



## Yearly Status Report - 2019-2020

### Part A

#### Data of the Institution

<b>1. Name of the Institution</b>	INSTITUTE OF BUSINESS MANAGEMENT AND RURAL DEVELOPMENT
Name of the head of the Institution	Dr Sanjay Dharmadhikari
Designation	Director(in-charge)
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	02412779558
Mobile no.	9881309440
Registered Email	naac.ibmrd@gmail.com
Alternate Email	directoribmrd@gmail.com
Address	PO MIDC, Vadgaon Gupta, (Viladghat) Ahmednagar
City/Town	Ahmednagar
State/UT	Maharashtra
Pincode	414111

<b>2. Institutional Status</b>					
Affiliated / Constituent		Affiliated			
Type of Institution		Co-education			
Location		Rural			
Financial Status		Self financed			
Name of the IQAC co-ordinator/Director		Dr P B Suryawanshi			
Phone no/Alternate Phone no.		02412779558			
Mobile no.		9822452677			
Registered Email		naac.ibmrd@gmail.com			
Alternate Email		directoribmrd@gmail.com			
<b>3. Website Address</b>					
Web-link of the AQAR: (Previous Academic Year)		<a href="http://www.ibmrd.org/aqar">http://www.ibmrd.org/aqar</a>			
<b>4. Whether Academic Calendar prepared during the year</b>		Yes			
if yes, whether it is uploaded in the institutional website: Weblink :		<a href="http://www.ibmrd.org/academic-calendar">http://www.ibmrd.org/academic-calendar</a>			
<b>5. Accrediation Details</b>					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	A	3.11	2016	19-Jan-2016	18-Jan-2021
<b>6. Date of Establishment of IQAC</b>			16-May-2016		
<b>7. Internal Quality Assurance System</b>					
Quality initiatives by IQAC during the year for promoting quality culture					
Item /Title of the quality initiative by IQAC	Date & Duration		Number of participants/ beneficiaries		
MS excel training for non teaching staff	06-Sep-2019 01		15		

Discussion session exam reforms	07-Aug-2019 01	15
Discussion session on CO-PO-PEO	08-Aug-2019 03	15
<a href="#">View File</a>		

**8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.**

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
No Data Entered/Not Applicable!!!				
No Files Uploaded !!!				

**9. Whether composition of IQAC as per latest NAAC guidelines:**

Yes

Upload latest notification of formation of IQAC

[View File](#)

**10. Number of IQAC meetings held during the year :**

4

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

No

Upload the minutes of meeting and action taken report

No Files Uploaded !!!

**11. Whether IQAC received funding from any of the funding agency to support its activities during the year?**

No

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

Faculty development activities Staff development activities Academic audit practices MOUs for research and SIP projects Software smart school ERP for IBMRD

No Files Uploaded !!!

**13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year**

Plan of Action	Achivements/Outcomes
Use of ERP software for administration	Efficiency enhancement
Planning for green campus	only LEDs shall be used
MS excel training of non teaching staff	completed

No Files Uploaded !!!

14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body

Meeting Date

college development committee CDC

25-Apr-2020

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?

No

16. Whether institutional data submitted to AISHE:

Yes

Year of Submission

2020

Date of Submission

21-Jan-2020

17. Does the Institution have Management Information System ?

No

## Part B

### CRITERION I – CURRICULAR ASPECTS

#### 1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

Institution has proper mechanism for monitoring teaching and learning process, we have 1. Course conveners for MBA and MCA. 2. For MBA and MCA we have faculty advisors / guardian for motivating students 3. For MBA -II yr we have separate HODs for various specializations 4. For MCA we have constituted various committees to look after teaching and learning process 5. Feedback system for students is developed 6. All faculty members are encouraged to participate in short term FDPs and workshops The college adheres to the guidelines laid down by the State Government in general and the University in particular. The academic calendar is prepared at the beginning of the academic session by course conveners which captures the important dates like start and end of the session, internal examination, ; we follow the calendar for teaching and learning activities. Every faculty member given choice for subject, the meetings were organized before start of academic activities. Experts are identified by the subject teachers along with course conveners, guest lectures and interactions were scheduled for each subject, as per availability of the expert. Time table, work load allotment of additional assignment has been done by Course Conveners as per advice from Hon Director. Special classes (if needs be) are engaged during vacation or off hours to compensate for the time lost in examination/evaluation. Schedule and monitoring of MCA practical labs sessions was done by respective class teachers, we have class teachers for MCA-I,II and III. The faculty do planning for optimum use of computer labs in IBMRD. All software and hardware requirement are taken care by class teachers. Additional skill development certificate courses are being conducted by MBA and MCA

