology (ICT) in teaching learning since its inception. The following tools are used by the Institute;

1. Smart boards and projectors are available in different classrooms

2. Desktop and Laptops- Arranged at Computer Lab and Faculty cabins.

3. Printers- They is installed at Labs, HOD Cabins and all prominent places.

4. Photocopier machines.

5. Multifunction printers are available at the photocopier machine available in computer lab.

6. Scanner- Multifunction printer available

7. Seminar Room- The seminar hall is equipped with all digital facilities.

8. Auditorium- It is digitally equipped with mike, projector, and computer system.

9. Online Classes through Zoom, Google Meet, Microsoft Team, Google Classroom)

10. MOOC Platform (Coursera, Udemy, Edx etc)

11. Digital Library resources available.

12. Moodle Platform available for Sharing Notes and Conducting rehearsal of exam.

13. Online quiz- Faculties prepare online quiz for students after the completion of each unit with the help of GOOGLE FORMS.

14. Video Conferencing- by Using Zoom / Google meet/ Cisco WebEx etc.

15. Video lecture-Recording of video lectures is made available to students for long term learning and future referencing.

File Description	Documents
Upload any additional information	[View File](#)
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	[View File](#)

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

2.3.3.1 - Number of mentors

12

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

12

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

3

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

35

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

2.5 - Evaluation Process and Reforms

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

The institute adopts the following mechanism to ensure that the stakeholders of the institute especially students and faculty are made aware of the continuous evaluation process. The continuous evaluation process consists of the norms set by SPPU while designing curriculum. The set pattern of concurrent evaluation and the options provided through internal evaluation policy which are ensured by the institute. The continuous concurrent evaluation reforms consist of Formative and Summative evaluation. The continuous concurrent evaluation includes Formative and Summative evaluation which has blend of formative evaluation- GD, PI, Case studies, Presentations Role plays, MCQs, Quizzes, Puzzle, Assignments Field visit, In depth viva, Book review etc. Summative evaluation includes Summer Internship Project Dissertation, Midterm. Preliminary Exam etc.

Institute ensures the mechanism through the following evaluation processes.

1. The director appoints the CEO

2. CEO and examination committee monitors the examination

3. The time table of internal and external evaluation is displayed on the notice board

4. Students are informed about nature and examination process

5. The format of question papers are informed to the students

6. Midterm test, preliminary examination, university end term Examination are conducted by the institute and duly informed through

schedule well in advance

7. The institute ensures the mechanism through the evaluation process.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

HEI ensures Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient. Institute has the SOP to look after internal examination related grievances. The grievances are taken care by ensuring the type of grievance. The steps taken by the institute in this regard are as follows:

1. Faculty-wise orientation and information sessions for making awareness of the changes in curriculum and process of teaching including nature, the pattern of examination, concurrent evaluation, etc.

2. Meetings are conducted by the Director regarding various changes in terms of syllabus revision, revision in terms of patterns of examination, and submission of internal marks online to the affiliated university (SPPU)

3. Timely submission of internal marks to the university

4. Schedule for internal and external examinations is displayed well in advance

5. Examinations are conducted in a fair and healthy atmosphere

6. MCQs are shared with the students for practice

7. Results are declared and displayed on the notice boards by the

Department head on a timely basis

8. The grievances of the students related to the examinations are counselled

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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.

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

The Programme and course outcomes for all Programmes are sated and displayed and communicated to the stakeholders as per below process;

Sr. No. Particulars Stated Displayed Communicated 1

MBA Programme Educational Outcomes - PEOs Course File, Website

Walls, Display Corners, Vinyl Boards, Various Notice Boards, Website of Institute

At the time of commencement of program, Induction program 2

Program Outcomes - POs Course File, Website

Walls, Display Corners, Vinyl Boards, Various Notice Boards, Website of Institute

At the time of commencement of program, Induction program 3

Program Specific Outcomes - PSOs Course File, Website

At the time of commencement of program, Induction program 4

Course Outcomes - COs Course File

During the commencement of session every semester for each course in contact hours by each faculty member in the class room

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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.

Institute has a well-defined system for ensuring effective implementation of teaching and learning process and monitors and measure the attainment of POs, PSOs and cos. The institute has well defined CO-PO attainment tool through which the Institute ensures the attainment and evaluation of program outcomes, program specific outcomes and course outcomes through the structured process of CO-PO attainment.

HEI has stated the Programme and course outcomes for Programme and displayed on website and communicated to teachers and students. As per guidelines given by SPPU in syllabus for implementation of OBE through PEOs, POs PSOs & COs and Graduate attributes are a set of broad future-focused student performance outcomes that explicitly identify what students will be able to do with what they have learned, and what they will be like after they leave school and are living full and productive lives.

The institute has ensured display of it. There are Five PEOs, Ten-POs, Eleven- Graduate Attributes and PSO as per each specialization have stated by the institute. The mechanism and policy of CO- PO evaluation and attainment are ensured as per the policy of CO-PO attainment.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

130

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://jspmjsimr.edu.in/NAAC-Table/158.php

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://jspmjsimr.edu.in/NAAC-Table/158.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)

2 Lakhs

File Description	Documents
Any additional information	View File
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

1

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

01

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	https://raavienterprises.com/

3.2 - Innovation Ecosystem

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

Institute has taken following initiatives to create an ecosystem for innovations including Incubation centre and Entrepreneur development Cell called "Swayam" and various student clubs for creation and transfer of knowledge. "Swayam" denotes Creates an opportunity for start-up for yourself Swayam" is an incubation cell of JSIMR promotes the concept of entrepreneurship and start up amongst students and provides them with the required mentoring and support to start up their own ventures. The Incubator would also help students meet all the right people for networking, mentoring and financial help and support to start up their own ventures. Swayam would bring mentors to students that would guide them through various stages of entrepreneurship. Actively promotes entrepreneurial attitude among the students and offers them a prosperous network of entrepreneurs, mentors, experts, alumnus, Entrepreneurs and other entrepreneurship eco-system partners. Objectives

1. To sow the seed of entrepreneurship in Student's mind

2. To provide all assistance to start a business like enabling networks of peers, mentors, incubators, Financing and business services, legal services, Audit services, marketing services etc.

3. To coordinate and entrepreneurs through Entrepreneurship Hubs (EHubs)

4. To catalyse a culture to support aspiring entrepreneurs

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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	[View File](#)
List of workshops/seminars during last 5 years (Data Template)	[View File](#)

3.3 - Research Publications and Awards

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

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

3

File Description	Documents
URL to the research page on HEI website	https://jspmjsimr.edu.in/NAAC-Table/158.php
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	[View File](#)
Any additional information	[View File](#)

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

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

8

File Description	Documents
Any additional information	[View File](#)
List of research papers by title, author, department, name and year of publication (Data Template)	[View File](#)

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

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

Nil

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

3.4 - Extension Activities

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

HEI ensures extension activities in the neighbourhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year: 2022-23.To develop

a strong institution neighbourhood community network, the college has formed CSR and Extension Committee in association with NGOs, Social Activist, Faculty and students in the year 2022-23. In addition to the same institute has Synergy Club which undertakes various activities to develop the bond between the society and the Institution. These activities are conducted throughout the year. These activities help to motivate and encourage students and ensure that students are inculcated with the highest set of morals and ethical values. It provides a platform to the students to demonstrate their natural talents and skills. This also helps in developing their talents & capabilities. Students are encouraged to volunteer many similar activities organized by different local, state, NGO which help in bringing out their management qualities and inculcation the value of team work and imbibing the principles of equality, society and sportsman's spirit in them. All these activities are conducted by the faculties and students for the stakeholders, graduate and post graduate students, parents etc.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

02

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

`07`

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

`915`

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

`02`

File Description	Documents
e-copies of related Document	[View File](#)
Any additional information	**No File Uploaded**
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

08

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	[View File](#)
Any additional information	**No File Uploaded**
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.

AICTE is the statutory body which specifies the minimum requirement of facilities for teaching learning. The institute has all facilities as per the minimum specified requirement by statutory bodies. The institute has been keen on creating and enhancing infrastructure as per changing needs, requirements and demands with a view to strengthen and facilitate the teaching learning process as well as support services. The creation and enhancement of infrastructure has been continuous process. It helps to create and expand new infrastructure so as to fulfil demands of new Programmes and courses. To renovate existing Infrastructure as per future requirements as and when required. It also helps to make maximum utilization of resources available to organize curricular, co-curricular, and extra-curricular and research activities. The

institute's campus is spread over 12 acres of prime in the city of Pune surrounded by lush greenery. Well maintained infrastructure with proper ventilation is provided. Hence, HEIhas adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc. The institute has sufficient space to effectively organize and implement curricular, co-curricular, and extracurricular activities. Sports (outdoor and indoor. The institute has all the adequate facilities and regularly conducts indoor and outdoor games and sports day for the students is also held once in a year. Chess, Carom, table tennis etc. games are conducted indoors and games like football, volley ball, cricket are conducted outdoors. Yoga Centre: The inception of yoga centre at our campus was incorporated in the academic year – 2016-17. The yoga centre is well equipped which has necessary carpets, mattress and towels etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

6

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/27/194/4.1.3_ICT%20Class%20room%20photos_JSIMR_01.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

3.92 Lakhs

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	**No File Uploaded**
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)

The Institute has implemented automation in Library. Institute has been using Integrated Library Management System (ILMS) by using Auto Lib Software since A.Y. 2011-12.Library is automated using Integrated Library Management System (ILMS).

