

Strategic Plan 2013-2018



JSPMS's
Jayawantrao Sawant Institute of Management & Research
Handewadi, Hadapsar, Pune-28

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Over the years, the JSIMR have gained widespread recognition as institutions of excellence in the field of management education. The achievements of JSIMR alumni in industry, academics, enterprise and other fields are notable. The JSIMR have a special status as pioneer institute under management education.

JSIMR was established in 2006. It runs MBA programme of 2 years durations. The institute offers major specialization such as Marketing, Finance, HR. It was initially planned that 60 students would be admitted annually to two-year postgraduate course. Facilities were planned for admitting 60 students each year to MBA programme and a student population of 1500 was envisaged. The campus was to be fully equipped with all facilities at campus level. Girls Hostel facility was provided for girls students. Students intake was gradually increased to 120 in the academic year 2009-10. Today the Institute has 120 students intake and 9 batches have passed. As well over 600 students passed out and working with big corporate houses, some being entrepreneurs are providing intellectual support to the institute.

New environmental changes and challenges particularly in new millennium are forcing educational institutes to revamp their strategy and action plans. Under the circumstances of change, JSIMR has been reviewed periodically by a board of governance of JSPM trust. A strategic plan outlining the action plans for implementing the strategy was drawn up. Subsequently, as a part of planning cycle, the strategic plan has been reviewed and revised at intervals.

The broad goals of strategic plan 2013-18 are affirmation of JSIMR's commitment for thirst for managerial excellence, value based education, research innovative practices and spirit of entrepreneurship.

The strategic plan of JSIMR enunciates JSIMR's mission "To provide value based education by ensuring managerial excellence in building leaders through innovation, research and entrepreneurial attitude through team spirit, industry connect and a commitment towards social sustainability."

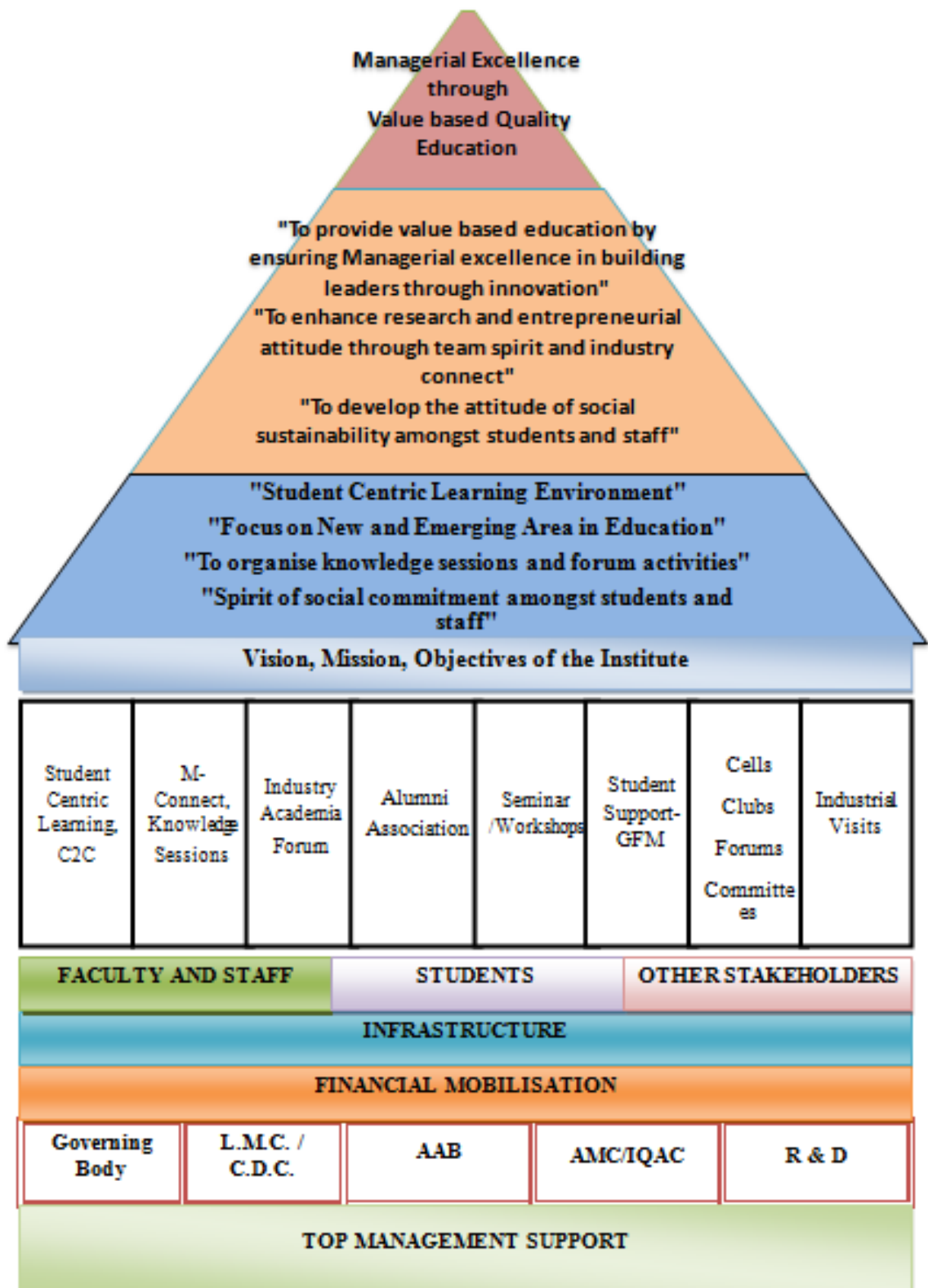
JSIMR seeks to attract the best students from diverse backgrounds and offer them an excellent educational experience. It offers more flexibility and choice to the students in the academic programmes, an inviting and stimulating ambience for education and research, and a rich suite of extra- and co-curricular activities. Knowledge sessions, forum /Club activities, Personality development , corporate social responsibility and career planning will be a part of the holistic development.