departments, ranging from communications development to programming in android mobile apps was planned and conducted by convener for skills development through CSD. Various committees were formed for students' placement, discipline, and cultural activities, sports and students development. Regular teaching is combined with routine class tests, open book tests, presentations, and assignments were given to all students. Projects are allotted for summer and winter sessions. Entrepreneurship development cell look after students projects. Internet facilities' is made available to all students through Wi-fi broadband connection. Add on classes organized for students, those are slow learners from MCA, for programming languages like C , C++, JAVA, Python, Data structure etc. For MBA add on classes are planned for difficult subjects as per the demand from the students. Industry -institution linkages was formed for regular interactions between industry experts and the students, distinguished alumni were invited for guiding the students, placement cell, is very active in developing network of industry with the institute, so that we have MOUs for summer and final placements. All the events and day to day teaching activities are recorded by the course conveners, for cross verification of academic calendar. Regular meetings are conducted by the course conveners for the maximum course outcome of teaching and learning process.

#### 1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
MS Office course	NA	01/10/2019	15	Employability	Personality development

### 1.2 – Academic Flexibility

#### 1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
<b>No Data Entered/Not Applicable !!!</b>		
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#### 1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Marketing, HRM, Finance, OSCM, Business Analytics	01/07/2019
MCA	Four tracks were included in new syllabus like software development, infrastructure and security, Information management and networking	01/07/2019

#### 1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	15	Nil

### 1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Life skills development	01/08/2019	50
Interview skills by T and P	01/08/2019	40
No file uploaded.		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Eighteen specializations including Marketing, Finance, IT, OPE, HRM, SCM, RABM, IB, FBM, TM etc	93
MCA	Software development, infrastructure and security, Information management and networking	23
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
<p><b>Feedback Obtained Feedback System:</b> The institution collects the feedback on curriculum aspects and courses from different stakeholders such as the students, alumni, Teachers Parents. <b>Collection of Feedback from Student:</b> The course convener collects the feedback on curriculum aspects and courses from different stakeholders such as the students, alumni and Faculty. Periodical analysis is made by Course Convener regarding student performance, faculty performance in every semester and also utilization of infrastructure and requirements for quality enrichment. <b>Alumni Feedbacks</b> are conducted during alumni interaction at the alumni association meeting. Further, college website invites alumni to provide feedback through online. The questionnaire in the feedback form is intended to collect information relating to stakeholder's satisfaction towards the curriculum, learning and evaluation. The information provided by them is kept confidential and used as important feedback for quality improvement of the program of studies/institution. <b>Feedback collected and analyzed:</b> The data is analyzed and their suggestions are considered and placed before the IQAC Cell for discussion and for possible incorporation in the curriculum. The course convener assesses three major aspects, viz., Faculty Performance, Students Support System and Evaluation. The periodical review meeting is conducted to review the following: The college encourages the</p>

faculty members to attend Faculty Development Programmes in order to enrich the competency level and teaching methods of faculty members. The college encourages the faculty to pursue higher education, authorizing books, and publishing papers in journals. Apart from this, management supports student involvement through seminars, student's innovations for the further development of curriculum. Alumni Feedback The college conducts annual Alumni Meet, in which suggestions and feedback is received from Alumni students. . Alumni surveys are conducted during alumni interaction at the alumni association meeting held every year. Whenever any alumni visits the college, feedback is taken. Further, college website invites alumni to provide feedback through online. Feedback form is intended to collect information relating to Alumni satisfaction towards the curriculum, teaching, learning, evaluation and infrastructure also to improve the quality of academic programmes and enhance the credibility of the Institute. This information will be used as important feedback for quality improvement of the programme of studies and the Institution Parents The parents of all students are invited to the college to interact with the faculty and management representatives at the Parent -teaching meeting and at the Orientation programme for the Firstyear students The feedback from the parents is taken Teachers Teacher's Feedback form has been designed to improve teacher's performance in classroom engagement with students to bring excellence in teaching and learning. The Institute is constantly in dialogue with all its stake holders and seeks advice and input from industry leaders, in order to provide value in the many areas of engagement.