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File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://jspmjsimr.edu.in/NAAC-Table/158.php

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources **A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

3.23 Lakhs

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

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

60

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Institute ensure the required IT facilities including Wi-Fi with date of updating and nature of updating Institute has the mechanism to ensure the updates IT facility as per policy of Institute and requirements of AICTE and other agencies.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

4.3.2 - Number of Computers

115

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution   **A. ? 50MBPS**

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

4.4 - Maintenance of Campus Infrastructure

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

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

`12.54 Lakhs`

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

`Institute has a Policy and procedure which ensures the maintaining and utilizing physical, academic, and support facilities- Computer Labs, library, sports complex, computers, classrooms, etc. This policy takes care of planning for Infrastructure, Maintenance, and utilization.`

`The institute ensures it by academic audit, cross- checking of dead stock register, and other required monitoring for its greater use for the teaching-learning process. The policy document enables to oversee the sustainable, responsible, and effective management of the institute's physical infrastructure planning and maintenance and development activities, related facilities management responsibilities, and related space management functions.`

`This policy enlists the guidelines for creating, maintaining, and developing infrastructure facilities which include infrastructure to the teaching-learning process, curricular, co- curricular, extracurricular activities; Building, Computers, library, computer labs, classrooms, hardware, software, and internet services, etc.`

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/71/505/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

199

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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

20

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

A. All of the above

File Description	Documents
Link to Institutional website	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

229

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

229

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	**No File Uploaded**

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

94

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

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

01

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)	View File

5.3 - Student Participation and Activities

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

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

02

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

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

Student council representation of student has been instituted in theinstitute for its academic excellence. Institute has a studentcouncil comprising of student representatives who

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activelyparticipate in various activities and also have various academiccommittees that aim to have student involvement and participation. The institute had formed various committees like Cultural and SportsCommittee, SC/ST Committee, Training and Placement Committee, AntiRagging Committee, etc. They help in coordinating the events related to academics and otherco-curricular Extra-curricular activities, as per the directives ofteaching faculty. The Institute provides all necessary support tothe council members in organizing coordinating the events and alsoencourages the students to develop their leadership skills through these activities so that the student members in this council canbecome competent managers in future by inculcating all these skills. The student's representation is selected by Director andall facultymembers in the student's council.They actively take part in variousclubs, cells forums. The students play role in a various committeesas per their allotment .The alumni is members of various committeesgive active feedback help as support system.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

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

194

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

The Alumni association Institute is registered. The association is registered with the Charity Commissioner Office of Maharashtra under the registration act, 1950 at Pune, Maharashtra.

The alumni association of the institute conducts alumni meet once a year, where the alumni members give feedback on the curriculum provided by the Institute, share their work-related experience, they also give guidance on how to start up a new venture, also give regular suggestions regarding any infrastructure facilities to be upgraded to meet the requirements of students. Financial contribution through registration fees and Non-Financial Contribution through participation in various activities for enhancing and empowering students' development.

They also give regular suggestions/ feedback during alumni meetings.

The alumni of the institute participate in various activities of Institute. The list of activities is as below:

1. Training on Interview techniques

2. Orientation to concurrent evaluation (Evaluation policy, GD, PI, Management games)

3. Formal Induction Program for MBA-I year

4. Workshop on Personality Development

5. Entrepreneurship Awareness Workshop (EAC)

6. Mock Viva - SIP (MBAII) by External Experts (Alumni)

7. Career Counselling by Alumni

8. Mock Dissertation Viva-voce through Alumni

9. Alumni Meet

10.Supporting in Industrial Visit

11.Alumni Contribution in JKS Series etc.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	[View File](#)

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

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

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The institute was established in the year 2006 and functioning under the dynamic leadership of the eminent visionary and Founder Secretary of JSPM & President, TSSM Group of Institutions, Hon'ble Prof. Dr. T. J. Sawant. Good Governance, Leadership with Intellectual Honesty and Realizing Philosophies are keys to growth and success of an organization. Institute has stated its Vision, Mission, objectives, values etc.

Vision:

"To nurture managerial excellence through value based quality education."

Mission:

1. To build the future business leaders by imparting education through high quality value based and innovative teaching learning that meets industry expectations.
2. To enhance research and entrepreneurial attitude through team spirit, activity based learning and industry interface.
3. To foster a passion for social commitment and sustainability amongst students and staff.

Good Governance at JSPM's JSIMR is realized as the experience and wisdom of eminent personalities serving on the board of Management

through Governing Body (GB), Local Management Committee (LMC)/College Development Committee (CDC), AAB, Industry Academia Forum, The institute through minutes of meeting of Governing Body, Academic Advisory Board, College Development Committee, Internal Quality Assurance Cell, Research Development Cell etc. take decisions for all operations and incorporation of the same for institutional growth.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

The Institute has ensured the effective leadership in institutional practices such as decentralization and participative management and which is visible through participation of stakeholders. The Institute has GB, CDC, IQAC and other committees fully functional to show the visibility of participation. Teaching, non-teaching staff, students, alumni, employers etc. actively involved, Hence the Decentralization has ensured.

Practice-1:

Academic Year Preparation in terms of Academic Calendar & Activity Planner etc.:

Institute prepares academic planning with support of all stakeholders. The Director receives inputs from GB, CDC and IQAC, staff and students regarding Academic Activities. Based on these inputs, Academic Calendar Activity Planner are prepared by HOD, IQAC

In support of various coordinators of the activities of all the curricular, co-curricular, extra-curricular and extension activities to be conducted along with allocation of activity coordinators.

Practice-2:

Decentralization and Participation in Jayawant Knowledge Series:

JKS has initiated for student and staff development wherein the

decentralization and participative management has taken at par. Thus, the effective leadership is visible in various institutional practices through deployment of various duties and responsibilities.

The participation has taken in terms of:

1. Event Coordinators & Student Council and Event Committees
2. Approval along with Budget Preparation.
3. Formation of Committees.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The perspective plan with vision has been designed by the institute for the five years taking into consideration the suggestions from the stakeholder and performing environmental scan. The dynamic leadership of Prof. Dr. T. J. Sawant has given insight for building strategic model which is aligned with vision and mission to impart value based quality education.

The major aspects of perspective plan are:

1. Curriculum Development

2. Teaching and Learning

3. Examination and Evaluation

4. Research and Development

5. Library, ICT and Physical Infrastructure / Instrumentation

6. Human Resource Management:

7. Industry Interaction / Collaboration

8. Admission of Students

9. Administration of Institute

Case of perspective plan effectively deployment:

1. To implement ICT enabled teaching learning pedagogy through online e- learning application.

2. Accreditation by National and International bodies.

3. Introducing recognized research centre.

4. Organize various quality initiate programs such as one week Induction program, FDPs etc.

5. Autonomy of the institute.

6. Increase foreign collaborations and linkages.

7. Better industry institute relationship through MOUs

8. To register Alumni Association for the institute

9. Introduction of new vocational courses, certifications

10. The institute has established incubation centre and ED Cell to guide and support the prospective entrepreneurs etc.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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 director carries out academic and administrative management through the well-established IQAC, HOD, Academic-wing, Administrative and TPO-wing of the organization.

The functioning of the institution is ensured through various rules and procedures.

Institute has framed the institutional bodies with set processes and procedures which includes:

1. Governing Body
2. College Development Committee
3. AICTE committee
4. DTE committee

1. Recruitment Committee as per rules and regulations
2. Systematic Appraisal Process
3. Grievance Committee
4. Academic and Administrative committees etc.

Sr. No. & Name of the Committee:

1 Admission Committee

2 Infrastructure maintenance and Development Committee

3 Canteen & Hostel Committee

4 Library Committee

5 Anti-Ragging Committee

6 Examination Committee

7 Academic Monitoring Committee

8 Placement Committee

9 CSR & Extension activities Committee

10 Cultural & Sports Committee

11 Staff Welfare Committee

12 Student Welfare Committee

13 Finance Committee

14 Discipline & Anti Ragging Committee

15 Internal Complaint Committee

16 Students Grievance Redressal Committee

17 Students Council

18 Industrial Visit & Field Visit Committee

19 Women Grievance Committee/Internal Complaint Committee

20 Information Communication Technology Committee

21 Students Grievance Committee

As per the set committees and processes, Institute ensures effective and efficient functions which helps for imparting the quality education.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Link to Organogram of the institution webpage	https://jspmjsimr.edu.in/storage/Menus/NAAC/35/248/6.1.2_ORGANOGRAM%20OF%20JSIMR_JSIMR_02.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	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

Institute has an effective welfare mechanism for institute staff, where the director of the institute takes a due care to provide them with all facilities. This helps in creating a positive environment and boosts the morale of the employees. The details are as below;

1. Motivation for Research: On Duty Leave for faculty for participation in seminars, conferences, workshops etc. Financial Assistance for teaching staff.