The strategic plan seeks to leverage the strengths that JSIMR has developed over the period of time. The plan envisages initiation of sponsored research projects. It seek to start Research centre affiliated with Savitribai Phule Pune University.

JSIMR envisions the creation of student centric learning ecosystem through establishment of Industry Academia Forum and Academic Advisory Board, digital learning experience, soft skill workshops, launch the international research journal of JSIMR and personality grooming by initiating the intercollegiate events at state and national level.

Strategic plan 2013-2018 identifies the following broad categories.

- 1) To create a student centric learning environment which prepare them to succeed in achieving their Educational, professional and entrepreneurial goals.
- 2) To organize knowledge sessions and academic forum activities in various functional areas to impart knowledge delivery.
- 3) To focus on new and emerging areas in education which would enhance the core competencies of the students.
- 4) To develop a spirit of social commitment amongst students and staff of the institute.
- 5) To build the confidence and competence amongst the students by conducting mentoring and personal counseling program.
- 6) To collaborate with other academic institutes and industries around the world to strengthen the education, industry connect and research ecosystem.



“Strategic Model of JSIMR”

Founder Secretary's Message



Jayawant Shikshan Prasarak Mandal (JSPM) was established in 1998 with the objective of creating centres of excellence for education in the field of Engineering, Medical, Pharmacy, Management, and computers. Our Objective behind starting JSPM was to make higher education available to all who are desirous of achieving it .

JSIMR occupies a pivotal position in management education. JSIMR is contributing in several ways to build budding managers. A perfect blend of faculty, contemporary infrastructure, strong alumni is a perfect combination to boost high quality management education. Faculties have published number of research papers in national and international journals. JSIMR is coping with meticulous mentoring of postgraduate students by well defined GFM process.

In our fast-changing world it has become necessary to create a corpus to create corpus fund to meet changing needs of curriculum delivery. The interaction with alumni is commendable and needs to be pursued more effectively and vigorously to realise a substantial corpus.

JSIMR has launched its strategic plan 2013-2018 which is laudable and I wish the institute a great future .

Prof.Dr.T.J.Sawant
Founder Secretary, JSPM & TSSM

Director's Perspective



I am very happy to share strategic plan 2013-18 with all the stake holders of JSIMR. This plan is an outcome of support extended by industry experts, management of JSIMR. This plan was developed in the context of bringing improvemental changes and enhance of quality of education at JSIMR.

Now, with this plan the perspective plan of JSIMR are clear. These included instigation of smart classrooms, digital teaching learning, international research journal ,registration of Alumni Association and most importantly getting quality certification such as ISO or institute accreditation from NAAC or NBA.

This strategic plan was developed in discussion with faculty members and board of governance. The draft was then presented to Governing Body and approved.

I wish to thank founder secretary Prof.T.J Sawant, Directors of JSPM, Prof. M.D.Takale, Dr.Ravi Joshi, Mr.Vijay Sawant, Mr.Vasant Bugade for providing inputs and broader perspective of strategic plan.