## CRITERION II – TEACHING- LEARNING AND EVALUATION

### 2.1 – Student Enrolment and Profile

#### 2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Marketing, HRM, Finance, OPE, SCM, IT, FBM, EM etc	120	150	119
MCA	Software development, infrastructure and security, Information management and networking	30	50	27

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### 2.2 – Catering to Student Diversity

#### 2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	Nil	274	Nil	22	22

### 2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
22	20	5	4	Nil	5

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

The institution has well defined students mentoring system wherein individual attention is being provided to each and every student. Faculty Members are nominated as mentors (faculty advisors). Each student is assigned a faculty mentor (faculty advisors) who tracks the student progress, providing personal guidance and counseling from time to time. Students can seek advice of their allocated faculty not only in the field of education, but also towards their career progression and future endeavors. Orientation programmes conducted in order to sensitize the students about the various aspects of the Institute. Placement and career counseling services are available to students through the Placement Cell/Committee. During counseling, the students are encouraged to discuss their problems related to academics, personal etc. Such counseling has yielded fruitful results to students in terms of improvement of pass percentage and employability of students. The students get academic and personal guidance from the concerned teachers apart from the counselor. To monitor the students' progress, the institute has the continuous concurrent internal evaluation system which consists of suggested components of the SP Pune University like Internal Assessment Tests, quiz etc conducted in each course. The continuous concurrent evaluation report is communicated by the subject teachers to the students. The university also conducts the written/theory/practical examination at the end of the semester. The result of same is communicated to the student. In this way the entire process of monitoring and evaluation is made transparent to the students. The Institute makes learning student centric so that they acquire lifelong learning. The student centric methods encourage active participation and involvement of students. The student centric methods include experiential learning, participative learning, problem solving methodologies etc. The student centric methods used by the Institute make education understandable and interesting. One of the strategies for quality improvement in teaching and learning is to make the learning more students centric. The IQAC through the AAC (academic audit committee) frequently collects and analyses the feedback of students on the quality of teaching learning and provides suggestions for improvement.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
274	22	1:12

**2.4 – Teacher Profile and Quality**

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
22	22	Nil	Nil	8

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year )

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Dr R K Pardeshi	Assistant Professor	Best Research Paper award

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**2.5 – Evaluation Process and Reforms**

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MCA	511224110	II/IV/VI	15/05/2020	15/06/2020
MCA	511224110	I/III/V	07/12/2019	22/01/2020
MBA	511210110	II/IV	15/05/2020	25/06/2020
MBA	511210110	I/III	07/12/2019	28/01/2020
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

The institute follows a systematic approach on Continuous Internal Evaluation (CIE) system with students being evaluated by Multiple evaluation formats. A separate post Controller of Examination (COE) is there to streamline the teaching-learning and evaluation process and ensuring effective implementation and monitoring. Dates of internal examinations are known to all the stake holders at the commencement of the semester. Faculty members in the institute follow the formative and summative approaches to evaluate students' performance and achievements through assignments, presentations, group discussions, problem solving, class interaction, viva voce, written and practical examination, These practices have improved the performance levels of the students to the maximum extent. The continuous evaluation systems through periodical Continuous Internal assessment have helped the students to excel better in the university examinations. Classes on Management skills, presentation ideas, leadership abilities are conducted regularly by the institute every year to nurture the significant growth and overall development of students both in academics, extra and co-curricular and behavioural activities.

2.5.3 - Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words) Being a constituent Institute of the Savitribai Phule Pune University Pune, the Institute follows the academic calendar as prepared by the University. The academic calendar schedules the commencement and the closure of the semesters as well the conduct of examination. The examination schedule is also prepared at University Level which is followed by the Institute. Within the University documented academic calendar, the Institute prepares an academic calendar at the beginning of the academic session which captures the important dates like start and end of the session, internal examination holidays, and Schedule of base programme, extra and co-curricular activities, we follow the calendar for teaching and learning activities to adhere to the overall assessment requirements of the University. Program Outcomes, Program Specific Outcomes and Course Outcomes for MBA program offered by the Institute are well defined, clearly stated and communicated to teachers and students. The MBA curriculum is developed by the Savitribai Phule Pune University, keeping in mind national priorities and international practices. The curriculum attempts to align the program structure and course contents with students' aspirations and recruiters' expectations. The MBA curriculum is designed as per the changes in the global business environment, emerging trends in management and evolving expectations of all stakeholders. The University aligns the curriculum with National Priorities like - 'Make in India', 'Skill India', 'Start - Up and Stand - Up India' and 'Digital India'. The MBA program prepares a student for a career in diverse sectors of the industry domestically and globally. The MBA program facilitates learning in theory and practice of different functional areas of management and equips the students with an integrated approach to various functions of management. However, the demand for managerial skills is

not limited to the industry. Managerial talent is much sought by the Government Sector and Non Government Organizations (NGO) as well. Students also expect to become entrepreneurs. Their aspirations also require a broad based learning encompassing the end to end processes involved in developing entrepreneurial skills. Institutes, Faculty and Students need to move away from the excessive focus on industry and look at needs and demands of broader sections of the society also.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