2. Employee Provident Fund for employees

3. Personal Financial Loan Facility to employees by JMCC Bank - JSPM Trust

4. ATM Facility on Campus

5. Health Check-up facility on Campus.

6. Ambulance Facility available on Campus

7. Summer Vacation for teaching staff

8. Maternity leave & benefits to female employees

9. Various leaves as per policy of JSPMs JSIMR for employees

10. On Campus Canteen facility for employees

11. Transportation facility for employees on request.

12. Safety and security by on campus Police station

13. Staff Welfare Program Various Outbound programs

14. Other employee benefits include a) to get experience, salary, NOC certificate etc. on request.

15. 2 sets of Uniform for Employees

16. Conveyance Reimbursement / Allowance to employees for any official work Counselling Sessions for employees.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

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

12

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

2

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	View File
Upload any additional information	No File Uploaded
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

12

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

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

Introduction to Policy: This policy provides the guidelines regarding performance appraisal policy at JSPM's JSIMR.

Objectives:

1. To ensure that performance of every staff is evaluated from time to time.

2. To ensure that performance appraisal of all staff is carried out as per set norm of JSPM's Group of institutions.

Guidelines of Staff Welfare:

1. The Institute shall carryout performance appraisal of all staff as per guidelines given by corporate office of JSPM's Group of institutions.

2. The HOD and Director of the institute should take care to carryout performance appraisal of all faculties in the academic year.

Responsibility of HOD & Director:

1. Establish Performance Standards,

2. Communicate Performance Standards and Expectations

3. Filling of Self-Appraisal Form

4. Measuring the Actual Performance

5. Comparing with Standards

6. Discussing Results (Provide Feedback)

7. Taking Action (Appraisal or Corrective Action)

Indicators for Performance Appraisal:

Teaching Staff:

Eligibility as per UGC, AICTE Norms Academic Qualification and Experience, student Feedback, Faculty Research Contribution, Publications, Awards, Recognition, Faculty Involvement in Organizational work.

Non-Teaching Staff:

Contribution to Education Behavioral Aspects, Regularity & Punctuality

Feedback from HOD and Director-Completion of Allocated Work, Admin Duties & Responsibilities Effective Date: This Policy is effective from 1/06/2022.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

Institution Conducts Internal and External Financial Audits Regularly:

The institute has provision for internal and external audits. The internal audit and external audit is used to monitor effective and efficient use of available resources. Institute conducts quarterly internal and annually external financial statute on timely basis for maintaining financial prudence and accounting practices.

Institutional Budget is prepared every year for effective distribution of financial resources. All major financial decisions are taken by the Institute's Local Managing Committee now College Development Council and Governing Body. The internal audit is done in very quarter to check that proper records of all expenses are maintained by accounts department. The external audit is conducted once in a year and audited statements are prepared and signed by director and Chartered Accountant. The institute has internal audit team verify of all vouchers of the transactions during financial year audit conducts at the end of every financial year by statutory auditor. The books of accounts are maintained as per government norms to ensure transparency.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

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

0

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

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

Institutional Strategies for Mobilization of Funds and the Optimal Utilization of Resources:

Though Resource Mobilization policy has been formed, it need to be implemented rigorously however the institute is taking keen interest in to raising funds for the institute and has successfully managed to raise the funds under research sponsorship & consultancy in the academic year 2022-23. All the major financial decisions are taken by the Institute's Local Managing Committee (LMC/CDC) and Governing Body (GB) in communication with Director. Governing body has mandated the institute to ensure;

1. Optimum utilization of assets i.e. land, buildings, equipment's, vehicles, furniture etc. which area ready in place and to be created in future

2. Feasibility studies are done before creating new infrastructure.

3. Effective administration that nurtures quality and promotes a competitive environment that results in additional revenue generation.

4. Attracting Govt. / Private Grants and CSR funds to the maximum extent possible

5. Identifying potential sources of funds by way of conducting new programmes/courses/training schemes and in coordination with the industry.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

The Institute has also implemented best practices which have contributed to achieve the institutional objectives and improve the quality.

The details are as below;

1. Student Centric Teaching learning Pedagogy.

2. GFM -Strengthening the relationship with students

3. M-Connect-Activity based Learning

4. Knowledge Sessions by industry experts

5. Formation of various Clubs/ Forums/ Cells

6. Encouraging and conducting research related activities.

7. Strengthen relationship and interaction with industry and industrial organizations through Industry Academia Forum (IAF) and Social Responsibility of the Institute.

8. Formation of Entrepreneurship Development Cell

9. Alumni registration with Pune Charity Commissioner

10. Organised seminar on Entrepreneurship theme "Opportunities and challenges of start-ups in Maharashtra" under Quality Improvement Program (QIP)

11. Initiated one week Induction program

12. Conducted Academic and Administrative Audit for every academic year

13. Quality Improvement Program (QIP)

Apart from the activities and events/programs; IQAC ensures the Academic Planner, Activity Planner, Workload distribution as per the choices of the faculties and ensures the academic quality inputs, monitoring the academic inputs and submission of the reports, session plans and innovative teaching learning pedagogy as per each specialisations. IQAC sets the norms for compliances and completion of each event as per set SOPs of the institute.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

Institute has witnessed the incremental improvements in terms of effectiveness and efficiency in the Teaching-Learning Pedagogy Process. It has showcased in the increase of results of the students ultimately leads to placements. The result percentage of the students also increased due to change in the Teaching- Learning Pedagogy Process. The process for reviews in terms of teaching learning has set for Academic reviews taken weekly and improvements and remedies based on review are taken care by IQAC. The incremental improvement in attainment of CO-PO have determined with policy framework of CO-PO Attainment. Apart from the above stated aspects, Institute has channelized the aspects which are highlighted below;

1. Induction Programme was conducted for a week.

2. As there is revision in the SPPU syllabus i.e. 2019 revised syllabus for MBA.

3. The CO-PO concept added subject wise.

4. Review of Academic and other allied activities are reviewed on weekly basis.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF

B. Any 3 of the above

any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

File Description	Documents
Paste web link of Annual reports of Institution	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

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

We at JSIMR strongly believe in Gender equity. Our institute has initiated various initiates for ensuring gender equity. Our Institute conducts various workshops, celebrations and provides equal opportunity for all students. The various steps and measures initiated by the institute are as below:

1. **Workshop on Yoga for Healthy Mind and Body**
2. **National Women's Health and Fitness Day**
3. **International Women's Day**
4. **Sports and Cultural Gathering**

Institution shows gender sensitivity in providing programmes & facilities such as

1. **Grievance redressal through anti-ragging committee, internal complaint committee, prevention of sexual harassment committee**
2. **Personalized Mentorship through GFM and counseling programs**
3. **Orientation program for fresh graduates to cope with the new higher education environment.**
4. **Encourage overall development of the students**
5. **Infrastructure that is reflective of gender-specific needs**

6. **Safety and Security -CCTV**
7. **Counselling Room for Counseling Sessions.**
8. **Common Room- Girls and Boys Common Room.**
9. **24*7 Ambulance**
10. **Police Station at Campus Gate**
11. **Fire Extinguisher Facility**

Institute ensures Safety and Security, Counseling, and Common Room by the provision of various amenities and activities. The extent of student support and progression is reflected by the above mentionedinitiatives of the institute.

File Description	Documents
Annual gender sensitization action plan	https://jspmjsimr.edu.in/NAAC-Table/158.php
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://jspmjsimr.edu.in/NAAC-Table/158.php

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

Institute makes deliberate efforts to make and maintain the campus eco-friendly. Institute ensures maintenance of the clean, green, and smart campus. The basic philosophy of the institute is oriented towards environmental sustenance and reduces wastages or vanish wastages wherever possible. The waste management in terms of solid, liquid, E-waste has been ensured by the institute is as follows;

Table No. 7.1.3: A table depicts the steps of Solid waste management, Liquid waste management, and E-waste management

Sr. No

Steps of Solid Waste Management

Steps of Liquid Waste Management

Steps of E-Waste Management

1 Discard of items - old newspapers, magazines, and other papers recycled recycled . Recycle the water used in the canteen and hostels As per buyback policy the old electronic devices are collected and hand it over to the vendors.

2 Handover of scraps to the vendor's use of recycling water for the garden. Damaged or outdated computers, CDs, and other e – equipment are sorted out and sold using tendering process.

