

SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

JAYAWANTRAO SAWANT INSTITUTE OF MANAGEMENT AND RESEARCH

**SR.NO.58, INDRAYANI NAGAR,HANDEWADI ROAD, HADAPSAR, PUNE-
411028 STATE- MAHARASHTRA**

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Jayawant Shikshan Prasarak Mandal popularly known as JSPM was established in 1998 with a strong commitment to serve nation by imparting quality education. The objective of creating centers of excellence for KG to PG education in the field of Management, Engineering, Medical, Pharmacy and computers etc. JSPM's Jayawantrao Sawant Institute of Management & Research popularly known as JSIMR is one of the leading standalone Management Institute under JSPM's umbrella. Jayawantrao Sawant Institute of Management & Research is approved by All India Council for Technical Education (AICTE) and Directorate of Technical Education (DTE) Government of Maharashtra and affiliated to Savitribai Phule Pune University (SPPU), Maharashtra State. The institute is self-financed private organization established in the year 2006. JSIMR's first Batch started in the year 2007-2008.

The institute is offering full-time two years Masters in Business Administration programme with an intake of 120 seats. It is located at Sr.No.58, Indrayani Nagar, Handewadi Road, Hadapsar, Pune, State-Maharashtra-411028. 10 Batches of students have graduated from the institute. The institution is committed to impart quality education to achieve vision and mission which are stated as below;

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**

OBJECTIVES

1. To create student centric learning environment which prepares 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.

VALUES OF JSIMR

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 Concern for other Individual
3. Ethical Standards
4. Responsiveness towards Social Responsibility

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Institute is affiliated to Savitribai Phule Pune University, Pune which is ranked 4th in state Universities and NAAC Accredited with A+ Grade
2. Committed Faculty Members
3. Conducive Environment for teaching-learning
4. Strong Guardian Faculty Members (GFM) for Mentoring/Counseling to the student
5. Leadership and governance at all levels

Institutional Weakness

1. Linkages and MoUs with foreign institutes and universities for research
2. Exchange programs of students and faculty members at international level
3. Consultancy services are sparse

Institutional Opportunity

1. Opportunity to enroll more students from demography other than Maharashtra states and outside India
2. Initiate Research grants from various agencies
3. Opportunity to be an autonomous institute
4. Build Start up culture
5. Technology Interface in Education- anytime and anywhere
6. Research Centre for Ph.D
7. To be a centre for excellence

Institutional Challenge

1. Increase in number of management institutes

2. To cope up with fast changing technology, business environment and adaptability in curriculum
3. Transforming students from rural areas to cope up with the pace of development in industries and business settings.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

JSPM's Jayawantrao Sawant Institute of Management & Research popularly known as JSIMR runs MBA (two year) programme which was approved, recognised and affiliated to AICTE and Savitribai Phule Pune University, Pune with an intake of 120 seats.

Institute has been ensured the various steps for quality excellence in academics by making effective curriculum delivery.

The curricular philosophy of institute aligns with its Vision, Mission, and Values and delivers the programme curriculum through the process of structured curriculum planning and delivery. The institute has been using ICT tools like Moodle and other to provide quality inputs to the students.

As per regulations made by Savitribai Phule Pune University, Pune (SPPU); the programme curriculum is delivered through Academic Calendar and Activity Planner. There is limited flexibility in completion of academics in stipulated period to complete the academics due to semester pattern and regulations of SPPU, Pune.

For achieving above stated steps, the institute conducts the academic activities which are mapped with vision & mission of the institute. The faculty members are motivated for participation in various activities like FDP, Value added courses, seminars & conferences etc. for upgradation of skills. Institute is affiliated to Savitribai Phule Pune University, Pune and follows curriculum Choice Based Credit system (CBCS) introduced by university.

The institute imparts curricular enrichment through add on programs, valued added certifications courses like Yoga, Soft Skills, C2C, MS-Excel, Financial Applications etc. to inculcate the values and ethics amongst the students. In addition to integration in the curriculum the Gender, environmental, human and professional values, the institute is keen in organizing various activities like soft skills, personality development, life skills, and knowledge sessions etc. for sensitizing the students.

The feedback is obtained from the stakeholders such as AAB, GB, IAF, Teachers, Employers, students and alumni for upgradation, revision in syllabus and imparting quality education to achieve academic excellence. The institute ensures the assessment of the students by using effective mechanism of Concurrent Internal and external evaluation system through well set policy.

Teaching-learning and Evaluation

The quest of excellence in academics can be achieved through the teaching learning and evaluation process.

The institute is strictly admitted the students as per earmarked for various categories as per norms set by DTE

and admission are mainly from within state.