Finally I wish to thank alumnus Mr. Sunil Mali and Mr.Viraj Khaire for creating the text version of the plan and the final document.

The strategic plan of JSIMR 2013-18 will provide the pathway for achieving the objectives of JSIMR.

Dr.Anita Khatke
Director, JSIMR

1.1 About JSIMR

Established in 2006 JSPM's Jayawantrao Institute of Management and Research (JSIMR) Handewadi, Hadapsar ,Pune-28 enjoys a reputation of one of the top and premier institutes imparting quality education in management fulfilling the needs of corporate world of 21st century. The institute is approved by AICTE, affiliated to Savitribai Phule Pune University and recognized by Government of Maharashtra.

- Following are the features of the institute.
 - JSPM's JSIMR has State of Art infrastructure with centrally air conditional classrooms and Auditorium.
 - Fully Wi-Fi enabled Campus
 - Special Classes on Personality Development, Communication, and Foreign Language
 - Dedicated and Experienced Faculties from Academic and Industrial Background which facilitates excellence in teaching and learning and other professional activities.
 - Strong Alumni Network which are working across the globe
 - Good Placement Record
 - Regular Industrial Visits
 - M-Connect Activity
 - Strong Academic Advisory Board
 - Strong Industry Academia Forum
 - Cells/Forums/Clubs Activities
 - Special efforts for Slow and Advanced Learners
 - Institutional social Responsibility and Extension Activities

1.2 Strategic Plan 2007-2012



OUR VISION

“To provide education in managerial excellence for the broad benefit of the society and economy.”


OUR MISSION

“JSIMR is committed to develop the students as business leaders, who will understand the needs & benefit of the society. JSIMR looks forth to educate the students with excellent managerial skills and thereby meet the needs of corporate world. We also aim to develop entrepreneurial and leadership approach among the students.”

VALUES

“The unique cross-cultural environment offers excellent opportunities for students to interact and network with fellow students in a truly global environment found only at a few leading business schools in the world. The cross cultural environment assists in developing the career which is our utmost one priority.”

Educational Processes:

Recommendation	Selected outcomes
To strengthen the student interaction mentoring process must be initiated	The JSPM trust has designed (Guardian Faculty Member) GFM Policy for students mentoring and counseling and the same has been implemented since inception.
To create the specialization forums to achieve academic excellence programmes of the Institute	 <p>The board of governance reviewed the postgraduate course programmes and initiated several reforms such as establishment of Marketing forum, HR Forum, Finance Forum</p>

Initiate intercollegiate management Fest –
“Jalosh”

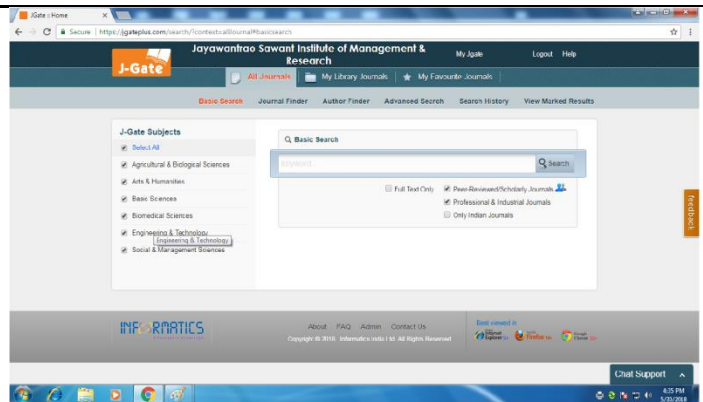


Intercollegiate Management fest “Jalosh” was initiated

To start AMMI Examination centre for MBA Admissions

Institute got the permission for AMMI examination centre for MBA Admissions

Subscription on e journals-JGATE/EBSCO




Management approved the proposal to subscribe JGATE database / EBSCO

<p>To focus on faculty research and motivate to undertake research assignments</p>	<p>Faculties were motivated to undertake research assignment. As a result of this faculties were registered successfully for Ph D program and are pursuing their doctoral studies.</p>
<p>Organise various Educational Development programmes such as Guest lectures, Seminars.</p>	<div data-bbox="824 348 1495 804" data-label="Image"> </div> <p>Seminar, Guest lectures relevant to management theme were organized at JSIMR</p>