3 All toilets and bathrooms water lines are directly connected to the municipal drainage system.

4 Awareness & Campaign for solid waste management to the teaching and non-teaching staff awareness & Campaign for Liquid waste management

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

A. Any 4 or all of the above

and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

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:

A. Any 4 or All of the above

1. **Restricted entry of automobiles**
2. **Use of bicycles/ Battery-powered vehicles**
3. **Pedestrian-friendly pathways**
4. **Ban on use of plastic**
5. **Landscaping**

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	[View File](#)

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

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

A. Any 4 or all 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	View File
Any other relevant information	**No File Uploaded**

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

B. Any 3 of the above

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

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

Institutions organize multicultural events, festivals, and celebrations to showcase the richness of different cultures, traditions, and customs. These events provide opportunities for cultural exchange, dialogue, and appreciation, fostering a sense of belonging and unity among diverse communities.Institutions

collaborate with local communities and organizations,to address issues related to diversity, equity, and inclusion. By engaging stakeholders from different backgrounds, institutions can develop more inclusive policies, programs, and services that meet the needs of diverse populations. Every year we visit Orphanage & Old age home which gives students a sense giving back to society. This would help them to take participation in CSR activities of thier future companies or thier own businessess. All students get equal opportunities in participating in all events.Institutions establish clear policies and procedures prohibiting discrimination, harassment, and other forms of bias-based misconduct. These policies are enforced through training, reporting mechanisms, and disciplinary actions to create a safe and respectful environment for all members.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)
Any other relevant information	[View File](#)

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

At JSPM JSIMS, we think that students should receive a comprehensive, all-around education. Additionally, one of the main educations provided at the institute through a variety of methods is educating students about our constitutional rights, beliefs, obligations, and responsibilities. Through both the curriculum and extracurricular activities, the institution makes students and staff aware of their constitutional responsibilities. To raise awareness and sensitize staff and students to their constitutional obligations, the university has made a paper on the Indian Constitution required for master's students in all fields. In an effort to uphold democratic principles. The Institute has put in place policies that represent citizens' fundamental rights, obligations, and duties.

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

? Introduction to Constitution

? Human Rights

Students participated as Police Mitra during Palkhi Celebration . Participation in such activities inculcates quality ofresponsibility and values among students.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://jspmjsimr.edu.in/NAAC-Table/158.php
Any other relevant information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

The institution is dedicated to fostering a vibrant and inclusive community by actively participating in the commemoration of local, national, and worldwide holidays, events, and festivals. It recognizes the importance of these occasions in promoting cultural awareness, fostering a sense of unity, and instilling a deeper understanding of one's heritage and national pride among students. These celebrations serve as a display of discipline, patriotism, and

unity among the student community, fostering a strong sense of national pride.

1. Savitri Bai Phule Birth Annivessary (03/01/2023)

2. Repulic Day Celebration (26/01/2023)

3. Chandra Shekhar Azad Birth Annivessary (27/02/2023)

4. Marathi Rajbhasa Day (27/02/2023)

5. Shivaji Maharaj Jayanthi (10/03/2023)

6. Dr. B.R. Amedkar Jayanthi (14/04/2023)

7. Veer Savarkar Jayanthi (30/05/2023)

8. World Environment Day (05/06/2023)

9. Palkhi Celebration (14/06/2023)

10. Sports & Cultural Activity (17/04/2023 to 25/07/2023)

11. Ganpati Celebrations (September 2023)

Overall, the institution's commitment to commemorating festivals, events, and national holidays reflects its dedication to fostering a sense of unity, cultural appreciation, and pride among the student community. Through its diverse range of activities, the institution encourages students to embrace their heritage, engage in meaningful celebrations, and develop a stronger sense of patriotism and social responsibility

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

The two Best Practices of Institute successfully implemented by JSIMR are M- connect and Jayawant Knowledge Series. Best Practice 1: M-Connect: The purpose of M- connect is to improve students' learning experiences and outcomes through the practical applications of the of the concepts learnt in the classroom and the same concepts to learn practically in different indoor activities like presentations, role play, sales negotiations, scrap book etc. along with the outdoor activities like visits to consumer durable outlets, mall, visits to small scale industries etc. The various innovative teaching pedagogies implemented are case studies,case lets,situation analysis, management games, knowledgesessions, presentations, scrap book, etc. which helps the students in achieving better results. Best Practice 2: Jayawant Knowledge Series: The objective of Jayawant Knowledge is to prepare and train the students to be competent and cope up and sustain in the corporate world. The overall development of physical, mental and spiritual healthiness of the students is done through yoga and meditation. It imparts broad based knowledge with multidisciplinary skills and to meet the unending challenges and expectations from the industry. Evidence of Success: This practice helped the students to get good job placements,MOUs are signed for better interaction and coordination.

File Description	Documents
Best practices in the Institutional website	https://jspmjsimr.edu.in/NAAC-Table/158.php
Any other relevant information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

Institute has the distinctiveness which is Management Event. This event is helpful for enriching the experince of the students. It helps them to learn Practical exposure of Managment.It is learning of management functions principles through Utshavam Event.JSIMR every year organizes a national level management event called Utshavam.

The main aim of organizing this event is to bring together all students and make them learn, understand and get exposed to the management principles and functions. The event is to bring in managerial excellence which is in accordance with the vision mission statement of the institute.

Every year large number of students from various colleges participates in this event.

The grand finale of this event is marked by the presence of eminent personalities, followed by distributing prizes, trophiesand cash awards.

Through this the students get hands on experience on how to conduct large scale event whichincludes planning the dates of the week long event, budget preparation, no of activities or events to be conducted, stage and decoration, sound system, seating arrangements, hospitality, logistics and various other details. Various learning methods like participate, interactive and innovative are actually experienced by the students on this platform.

The events are based on the functions of management,principles of management through practical exposure,coordination and implementation of concept.

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

The Institute adheres to the curriculum specified by SavitribaiPhule Pune University (SPPU). In addition to SPPU Curriculum, theinstitute implements academic plans with the effective use ofCurriculum Planning, Curriculum delivery support and Studentassessment with analysis The details of Effective Implementation ofCurriculum Delivery are as below; 1. Development of action plan for effective delivery of curriculum: Preparation of academic plan, Regular departmental meeting to planeffective implementation of curriculum delivery, Workload distribution to the faculties, Preparation of time table ,individual time table,course file, Maintaining& updating academic calendar and activity planner, Preparation of schedule of internalassessment – Exam time table, Planning and execution of meetings viz. GB, LMC, AAB,CDC, AAA , IQAC etc.

2. Curriculum Design: The development of the curriculum is donethrough Savitribai Phule Pune University through its syllabus which is followed by the institute. The Board of studies of SavitribaiPhule Pune University develops the syllabus periodically. 3. Course Basket finalization by experts 4. Display of Elective courses per semester 5. Curriculum Content 6.Academic Calendar of SPPU & JSIMR 7. Activity Planner 8.Execution of Curriculum As per Course file- Course plan & courseoutline

9. Concurrent Evaluation Program 10. Exam time table

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/8/40/ACademic%20Calender%202022-23_MAIN_JSIMR.pdf

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

HEI ensures the academic calendar including the conduct ofContinuous Internal Evaluation (CIE).The Academic Calendar is prepared for two terms. The conduct ofContinuous Internal Evaluation (CIE) has been carried out eachsemester.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/8/40/ACademic%20Calender%202022-23_MAIN_JSIMR.pdf

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

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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

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

4

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

275

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

Institute follows UN 17 sustainable development goals throughwhichwe integrate all cross cutting issues and ensure various activitiesforlearning, awareness and sensitivity towards theseissues which are embedded in various courses. A description of courses whichaddress Gender, Environment and Sustainability, HumanValues andProfessional Ethics are as follows; 1.Labour &

Social Security Laws addresses Gender 1.The Maternity Benefit Act 1961(Latest Amendment)1.Management for Sustainability addresses Environment & Sustainability 1.Sustainable Development: concept,definition of sustainable development, need, importance, education, Philosophicaldevelopment, Gandhian Thought on SustainableDevelopment,Sustainable Development and social framework, equitabledistribution, difference between sustainable development andgreendevelopment, criticism. 2.Business case for sustainable development: Three dimensions of sustainable developmentEnvironmental:

1) Atmosphere, fresh water and oceans, land use, management of humanconsumption, energy, food, waste management,

2)Understandingecological "footprint": Ecotracking, carbon marketing, carboncredits, economics of sustainability, Designing forthe environmentand "greening' the supply chain, regulation, case studies.

3.Economic: environment degradation and economic growth,nature asan economic externality, economic opportunity.

4.Social: Peace,security, social justice, sustainability and poverty,humanrelationship to nature, human settlements.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

07

File Description	Documents
Any additional information	[View File](#)
Programme / Curriculum/ Syllabus of the courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View File](#)
MoU's with relevant organizations for these courses, if any	[View File](#)
Institutional Data in Prescribed Format	[View File](#)

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

127

File Description	Documents
Any additional information	[View File](#)
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	[View File](#)

1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	https://jspmjsimr.edu.in/NAAC-Table/158.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	[View File](#)

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://jspmjsimr.edu.in/NAAC-Table/158.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

120

File Description	Documents
Any additional information	[View File](#)
Institutional data in prescribed format	[View File](#)

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

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

44

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

The Institute assesses the learning levels of the students through

1. Graduation Marks

2. CET Scores at the time of enrolment

3. GD and PI and Aptitude Test

4. Management Games etc.

5. The various initiatives wherein identification of learners as Advanced or slow are carried out in in the regular classes, Mid Term and Prelim Examination etc.