The institute assesses the learning levels of the students as per CET Scores and at time of induction program after admission and organises activities for advanced learners and slow learners as per set process of the institute.

The institute has suitable support for the benefit of students and has appointed Guardian Faculty Members (GFM) as Mentor to the students for academic, stress related issues and career guidance.

The institute fosters the culture of creativity and innovation by adopting various teaching learning pedagogy, student centric methods such as experiential learning, participative learning and problem solving methodologies for enhancing learning experiences which are incorporated in M-Connect & Course files.

The institute has distinguished and committed faculty to maintain quality and excellence in education. The experience and expertise of award winning faculties, good amount of research publications and books publications and use of ICT for which provides great amount of exposure for enriching the learning experience of the students.

The average years of experience of faculties are more than 9 years. During last five years 09 faculties who have been served in the institute has doctorate degree among them few are research guides recognised by university and good amount corporate and teaching experience which states quality of inputs to the students.

Institute adheres the academic calendar for the process of evaluation which is transparent and robust in terms of frequency and variety. Institute has internal evaluation policy which is prepared in accordance with all reforms in continuous internal evaluation system as stated in guidelines of University for CIE. The Internal and External Evaluation policy is transparent and robust in terms of frequency and variety. The grievances related to examination are transparent, time- bound, efficient and addressed systematically.

The institute has evolved a process to have POs, PSOs, COs which brings out through the desired competencies expected in MBA professionals and better results.

Research, Innovations and Extension

The institute has a Research Committee who has defined Research Promotion Policy.

The institute has tried to strengthen its research infrastructure through augmentation of a research development fund. The Institute has satisfactory resource mobilisation like knowledgeable faculty members, prosperous library, e-journals (E-bsco host and J-Gate database), journals, online resources and magazines etc. for carry out research. The adequate facilities are provided to carry out research. The faculties received grants for their research activity from recognized organizations in Rs. 6 lakhs.

Institute has Print Journal viz. International Management Research Journal-“Corporate Mantra” carries ISSN No 2231-2397 both print for publishing research papers contributed by faculty members and students and other research scholars.

To promote innovation, eco-system, the institute has established cell for Entrepreneurship Development.

During last five years approx 31% i.e. 09 faculties out of 29 who have been served in the institute has doctorate degree among them 02 are research guides recognised by university.

For Promoting Research and building research culture at institute, FDPs, workshops, seminars, conferences etc. were conducted. The faculty and students were encouraged to take part in it.

Intellectual Property Rights Sessions and Industry Academic Interaction was made through conducting workshops, Seminars, Conferences, Meets to provide information industry expectations, related to patent, copyright, trademark, scholarly writing and writing books.

The institute has synergy club for fulfilling Institutional social responsibilities, imparting social, ethical values & holistic development of students.

The faculties received appreciation, awards & recognition from many recognized bodies for their extension & outreach activity program & contributions

The institute has good amount of functional MoUs with institutions of national and international importance. The significant amount of the students have benefitted from the linkages with the industry in the last five years.

Infrastructure and Learning Resources

The institute has ensured academic ecosystem through an adequate infrastructure for teaching learning with ICT-enabled smart classrooms and seminar hall, computer lab etc. as prescribed by statutory body i.e. AICTE. The institute has facility of Sports, indoor and outdoor games and other relevant infrastructure.

The institute is updated with IT facilities including Wi-Fi (more than 50 Mbps) bandwidth of internet connection. The amenities like Sport ground, Hostels, Medical Facility and other amenities are shared with institutes in the campus.

The computer/Desktop, LCD Projectors is adequate in number. The Student-Computer ratio is significant (1:3). The automated library with subscription of journals, purchase of books, e-books, e- journals and e-database like J-Gate and E-bscohost is taking care of support system for enriching learning environment which is evident by moderate library usage report.

The Policy and Procedure for maintenance for infrastructure, log book and SOPs are available.

The facility of e-content development such as media centre, recoding facility is available at corporate office of Institute.

Student Support and Progression

The Institute provides various academic needs and nurtures talents of students by providing a student centric approach to education and progression.

The supports in terms of Scholarship are ensured by the institute at significant level. The various activities such as training facilities, welfare measures, job-oriented training, and placements etc. are ensured by the institute.

The capability enhancement and development schemes are taken care for developing career competencies.

The Student Council has been constituted to encourage students to participate in curricular, co-curricular and extracurricular activities and received awards, medals, certificates and prizes.

Grievance redressal mechanisms, anti- sexual harassment, anti ragging cell are in place to redress the grievances.