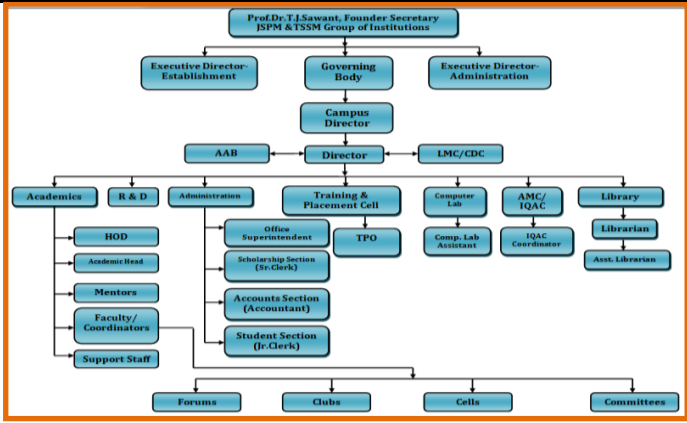
Administrative Processes

<p>Recommendation</p>	<p>Selected outcomes</p>
<p>Initiate Provident Fund Scheme for all Teaching and non teaching staff</p>	<p>Board of governance approved the scheme and was implemented in the institute</p>
<p>To develop state-of-the art facilities (Physical Infrastructure)</p>	<div data-bbox="789 1157 1487 1570" data-label="Image"> </div> <p>Several new infrastructure facilities were created in the institute as per norms of AICTE such as classrooms, board rooms, admin office, seminar hall, exam room and computer lab etc.</p>
<p>Increase admission intake</p>	<p>Board of governance approved the increased intake .The same was implemented in academic year 2009-10</p>

Human Resource Processes:

Recommendation	Selected outcomes
To recruit top-quality faculty and staff	Sustained recruitment of top-quality faculty in the period 2007–2012 led to a net increase in strength
To train and improve quality by organizing faculty development programme for teaching and non teaching to impart new skills Among all staff	 <p>Faculty development programmes were run regularly for the benefit of the staff .</p>

Governance Processes:

Recommendation	Selected outcomes
To redesign organisational structure	 <p>The educational processes, designations were reviewed and organisational chart was prepared, roles and responsibilities were bifurcated.</p>
To strengthen the existing systems and procedures for conflict resolution and redressal of grievances	<input type="checkbox"/> The Institute has created the requisite processes and mechanisms for handling grievances covering all sections—students, staff and women.

Strategic Plan 2013-2018



This strategic plan has been drawn on the basis of previous plan, The targets of the Strategic Plan and the vision underlying the plan are presented in the following sections. The broad goals of Strategic Plan 2013–2018 are aligned with JSIMR’s commitment to managerial excellence in research and education, and the Plan is consequently focused on these core themes. The broad goals of strategic plan 2013-18 are affirmation of JSIMR’s commitment for thirst for managerial excellence ,value based education, research innovative practices and spirit of entrepreneurship.

With changing pace the vision mission and objectives of the institute were also modified. They are as follows.

VISION

To nurture Managerial Excellence through Value Based Quality Education

MISSION

- 1) To provide value based education by ensuring managerial excellence in building leaders through innovation**
- 2) To enhance research and entrepreneurial attitude through team spirit and industry connect**
- 3) To develop the attitude of social sustainability amongst students and staff**

OBJECTIVES

- To create a student centric learning environment which prepare them to succeed in achieving their educational, professional and entrepreneurial goals.**
- To organize knowledge sessions and academic forum activities in various functional areas to impart knowledge delivery.**
- To focus on new and emerging areas in education which would enhance the core competencies of the students**
- To develop a spirit of social commitment amongst students and staff of the institute.**
- To build the confidence and competence amongst the students by conducting mentoring and personal counseling program.**
- To collaborate with other academic institutes and industries around the world to strengthen the education, industry connect and research ecosystem.**

VALUES

JSIMR offers excellent opportunities for students, staff to interact, network with fellow students. The stated values for the holistic development of the students are as below;

- 1) Pursuit of Excellence**
- 2) Mutual Respect and Caring for other Individual**

3) Ethical Standards

4) Responsiveness towards Social Responsibility

We have the following short term and long term perspective plans for development. Both plans are prepared based on industry needs and considering the current status and opportunities exists in the field of management education