6. Counselling through Mentors (GFM)

The institute has the mechanism to differentiate the students to cater their needs as per requirements to the advanced learners and slow learners which is as below;

Programs for advanced learners:

1. Availability of reference books as per requirements of the advanced learners

2. Support and Motivation to organize and participate in activities of Forums, Clubs and Cells and various competitions, quizzes, seminars, conferences and, knowledge sessions etc.

3. Motivating to help in research projects along with faculty.

4. Strengthening interaction with expertise and eminent personalities

5. Academic support to undertake student research projects with Faculty Members etc.

Programs for Slow Learners

1. Crash Courses/ Remedial/ make-up and Extra lectures are organized

2. GFM gives special counselling for slow learners.

3. Additional assignments, Tests and question bank given to the slow learners.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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
120	12

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

Institute ensures experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences by adopting various teaching learning methods. The various aspects of enhancing learning of the students are as below;

1. Participative or Interactive Learning: Faculty members use the participative method of teaching and conduct group discussions in class rooms. Students are divided in groups of 5-10 and are encouraged to discuss subject and speak on related topics. Faculty members use methods such as role plays, quizzes, puzzles, case studies, extempore, management games, PPT Presentations and debates, events etc. to make learning an interesting.

2. Experiential Learning: Faculty members encourage students to work independently to complete projects. Projects are also useful in developing problem solving and research skills among the students. Students are encouraged to write articles, review books and pursue the research work. Students are encouraged to pursue projects, Industrial Visits, Field Visits projects and events with different organizations and so on under the guidance of faculty members.

3. Problem solving methodologies: case study method to encourage

students to study the practical application of the theoretical concepts; cases are given to the second year MBA students. Institute encourages to pursue projects, projects with different organizations.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

All Teachers of Institute are using ICT enabled tools for effective teaching-learning process. College has been following Information and Communication Technology (ICT) in teaching learning since its inception. The following tools are used by the Institute;

1. Smart boards and projectors are available in different classrooms

2. Desktop and Laptops- Arranged at Computer Lab and Faculty cabins.

3. Printers- They is installed at Labs, HOD Cabins and all prominent places.

4. Photocopier machines.

5. Multifunction printers are available at the photocopier machine available in computer lab.

6. Scanner- Multifunction printer available

7. Seminar Room- The seminar hall is equipped with all digital facilities.

8. Auditorium- It is digitally equipped with mike, projector, and computer system.

9. Online Classes through Zoom, Google Meet, Microsoft Team, Google Classroom)

10. MOOC Platform (Coursera, Udemy, Edx etc)

11. Digital Library resources available.

12. Moodle Platform available for Sharing Notes and Conducting rehearsal of exam.

13. Online quiz- Faculties prepare online quiz for students after the completion of each unit with the help of GOOGLE FORMS.

14. Video Conferencing- by Using Zoom / Google meet/ Cisco WebEx etc.

15. Video lecture-Recording of video lectures is made available to students for long term learning and future referencing.

File Description	Documents
Upload any additional information	[View File](#)
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	[View File](#)

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

2.3.3.1 - Number of mentors

12

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

12

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

3

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

35

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

2.5 - Evaluation Process and Reforms

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

The institute adopts the following mechanism to ensure that the stakeholders of the institute especially students and faculty are made aware of the continuous evaluation process. The continuous evaluation process consists of the norms set by SPPU while designing curriculum. The set pattern of concurrent evaluation and the options provided through internal evaluation policy which are ensured by the institute. The continuous concurrent evaluation reforms consist of Formative and Summative evaluation. The continuous concurrent evaluation includes Formative and Summative evaluation which has blend of formative evaluation- GD, PI, Case studies, Presentations Role plays, MCQs, Quizzes, Puzzle, Assignments Field visit, In depth viva, Book review etc. Summative evaluation includes Summer Internship Project Dissertation, Midterm. Preliminary Exam etc.

Institute ensures the mechanism through the following evaluation processes.

1. The director appoints the CEO

2. CEO and examination committee monitors the examination

3. The time table of internal and external evaluation is displayed on the notice board

4. Students are informed about nature and examination process

5. The format of question papers are informed to the students

6. Midterm test, preliminary examination, university end term Examination are conducted by the institute and duly informed through schedule well in advance

7. The institute ensures the mechanism through the evaluation process.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

HEI ensures Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient. Institute has the SOP to look after internal examination related grievances. The grievances are taken care by ensuring the type of grievance. The steps taken by the institute in this regard are as follows:

1. Faculty-wise orientation and information sessions for making awareness of the changes in curriculum and process of teaching including nature, the pattern of examination, concurrent evaluation, etc.

2. Meetings are conducted by the Director regarding various changes in terms of syllabus revision, revision in terms of patterns of examination, and submission of internal marks online to the affiliated university (SPPU)

3. Timely submission of internal marks to the university

4. Schedule for internal and external examinations is displayed well in advance

5. Examinations are conducted in a fair and healthy atmosphere

6. MCQs are shared with the students for practice

7. Results are declared and displayed on the notice boards by the

Department head on a timely basis

8. The grievances of the students related to the examinations are counselled

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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.

HEI has ensured the Programme and course outcomes for all

Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The Programme and course outcomes for all Programmes are sated and displayed and communicated to the stakeholders as per below process;

Sr. No. Particulars Stated Displayed Communicated 1

MBA Programme Educational Outcomes - PEOs Course File, Website

Walls, Display Corners, Vinyl Boards, Various Notice Boards, Website of Institute

At the time of commencement of program, Induction program 2

Program Outcomes - POs Course File, Website

Walls, Display Corners, Vinyl Boards, Various Notice Boards, Website of Institute

At the time of commencement of program, Induction program 3

Program Specific Outcomes - PSOs Course File, Website

At the time of commencement of program, Induction program 4

Course Outcomes - COs Course File

During the commencement of session every semester for each course in contact hours by each faculty member in the class room

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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.

Institute has a well-defined system for ensuring effective

implementation of teaching and learning process and monitors and measure the attainment of POs, PSOs and cos. The institute has well defined CO-PO attainment tool through which the Institute ensures the attainment and evaluation of program outcomes, program specific outcomes and course outcomes through the structured process of CO- PO attainment.

HEI has stated the Programme and course outcomes for Programme and displayed on website and communicated to teachers and students. As per guidelines given by SPPU in syllabus for implementation of OBE through PEOs, POs PSOs & COs and Graduate attributes are a set of broad future-focused student performance outcomes that explicitly identify what students will be able to do with what they have learned, and what they will be like after they leave school and are living full and productive lives.

The institute has ensured display of it. There are Five PEOs, Ten- POs, Eleven- Graduate Attributes and PSO as per each specialization have stated by the institute. The mechanism and policy of CO- PO evaluation and attainment are ensured as per the policy of CO-PO attainment.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

130

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://jspmjsimr.edu.in/NAAC-Table/158.php

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://jspmjsimr.edu.in/NAAC-Table/158.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)

2 Lakhs

File Description	Documents
Any additional information	View File
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

1

File Description	Documents
Any additional information	[View File](#)
Institutional data in prescribed format	[View File](#)

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

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

01

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	https://raavienterprises.com/

3.2 - Innovation Ecosystem

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

Institute has taken following initiatives to create an ecosystem for innovations including Incubation centre and Entrepreneur development Cell called "Swayam" and various student clubs for creation and transfer of knowledge. "Swayam" denotes Creates an opportunity for start-up for yourself Swayam" is an incubation cell of JSIMR promotes the concept of entrepreneurship and start up amongst students and provides them with the required mentoring and support to start up their own ventures. The Incubator would also help students meet all the right people for networking, mentoring and financial help and support to start up their own ventures. Swayam would bring mentors to students that would guide them through various stages of entrepreneurship. Actively promotes entrepreneurial attitude among the students and offers them a prosperous network of entrepreneurs, mentors, experts, alumnus, Entrepreneurs and other entrepreneurship eco-system partners. Objectives

1. To sow the seed of entrepreneurship in Student's mind

2. To provide all assistance to start a business like enabling networks of peers, mentors, incubators, Financing and business services, legal services, Audit services, marketing services etc.

3. To coordinate and entrepreneurs through Entrepreneurship Hubs (EHubs)

4. To catalyse a culture to support aspiring entrepreneurs

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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	[View File](#)
List of workshops/seminars during last 5 years (Data Template)	[View File](#)

3.3 - Research Publications and Awards

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

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

3

File Description	Documents
URL to the research page on HEI website	https://jspmjsimr.edu.in/NAAC-Table/158.php
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

8

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

Nil

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

3.4 - Extension Activities

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

HEI ensures extension activities in the neighbourhood community,

sensitizing students to social issues, for their holistic development, and impact thereof during the year: 2022-23.To develop a strong institution neighbourhood community network, the college has formed CSR and Extension Committee in association with NGOs, Social Activist, Faculty and students in the year 2022-23. In addition to the same institute has Synergy Club which undertakes various activities to develop the bond between the society and the Institution. These activities are conducted throughout the year. These activities help to motivate and encourage students and ensure that students are inculcated with the highest set of morals and ethical values. It provides a platform to the students to demonstrate their natural talents and skills. This also helps in developing their talents & capabilities. Students are encouraged to volunteer many similar activities organized by different local, state, NGO which help in bringing out their management qualities and inculcation the value of team work and imbibing the principles of equality, society and sportsman's spirit in them. All these activities are conducted by the faculties and students for the stakeholders, graduate and post graduate students, parents etc.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

02

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

07

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

915

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

02

File Description	Documents
e-copies of related Document	View File
Any additional information	**No File Uploaded**
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

08

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	**No File Uploaded**
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.