The results of students for last five years are very good and placement of students in various industries shows the academic track record and employability of the students. The current year result is 80.43 %. Besides Placement, our few alumni have started their own ventures and supporting in the family business.

The institute has the training and placement cell which help and guide students for industrial training, field visits, industrial visits, mock interviews/ resume preparation, Group Discussion and career grooming, final placement by conducting on campus/ off campus interviews.

The Institute provides career counseling, soft skill development, personal counseling and guidance for competitive examinations besides improving their communication and language skills to improve their employability as well as build human values in their personality. Most of the students prefer to get job rather than pursuing higher studies like M.Phil and Ph.D.

The students at the institute regularly take active part in sports and cultural activities. The institute encourages students for participation in sports, cultural and social activities which help them in shaping their personality, moral character, build team spirit, ethics and showcase their skills, talent.

There is registered Alumni Association in place. The members of Alumni contributes thorough various financial and non financial means such as fund donation, knowledge sessions, mentoring, career guidance, AAB, IAF Members, job opportunities and placement, SIP etc. by interacting with current students. Our Alumni is real strength and backbone for achieving results in all aspects of academics.

Governance, Leadership and Management

The institute has set forth in its vision, mission and core values to provide good governance and effective leadership since a decade. The institute has laid well strategic plan and goals which determines the standards of transparency, participation of stakeholders, accountability and efficiency that can bring about organisational stability and effectiveness.

Effective functioning at institute has gauged by the policies and practices. It has evolved in terms of planning human resources, recruitment, training, performance appraisal, financial management and the overall role of leadership.

The governing body/ College development committee is effectively functioning and involving all stakeholders in the process and takes their valuable feedback for development of the institute.

The institute practices participative approach at all levels with delegation of authority and responsibility and decentralization at various levels.

The Governing Body gives the autonomy to the director in the areas of student admission, adopting new technologies and methodology in teaching and learning, promoting research, offering new courses and certifications, utilisation of sanctioned funds for activities. The process of service rules, recruitment and promotion policies are well defined. The appointment of faculty and non-teaching staff are carried in accordance with AICTE, UGC regulations. E-Governance has been improved to quality of the academics, administrative activities.

The faculties are encouraged to participate in research, FDP, Seminars and workshops, conferences, however funds received from government agencies are limited which are taken care by new initiatives by building new strategies and more resource mobilisation for long term sustainability and progress. Institute has formed Committees, Cells, Clubs, Forums which are fully functional and effectiveness in its presence.

Faculty members are provided with financial support and leaves for attending conferences, workshops and FDPs. Institute has effective welfare mechanism for welfare of the institute staff.

The finance and accounts are audited by internal and external auditors periodically. The performance appraisal of faculty is transparent as per Academic performance indicator set by the institute. IQAC was established in 2017 and is now active. The institute reviews the learning outcomes and quality of education provided at periodic intervals through IQAC as per set norms.

Institutional Values and Best Practices

The institute shows institutional values and best practices reflect on its commitment and responsibility to the stakeholders.

The institute is conscious of its values and social responsibilities which are visible by its organising sensitization programmes and gender equity programmes every year to ensure safety, security of the students. The institute provides the facilities such as CCTV, safety and security, counseling and furnished girls and boys common rooms. Security measures such as compulsory ID card for staff, students and 24 x 7 CCTV surveillance throughout the building, women redressal Cell, Anti ragging Cell, Ambulance services and counseling to the students etc. are few of them. The provision of separate toilets for boys and girls.

The proper procedure and policy adopted for proper disposal of solid, liquid and e-waste management. Rain water harvesting is very good. The Green practices are adopted through the use of renewable energy, management of its water resources, and disposal of waste.

The staff and students use bicycle, laying pedestrian friendly roads, creating lawn wherever possible is adopted at institute.

The institute sensitizes by safety, security and counseling to the students and teachers and other staff about the need of imbibing the core values of the institute and their being responsible to the professional code of conduct prescribed by the institute.

The institute maintains complete transparency in its financial, academic, administrative and auxiliary functions and remains a proponent of regulatory compliances and integrity. Infrastructure Availability: Physical facilities, Provision for lift, Ramp / Rails and Rest Rooms etc are available for Differently abled (Divyangjan) friendliness Resources available.

The institute organises the Celebrations of national festivals and birth / death anniversaries of the great Indian personalities and other national days like Independence Day, Republic Day etc.

The code of Conduct for students and teachers and director is available.

The institute ensures the various activities which depicts the institutional values and best practices and distinctiveness of the institute.

The **Campus to Corporate and M-Connect** are best practices of the institute. The distinctiveness of Institute is **Fiesta – Management Event**.

NAAC