SHORT TERM & LONG TERM PLAN OF THE INSTITUTE

Short Term Plans	Long Term Plans
1) Initiating for Application for approved research center of SPPU	1) Increase in admission intake
2) Upgradation of technology for imparting and improving quality education	2) Introduction of new vocational courses, certifications/diploma programs in association with recognized institutions
3) Promote faculty members for Higher education, Research and Consultancy	3) Admission through NRI /PIO quota
4) Initiating Management Development Programs under the research Cell	4) Knowledge Exchange Program for students and faculties through tie ups with national and international industries and institutes
5) Initiative for accreditation from professional bodies	5) To setup consultancy services unit with the help of faculty members at global level
6) To take membership of professional bodies for faculty and institute development	6) To sign MOU's with industries
7) Registration of Alumni Association with Charity Commissioner	7) Start Student and Faculty exchange program with Indian & foreign Universities
	8) To acquire autonomy status of the institute

Educational Processes:

Recommendation	Selected Outcomes
<p>As a regular academic practice, organize Induction program for MBA-I year students</p>	 <p>Induction Program “Pravesh 2017” was organised for students admitted in MBA-I year</p>
<p>To identify industry expectations from students in terms of skill set required, job types and decide course basket for the student specialization wise.</p>	 <p>Symposium of Academic advisory board and industry academia forum</p>

To rename ED Cell as “Swayam” for boosting the spirit of Entrepreneurship and startups



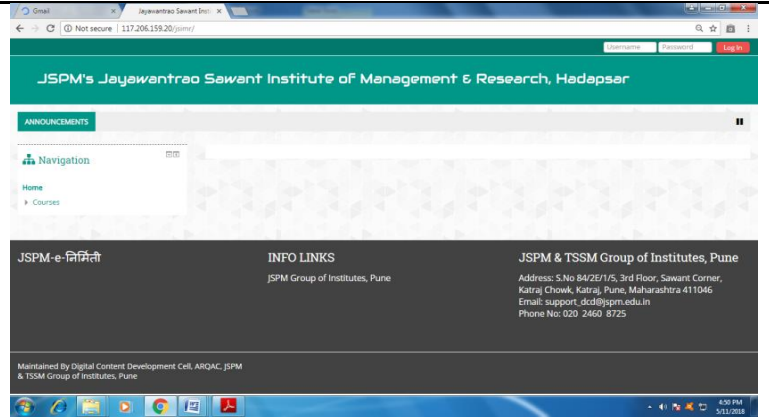
ED Cell was renamed as “Swayam” . Frequent meetings of ED Cell are conducted with all members and events are organized under ED Cell.

Initiate National level intercollegiate management Fest – “Fiesta ”



Intercollegiate Management fest “Fiesta ” was initiated

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



The online e-learning application “Moodle” was deployed in the institute. Website Link :<http://117.206.159.20/jsimr/>

To register Alumni Association for the institute




The institute has officially registered Alumni Association with Asst. Charity Commissioner, Pune (Maha/907/2017/Pune dated 5/7/2017) and also organized Alumni Meet

Organise various Quality Initiatives programmes such as seminars, conferences FDPs, Guest lectures, International Seminars etc.



International Seminar, Guest lectures relevant to management theme were organized at JSIMR.”State level seminar was organized on opportunities and challenges of startups in Maharashtra under QIP of Pune University on 24th Feb 2018.

Human Resource Processes:

Recommendation	Selected outcomes
To recruit top-quality faculty and staff	Sustained recruitment of top-quality faculty in the period 2013-2018 led to a net increase in strength
To train and improve quality by organizing faculty development programme for teaching and non teaching to impart new skills among all staff. FDP on “ Quality Excellence through Accreditation”	 <p>FDP on Quality Excellence through Accreditation was organized in the institute.</p>
To focus on faculty research and motivate to undertake research assignments	Faculties were motivated to undertake research assignment. As a result of this faculties were registered successfully for PhD program and are pursuing their doctoral studies. Institutes faculties have published research papers.

Governance Processes:

Recommendation	Selected outcomes
Formation of College Development Committee	College Development Committee (CDC) was formed in the institute as per the Maharashtra University Act.
To strengthen the existing systems and procedures for conflict resolution and redressal of grievances	The Institute has created the requisite processes and mechanisms for handling grievances covering all sections — students, staff and women.
Conduct of Academic Administrative Audit	Academic Administrative Audit was conducted on 25 th April 2018 for academic year 2017-18
ISO Certification	Institute got ISO Certification on 22 nd August 2018

Formation of IQAC and regular conduct of meetings



IQAC was formed in the institute A.Y. 2017-18 and regular meetings are conducted in the institute.

More number of MoUs from various sectors .



Institute has signed many MoUs with various NGOs, Institutes and corporates etc.

**Prof. Reuben Umap
HOD**

**Dr. Prajakta Warale
Coordinator-IQAC**



**Dr. Anita Khatke
Director, JSPM's JSIMR**

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