AICTE is the statutory body which specifies the minimum requirement of facilities for teaching learning. The institute has all facilities as per the minimum specified requirement by statutory bodies. The institute has been keen on creating and enhancing infrastructure as per changing needs, requirements and demands with a view to strengthen and facilitate the teaching learning process as well as support services. The creation and enhancement of infrastructure has been continuous process. It helps to create and expand new infrastructure so as to fulfil demands of new Programmes and courses. To renovate existing Infrastructure as per future requirements as and when required. It also helps to make maximum utilization of resources available

to organize curricular, co- curricular, and extra-curricular and research activities. The institute's campus is spread over 12 acres of prime in the city of Pune surrounded by lush greenery. Well maintained infrastructure with proper ventilation is provided. Hence, HEIhas adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc. The institute has sufficient space to effectively organize and implement curricular, co-curricular, and extracurricular activities. Sports (outdoor and indoor. The institute has all the adequate facilities and regularly conducts indoor and outdoor games and sports day for the students is also held once in a year. Chess, Carom, table tennis etc. games are conducted indoors and games like football, volley ball, cricket are conducted outdoors. Yoga Centre: The inception of yoga centre at our campus was incorporated in the academic year – 2016-17. The yoga centre is well equipped which has necessary carpets, mattress and towels etc.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

6

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/27/194/4.1.3_ICT%20Class%20room%20photos_JSIMR_01.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

3.92 Lakhs

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	**No File Uploaded**
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)

The Institute has implemented automation in Library. Institute has been using Integrated Library Management System (ILMS) by using Auto Lib Software since A.Y. 2011-12.Library is automated using Integrated Library Management System (ILMS).

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://jspmjsimr.edu.in/NAAC-Table/158.php

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	[View File](#)
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	[View File](#)

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

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

3.23 Lakhs

File Description	Documents
Any additional information	[View File](#)
Audited statements of accounts	[View File](#)
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	[View File](#)

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

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

60

File Description	Documents
Any additional information	[View File](#)
Details of library usage by teachers and students	[View File](#)

4.3 - IT Infrastructure

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

Institute ensure the required IT facilities including Wi-Fi with date of updating and nature of updating Institute has the mechanism to ensure the updates IT facility as per policy of Institute and requirements of AICTE and other agencies.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php

4.3.2 - Number of Computers

115

File Description	Documents
Upload any additional information	[View File](#)
List of Computers	[View File](#)

4.3.3 - Bandwidth of internet connection in the Institution	A. ? 50MBPS

File Description	Documents
Upload any additional Information	[View File](#)
Details of available bandwidth of internet connection in the Institution	[View File](#)

4.4 - Maintenance of Campus Infrastructure

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

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

12.54 Lakhs

File Description	Documents
Upload any additional information	[View File](#)
Audited statements of accounts	[View File](#)
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	[View File](#)

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

Institute has a Policy and procedure which ensures the maintaining and utilizing physical, academic, and support facilities- Computer Labs, library, sports complex, computers, classrooms, etc. This policy takes care of planning for Infrastructure, Maintenance, and utilization.

The institute ensures it by academic audit, cross- checking of dead stock register, and other required monitoring for its greater use for the teaching-learning process. The policy document enables to oversee the sustainable, responsible, and effective management of the institute's physical infrastructure planning and maintenance and development activities, related facilities management responsibilities, and related space management functions.

This policy enlists the guidelines for creating, maintaining, and developing infrastructure facilities which include infrastructure to the teaching-learning process, curricular, co- curricular, extracurricular activities; Building, Computers, library, computer labs, classrooms, hardware, software, and internet services, etc.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/storage/Menus/NAAC/71/505/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

199

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	[View File](#)
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

20

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

File Description	Documents
Link to Institutional website	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

229

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

229

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

5.1.5 - The Institution has a transparent	A. All of the above

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	**No File Uploaded**

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

94

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

01

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)	<u>View File</u>

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.

02

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

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

Student council representation of student has been instituted in theinstitute for its academic excellence. Institute has a studentcouncil comprising of student representatives who activelyparticipate in various activities and also have various academiccommittees that aim to have student involvement and participation. The institute had formed various committees like Cultural and SportsCommittee, SC/ST Committee, Training and Placement Committee, AntiRagging Committee, etc. They help in coordinating the events related to academics and otherco-curricular Extra-curricular activities, as per the directives ofteaching faculty. The Institute provides all necessary support tothe council members in organizing coordinating the events and alsoencourages the students to develop their leadership skills through these activities so that the student members in this council canbecome competent managers in future by inculcating all these skills. The student's representation is selected by Director andall facultymembers in the student's council.They actively take part in variousclubs, cells forums. The students play role in a various committeesas per their allotment .The alumni is members of various committeesgive active feedback help as support system.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

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

194

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

The Alumni association Institute is registered. The association is registered with the Charity Commissioner Office of Maharashtra under the registration act, 1950 at Pune, Maharashtra.

The alumni association of the institute conducts alumni meet once a year, where the alumni members give feedback on the curriculum provided by the Institute, share their work-related experience, they also give guidance on how to start up a new venture, also give regular suggestions regarding any infrastructure facilities to be upgraded to meet the requirements of students. Financial contribution through registration fees and Non-Financial Contribution through participation in various activities for enhancing and empowering students' development.

They also give regular suggestions/ feedback during alumni meetings.

The alumni of the institute participate in various activities of Institute. The list of activities is as below:

1. Training on Interview techniques

2. Orientation to concurrent evaluation (Evaluation policy, GD, PI, Management games)

3. Formal Induction Program for MBA-I year

4. Workshop on Personality Development

5. Entrepreneurship Awareness Workshop (EAC)

6. Mock Viva - SIP (MBAII) by External Experts (Alumni)

7. Career Counselling by Alumni

8. Mock Dissertation Viva-voce through Alumni

9. Alumni Meet

10.Supporting in Industrial Visit

11.Alumni Contribution in JKS Series etc.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The institute was established in the year 2006 and functioning under the dynamic leadership of the eminent visionary and Founder Secretary of JSPM & President, TSSM Group of Institutions, Hon'ble Prof. Dr. T. J. Sawant. Good Governance, Leadership with

Intellectual Honesty and Realizing Philosophies are keys to growth and success of an organization. Institute has stated its Vision, Mission, objectives, values etc.

Vision:

"To nurture managerial excellence through value based quality education."

Mission:

1. To build the future business leaders by imparting education through high quality value based and innovative teaching learning that meets industry expectations.
2. To enhance research and entrepreneurial attitude through team spirit, activity based learning and industry interface.
3. To foster a passion for social commitment and sustainability amongst students and staff.

Good Governance at JSPM's JSIMR is realized as the experience and wisdom of eminent personalities serving on the board of Management through Governing Body (GB), Local Management Committee (LMC)/College Development Committee (CDC), AAB, Industry Academia Forum, The institute through minutes of meeting of Governing Body, Academic Advisory Board, College Development Committee, Internal Quality Assurance Cell, Research Development Cell etc. take decisions for all operations and incorporation of the same for institutional growth.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

The Institute has ensured the effective leadership in institutional practices such as decentralization and participative management and which is visible through participation of stakeholders. The Institute has GB, CDC, IQAC and other committees fully functional to show the visibility of

participation. Teaching, non-teaching staff, students, alumni, employers etc. actively involved, Hence the Decentralization has ensured.

Practice-1:

Academic Year Preparation in terms of Academic Calendar & Activity Planner etc.:

Institute prepares academic planning with support of all stakeholders. The Director receives inputs from GB, CDC and IQAC, staff and students regarding Academic Activities. Based on these inputs, Academic Calendar Activity Planner are prepared by HOD, IQAC

In support of various coordinators of the activities of all the curricular, co-curricular, extra-curricular and extension activities to be conducted along with allocation of activity coordinators.

Practice-2:

Decentralization and Participation in Jayawant Knowledge Series:

JKS has initiated for student and staff development wherein the decentralization and participative management has taken at par. Thus, the effective leadership is visible in various institutional practices through deployment of various duties and responsibilities.

The participation has taken in terms of:

1. Event Coordinators & Student Council and Event Committees
2. Approval along with Budget Preparation.
3. Formation of Committees.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The perspective plan with vision has been designed by the institute for the five years taking into consideration the suggestions from the stakeholder and performing environmental scan. The dynamic leadership of Prof. Dr. T. J. Sawant has given insight for building strategic model which is aligned with vision and mission to impart value based quality education.

The major aspects of perspective plan are:

1. Curriculum Development

2. Teaching and Learning

3. Examination and Evaluation

4. Research and Development

5. Library, ICT and Physical Infrastructure / Instrumentation

6. Human Resource Management:

7. Industry Interaction / Collaboration

8. Admission of Students

9. Administration of Institute

Case of perspective plan effectively deployment:

1. To implement ICT enabled teaching learning pedagogy through online e- learning application.

2. Accreditation by National and International bodies.

3. Introducing recognized research centre.

4. Organize various quality initiate programs such as one week Induction program, FDPs etc.

5. Autonomy of the institute.

6. Increase foreign collaborations and linkages.

7. Better industry institute relationship through MOUs

8. To register Alumni Association for the institute

9. Introduction of new vocational courses, certifications

10. The institute has established incubation centre and ED Cell to guide and support the prospective entrepreneurs etc.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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 director carries out academic and administrative management through the well-established IQAC, HOD, Academic-wing, Administrative and TPO-wing of the organization.

The functioning of the institution is ensured through various rules and procedures.

Institute has framed the institutional bodies with set processes and procedures which includes:

1. Governing Body
2. College Development Committee
3. AICTE committee
4. DTE committee

1. Recruitment Committee as per rules and regulations
2. Systematic Appraisal Process
3. Grievance Committee
4. Academic and Administrative committees etc.

Sr. No. & Name of the Committee:

1 Admission Committee

2 Infrastructure maintenance and Development Committee

3 Canteen & Hostel Committee

4 Library Committee

5 Anti-Ragging Committee

6 Examination Committee

7 Academic Monitoring Committee

8 Placement Committee

9 CSR & Extension activities Committee

10 Cultural & Sports Committee

11 Staff Welfare Committee

12 Student Welfare Committee

13 Finance Committee

14 Discipline & Anti Ragging Committee

15 Internal Complaint Committee

16 Students Grievance Redressal Committee

17 Students Council

18 Industrial Visit & Field Visit Committee

19 Women Grievance Committee/Internal Complaint Committee

20 Information Communication Technology Committee

21 Students Grievance Committee

As per the set committees and processes, Institute ensures effective and efficient functions which helps for imparting the quality education.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Link to Organogram of the institution webpage	https://jspmjsimr.edu.in/storage/Menus/NAAC/35/248/6.1.2_ORGANOGRAM%20OF%20JSIMR_JSIMR_02.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	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

Institute has an effective welfare mechanism for institute staff, where the director of the institute takes a due care to provide them with all facilities. This helps in creating a positive environment and boosts the morale of the employees. The details are as below;

1. Motivation for Research: On Duty Leave for faculty for participation in seminars, conferences, workshops etc. Financial Assistance for teaching staff.

2. Employee Provident Fund for employees

3. Personal Financial Loan Facility to employees by JMCC Bank -

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JSPM Trust

4. ATM Facility on Campus

5. Health Check-up facility on Campus.

6. Ambulance Facility available on Campus

7. Summer Vacation for teaching staff

8. Maternity leave & benefits to female employees

9. Various leaves as per policy of JSPMs JSIMR for employees

10. On Campus Canteen facility for employees

11. Transportation facility for employees on request.

12. Safety and security by on campus Police station

13. Staff Welfare Program Various Outbound programs

14. Other employee benefits include a) to get experience, salary,
NOC certificate etc. on request.

15. 2 sets of Uniform for Employees

16. Conveyance Reimbursement / Allowance to employees for any
official work Counselling Sessions for employees.
```

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

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

12

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

2

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	View File
Upload any additional information	**No File Uploaded**
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

12

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

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

Introduction to Policy: This policy provides the guidelines regarding performance appraisal policy at JSPM's JSIMR.

Objectives:

1. To ensure that performance of every staff is evaluated from time to time.

2. To ensure that performance appraisal of all staff is carried out as per set norm of JSPM's Group of institutions.

Guidelines of Staff Welfare:

1. The Institute shall carryout performance appraisal of all staff as per guidelines given by corporate office of JSPM's Group of institutions.

2. The HOD and Director of the institute should take care to carryout performance appraisal of all faculties in the academic year.

Responsibility of HOD & Director:

1. Establish Performance Standards,

2. Communicate Performance Standards and Expectations

3. Filling of Self-Appraisal Form

4. Measuring the Actual Performance

5. Comparing with Standards

6. Discussing Results (Provide Feedback)

7. Taking Action (Appraisal or Corrective Action)

Indicators for Performance Appraisal:

Teaching Staff:

Eligibility as per UGC, AICTE Norms Academic Qualification and Experience, student Feedback, Faculty Research Contribution, Publications, Awards, Recognition, Faculty Involvement in Organizational work.

Non-Teaching Staff:

Contribution to Education Behavioral Aspects, Regularity & Punctuality

Feedback from HOD and Director-Completion of Allocated Work, Admin Duties & Responsibilities Effective Date: This Policy is effective from 1/06/2022.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

Institution Conducts Internal and External Financial Audits Regularly:

The institute has provision for internal and external audits. The internal audit and external audit is used to monitor effective and efficient use of available resources. Institute conducts quarterly internal and annually external financial statute on

timely basis for maintaining financial prudence and accounting practices.

Institutional Budget is prepared every year for effective distribution of financial resources. All major financial decisions are taken by the Institute's Local Managing Committee now College Development Council and Governing Body. The internal audit is done in very quarter to check that proper records of all expenses are maintained by accounts department. The external audit is conducted once in a year and audited statements are prepared and signed by director and Chartered Accountant. The institute has internal audit team verify of all vouchers of the transactions during financial year audit conducts at the end of every financial year by statutory auditor. The books of accounts are maintained as per government norms to ensure transparency.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

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

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

0

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

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

Institutional Strategies for Mobilization of Funds and the

Optimal Utilization of Resources:

Though Resource Mobilization policy has been formed, it need to be implemented rigorously however the institute is taking keen interest in to raising funds for the institute and has successfully managed to raise the funds under research sponsorship & consultancy in the academic year 2022-23. All the major financial decisions are taken by the Institute's Local Managing Committee (LMC/CDC) and Governing Body (GB) in communication with Director. Governing body has mandated the institute to ensure;

1. Optimum utilization of assets i.e. land, buildings, equipment's, vehicles, furniture etc. which area ready in place and to be created in future

2. Feasibility studies are done before creating new infrastructure.

3. Effective administration that nurtures quality and promotes a competitive environment that results in additional revenue generation.

4. Attracting Govt. / Private Grants and CSR funds to the maximum extent possible

5. Identifying potential sources of funds by way of conducting new programmes/courses/training schemes and in coordination with the industry.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

The Institute has also implemented best practices which have contributed to achieve the institutional objectives and improve the quality.

The details are as below;

1. Student Centric Teaching learning Pedagogy.

2. GFM –Strengthening the relationship with students

3. M-Connect-Activity based Learning

4. Knowledge Sessions by industry experts

5. Formation of various Clubs/ Forums/ Cells

6. Encouraging and conducting research related activities.

7. Strengthen relationship and interaction with industry and industrial organizations through Industry Academia Forum (IAF) and Social Responsibility of the Institute.

8. Formation of Entrepreneurship Development Cell

9. Alumni registration with Pune Charity Commissioner

10. Organised seminar on Entrepreneurship theme "Opportunities and challenges of start-ups in Maharashtra" under Quality Improvement Program (QIP)

11. Initiated one week Induction program

12. Conducted Academic and Administrative Audit for every academic year

13. Quality Improvement Program (QIP)

Apart from the activities and events/programs; IQAC ensures the Academic Planner, Activity Planner, Workload distribution as per the choices of the faculties and ensures the academic quality inputs, monitoring the academic inputs and submission of the reports, session plans and innovative teaching learning pedagogy as per each specialisations. IQAC sets the norms for compliances and completion of each event as per set SOPs of the institute.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
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

Institute has witnessed the incremental improvements in terms of effectiveness and efficiency in the Teaching-Learning Pedagogy Process. It has showcased in the increase of results of the students ultimately leads to placements. The result percentage of the students also increased due to change in the Teaching-Learning Pedagogy Process. The process for reviews in terms of teaching learning has set for Academic reviews taken weekly and improvements and remedies based on review are taken care by IQAC. The incremental improvement in attainment of CO-PO have determined with policy framework of CO-PO Attainment. Apart from the above stated aspects, Institute has channelized the aspects which are highlighted below;

1. Induction Programme was conducted for a week.

2. As there is revision in the SPPU syllabus i.e. 2019 revised syllabus for MBA.

3. The CO-PO concept added subject wise.

4. Review of Academic and other allied activities are reviewed on weekly basis.

File Description	Documents
Paste link for additional information	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC);	B. Any 3 of the above

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)

File Description	Documents
Paste web link of Annual reports of Institution	https://jspmjsimr.edu.in/NAAC-Table/158.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

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

We at JSIMR strongly believe in Gender equity. Our institute has initiated various initiates for ensuring gender equity. Our Institute conducts various workshops, celebrations and provides equal opportunity for all students. The various steps and measures initiated by the institute are as below:

1. Workshop on Yoga for Healthy Mind and Body
2. National Women's Health and Fitness Day
3. International Women's Day
4. Sports and Cultural Gathering

Institution shows gender sensitivity in providing programmes & facilities such as

1. Grievance redressal through anti-ragging committee, internal complaint committee, prevention of sexual

      harassment committee
2. Personalized Mentorship through GFM and counseling programs
3. Orientation program for fresh graduates to cope with the new higher education environment.
4. Encourage overall development of the students
5. Infrastructure that is reflective of gender-specific needs
6. Safety and Security -CCTV
7. Counselling Room for Counseling Sessions.
8. Common Room- Girls and Boys Common Room.
9. 24*7 Ambulance
10. Police Station at Campus Gate
11. Fire Extinguisher Facility

Institute ensures Safety and Security, Counseling, and Common Room by the provision of various amenities and activities. The extent of student support and progression is reflected by the above mentionedinitiatives of the institute.

File Description	Documents
Annual gender sensitization action plan	https://jspmjsimr.edu.in/NAAC-Table/158.php
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://jspmjsimr.edu.in/NAAC-Table/158.php

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

Institute makes deliberate efforts to make and maintain the campus eco-friendly. Institute ensures maintenance of the clean, green, and smart campus. The basic philosophy of the institute is oriented towards environmental sustenance and reduces wastages or vanish wastages wherever possible. The waste management in terms of solid, liquid, E-waste has been ensured by the institute is as follows;

Table No. 7.1.3: A table depicts the steps of Solid waste management, Liquid waste management, and E-waste management

Sr. No

Steps of Solid Waste Management

Steps of Liquid Waste Management

Steps of E-Waste Management

1 Discard of items - old newspapers, magazines, and other papers recycled recycled . Recycle the water used in the canteen and hostels As per buyback policy the old electronic devices are collected and hand it over to the vendors.

2 Handover of scraps to the vendor's use of recycling water for the garden. Damaged or outdated computers, CDs, and other e – equipment are sorted out and sold using tendering process.

3 All toilets and bathrooms water lines are directly connected to the municipal drainage system.

4 Awareness & Campaign for solid waste management to the teaching and non-teaching staff awareness & Campaign for Liquid waste management

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	View File

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the

A. Any 4 or all of the above

following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

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	View File
Any other relevant information	No File Uploaded

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

B. Any 3 of the above

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

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

Institutions organize multicultural events, festivals, and celebrations to showcase the richness of different cultures, traditions, and customs. These events provide opportunities for cultural exchange, dialogue, and appreciation, fostering a sense of belonging and unity among diverse communities.Institutions collaborate with local communities and organizations,to address issues related to diversity, equity, and inclusion. By engaging stakeholders from different backgrounds, institutions can develop more inclusive policies, programs, and services that meet the needs of diverse populations. Every year we visit Orphanage & Old age home which gives students a sense giving back to society. This would help them to take participation in CSR activities of thier future companies or thier own businessess. All students get equal opportunities in participating in all events.Institutions establish clear policies and procedures prohibiting discrimination, harassment, and other forms of bias-based misconduct. These policies are enforced through training, reporting mechanisms, and disciplinary actions to create a safe and respectful environment for all members.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

At JSPM JSIMS, we think that students should receive a comprehensive, all-around education. Additionally, one of the main educations provided at the institute through a variety of methods is educating students about our constitutional rights, beliefs, obligations, and responsibilities. Through both the curriculum and extracurricular activities, the institution makes students and staff aware of their constitutional responsibilities. To raise awareness and sensitize staff and students to their constitutional obligations, the university has made a paper on the Indian Constitution required for master's students in all fields. In an effort to uphold democratic principles. The Institute has put in place policies that represent citizens' fundamental rights, obligations, and duties.

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

? Introduction to Constitution

? Human Rights

Students participated as Police Mitra during Palkhi Celebration . Participation in such activities inculcates quality ofresponsibility and values among students.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://jspmjsimr.edu.in/NAAC-Table/158.php
Any other relevant information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

The institution is dedicated to fostering a vibrant and inclusive community by actively participating in the commemoration of local, national, and worldwide holidays, events, and festivals. It recognizes the importance of these occasions in promoting cultural awareness, fostering a sense of unity, and instilling a deeper understanding of one's heritage and national pride among students. These celebrations serve as a display of discipline, patriotism, and unity among the student community, fostering a strong sense of national pride.

1. Savitri Bai Phule Birth Annivessary (03/01/2023)

2. Repulic Day Celebration (26/01/2023)

3. Chandra Shekhar Azad Birth Annivessary (27/02/2023)

4. Marathi Rajbhasa Day (27/02/2023)

5. Shivaji Maharaj Jayanthi (10/03/2023)

6. Dr. B.R. Amedkar Jayanthi (14/04/2023)

7. Veer Savarkar Jayanthi (30/05/2023)

8. World Environment Day (05/06/2023)

9. Palkhi Celebration (14/06/2023)

10. Sports & Cultural Activity (17/04/2023 to 25/07/2023)

11. Ganpati Celebrations (September 2023)

Overall, the institution's commitment to commemorating festivals, events, and national holidays reflects its dedication to fostering a sense of unity, cultural appreciation, and pride among the student community. Through its diverse range of activities, the institution encourages students to embrace their heritage, engage in meaningful celebrations, and develop a stronger sense of patriotism and social responsibility

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

The two Best Practices of Institute successfully implemented by JSIMR are M- connect and Jayawant Knowledge Series. Best Practice 1: M-Connect: The purpose of M- connect is to improve students' learning experiences and outcomes through the practical applications of the of the concepts learnt in the classroom and the same concepts to learn practically in different indoor activities like presentations, role play, sales negotiations, scrap book etc. along with the outdoor activities like visits to consumer durable outlets, mall, visits to small scale industries etc. The various innovative teaching pedagogies implemented are case studies, case lets, situation analysis, management games, knowledgesessions, presentations, scrap book, etc. which helps the students in achieving better results. Best Practice 2: Jayawant Knowledge Series: The objective of Jayawant Knowledge is to prepare and train the students to be competent and cope up and sustain in the corporate world. The overall development of physical, mental and spiritual healthiness of the students is done through yoga and meditation. It imparts broad based knowledge with multidisciplinary skills and to meet the unending challenges and expectations from the industry. Evidence of Success: This practice helped the students to get good job placements, MOUs are signed for better interaction and coordination.

File Description	Documents
Best practices in the Institutional website	https://jspmjsimr.edu.in/NAAC-Table/158.php
Any other relevant information	https://jspmjsimr.edu.in/NAAC-Table/158.php

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

Institute has the distinctiveness which is Management Event. This event is helpful for enriching the experince of the students. It helps them to learn Practical exposure of Managment.It is learning of management functions principles through Utshavam Event.JSIMR every year organizes a national level management event called Utshavam.

The main aim of organizing this event is to bring together all students and make them learn, understand and get exposed to the management principles and functions. The event is to bring in managerial excellence which is in accordance with the vision mission statement of the institute.

Every year large number of students from various colleges participates in this event.

The grand finale of this event is marked by the presence of eminent personalities, followed by distributing prizes, trophiesand cash awards.

Through this the students get hands on experience on how to conduct large scale event whichincludes planning the dates of the week long event, budget preparation, no of activities or events to be conducted, stage and decoration, sound system, seating arrangements, hospitality, logistics and various other details. Various learning methods like participate, interactive and innovative are actually experienced by the students on this platform.

The events are based on the functions of management,principles of management through practical exposure,coordination and implementation of concept.

File Description	Documents
Appropriate web in the Institutional website	[View File]()
Any other relevant information	[View File]()

7.3.2 - Plan of action for the next academic year

JSIMR planned to Increase the visibility by ensuring branding, social media coverage at National International level. to get the opportunity to enrol more students from different demography other than Maharashtra states and outside India, NRI for Admissions.

1) To increase Technology Interface in teaching learning process as per New Education Policy 2024,

2) Tofetch Research grants, funded projects from various agencies,

3) To start Centre of excellence to increase FDP, MDP, Industry orientation, Training,

4) To initiatefor Copyrights in different areas, to develop Online Courses on NPTEL, SWAYAM, Moodle at extensive level.To participate in accreditation of NBA, NRIF and other International Accreditation,

5) To Organise grand events in association with JSPM Group and other external stakeholders, to undertake qualityrelated studies, consultancy and training programmes, and collaborate with other stakeholders.

6) To increase in tie-ups, MoUs, linkages and collaborations with Industries and Academic institutes at National International repute, to increase in Industry-Institute Interaction for enhancing Academic Excellence,

7) To startResearch based initiatives

8) To Extened Activities of CSR and community engagement.

9) To increase training and Placement cell collaborations with industries at national and international level for activities and final placements.

10) To create an entrepreneurial start up culture to recogniseas the best institute of imparting MBA education.