Being a constituent Institute of the Savitribai Phule Pune University Pune, the Institute follows the academic calendar as prepared by the University. The academic calendar schedules the commencement and the closure of the semesters as well the conduct of examination. The examination schedule is also prepared at University Level which is followed by the Institute. Within the University documented academic calendar, the Institute prepares an academic calendar at the beginning of the academic session which captures the important dates like start and end of the session, internal examination holidays, and Schedule of base programme, extra and co-curricular activities, we follow the calendar for teaching and learning activities to adhere to the overall assessment requirements of the University. Academic Audit Committee (AAC) of the Institute is responsible for planning and execution of overall academic activities and its functioning. Based on the Academic Calendar of University, Institute prepares its Academic Calendar. Academic Calendar is the blueprint of all the curricular, co-curricular, extra-curricular and extension activities for the student and staff development. The academic calendar includes the dates of commencement and completion of syllabus, schedules of internal exams etc. It specifies the dates of term end examination. Tentative dates of University online exams and viva-voce and theory examinations are also given in academic calendar. The timetables are prepared and implemented accordingly. The faculty members prepare teaching plans according to the academic calendar and guidelines of the University. The Institute adheres to the academic calendar for the conduct of Continuous Internal Evaluation (CIE). The faculty members make all the efforts to ensure that the schedules of CIE are followed w.r.t. their courses and students are evaluated on continuous basis. The schedule of term end examination is followed by the examination committee as per academic calendar. The regular monitoring is done by the AAC. The Director conducts review meetings on regular basis to check the implementation of all the activities in the academic calendar. Based on these review meetings some changes in schedules of activities are made if required. Further, extra lectures are scheduled to complete the syllabus before internal examination. The schedule of external examination is decided by the University and the same is communicated to the students. In case of some unexpected change in the University evaluation schedule some changes are required to be made in internal evaluation as well. These changes are communicated to the students well in advance. However, all efforts are made by the Institute to adhere to the academic calendar for Continuous Internal Evaluation (CIE) of SPPU.

**2.6 – Student Performance and Learning Outcomes**

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<http://www.ibmrd.org/naacquicklink>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the	Number of students passed in final year	Pass Percentage

			final year examination	examination	
511224110	MCA	Four tracks were included in new syllabus like software development, infrastructure and security, Information management and networking	22	15	68.18
511210110	MBA	Eighteen specializations including Marketing, Finance, IT, OPE, HRM, SCM, RABM, IB, FBM, TM etc	88	74	84.09
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## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<http://www.ibmrd.org/naacquicklink>

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Any Other (Specify)	1	SP Pune UNIVERSITY	1	1
No file uploaded.				

### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
New NAAC and NBA Process	MBA and MCA	30/01/2020
IPR and its importance	MBA and MCA	07/02/2020

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
State level drama	Mr Rohan Sagalgile	New arts college	04/03/2020	Best one act play students

competition		Shevgaon		category
Patent on walking experimental audit	Dr A M Ingle	Patent Office Mumbai	20/06/2020	Indian Patent
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### 3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
EDC	startup India	DVVPFA IBMRD	Umang	assisting in starting business	19/08/2019
No file uploaded.					

### 3.3 – Research Publications and Awards

#### 3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
2	2	1

#### 3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
PhD research centre	2

#### 3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	MBA	3	Nill
International	MBA	3	Nill
National	MCA	6	Nill
No file uploaded.			

#### 3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
MBA Legal aspect of business	1
MCA	1
No file uploaded.	

#### 3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
No Data Entered/Not Applicable !!!						
No file uploaded.						

#### 3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
<b>No Data Entered/Not Applicable !!!</b>						
No file uploaded.						

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	4	26	1	Nill
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### 3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Tree Plantation	Students development cell	2	12
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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
<b>No Data Entered/Not Applicable !!!</b>			
No file uploaded.			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Earn and Learn	BSW SPPU and IBMRD	Learning and earning for students	2	19
Nirbhaya Kanya Abhiyan	BSW SPPU and IBMRD	Girls self defence training	2	30
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### 3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
<b>No Data Entered/Not Applicable !!!</b>			
No file uploaded.			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
MOU	Linkages for guest lectures, knowledge sharing, OJT and project work	SNB Tech Pune	04/10/2019	15/10/2019	10
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Tawri multigas pvt ltd, Sinnar	11/03/2020	skill development of students and staff, SIP and projects for faculty	1
Thermo efficient engineers Sinnar	11/03/2020	skill development of students and staff, SIP and projects for faculty	Nil
L and T Surat	22/03/2020	Short term training, Guest lectures and SIP	1
Sanivva Infotech, Ahmednagar	03/12/2019	Industry visits, Academic collaboration for mutual benefit	1
Foresight Services Ahmednagar	03/12/2019	SIP, placements and Research work, exchanges of staff	2
No file uploaded.			

#### CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

##### 4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
5	1

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Value of the equipment purchased	Newly Added

during the year (rs. in lakhs)	
Seminar halls with ICT facilities	Existing
Classrooms with LCD facilities	Existing
Seminar Halls	Existing
Laboratories	Existing
Class rooms	Existing
Campus Area	Existing
Classrooms with Wi-Fi OR LAN	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
No file uploaded.	

#### 4.2 – Library as a Learning Resource

##### 4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
Digital Softlib	Fully	V 5.5	2018

##### 4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	15704	5041369	Nil	Nil	15704	5041369
Reference Books	722	2603109	Nil	Nil	722	2603109
e-Books	781	Nil	50	Nil	831	Nil
Journals	60	168825	36	80864	96	249689
e-Journals	4345	65000	Nil	Nil	4345	65000
Digital Database	1	65000	Nil	Nil	1	65000
CD & Video	453	Nil	60	Nil	513	Nil
Library Automation	1	100000	Nil	Nil	1	100000
No file uploaded.						

##### 4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Mr Amol Berad	Moodle	gnomio	01/08/2019
No file uploaded.			

#### 4.3 – IT Infrastructure

#### 4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	200	121	121	2	1	20	2	16	0
Added	0	0	0	0	0	0	0	16	0
Total	200	121	121	2	1	20	2	32	0

#### 4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

32 MBPS/ GBPS

#### 4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Digital studio	<a href="http://www.ibmrd.org/naacquicklink">http://www.ibmrd.org/naacquicklink</a>

### 4.4 – Maintenance of Campus Infrastructure

#### 4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
25	22.04	55	52.98

#### 4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Institute of Business Management and Rural Development (IBMRD) own and operate an extensive infrastructure to deliver its teaching, learning and research programmes. The Institute has an established system for maintenance and utilization of Computers, classrooms, and equipment available in the campus. The institution has functional committee of 'Maintenance and Housekeeping' under The HOD for maintaining Class rooms, Computer lab and Library. The responsibilities of maintenance are assigned to all the members of the designated committee. The Department (MBA / MCA) which is in need of repair and maintenance work has to register a written complaint to the maintenance committee through respective HOD. The details of the maintenance work need to be mentioned. Maintenance Person inspects the site and completes the task. Once the task is completed, Head of Department signs the job Completion report.

**Policies of Academic and Support Facilities: Utilization and Maintenance of Class Rooms:** Classrooms with furniture, teaching aids are maintained by the respective department staff and supervised by the respective Head of the Department. The lab assistant takes care of the Computer lab. The Heads of Departments report to the Maintenance and Housekeeping committee periodically for all the maintenance works. Minor repairs are registered in a register maintained in the office and are attended on priority basis. Students optimally utilize all classrooms during the daylong working hours and are also mentored to upkeep the furniture. Classrooms are allotted as per the student strength.

**Utilization and Maintenance of Seminar Halls** Seminar halls are under the purview of the HOD and the cleanliness is taken care of by the housekeeping team. Effective utilization of seminar halls for organizing academic meetings, seminars, conferences and cultural events is made. For accessing the

facilities, the organizing faculty / staff member submits a form available with HOD and the date of event is registered and the halls are accessed on priority basis. Utilization and Maintenance of Computer Lab: Computer labs are allotted for Practical session based on a timetable. Computer maintenance work is carried out in-house by lab assistants and in case if it is required, then maintenance work is outsourced. Utilization and Maintenance of Library: The Library is accessed by the students and staff members. The process of stock verification is mandatory for library. Copies of old periodicals are bound together on yearly basis. Few identified old books are re-bound after inspection. Maintenance of Physical Facilities The services of plumbers, electricians, masons are available round the clock in the campus. Electrical dept of foundation is responsible for the uninterrupted power supply and maintenance of equipment like generator sets, general lighting, power distribution system, etc. Sports ground and facilities Sports ground maintenance include Leveling, Grass cutting, Line marking, Pitch renovation, Watering, Rolling, etc. done by workers on Contractual basis. Other maintenance Repair and maintenance of the central facilities like DG set, RO plant, Xerox machines, bore well pumps, CCTV, fire fighting system and water coolers, etc are carried out periodically.

<http://www.ibmrd.org/naacquicklink>

## CRITERION V – STUDENT SUPPORT AND PROGRESSION

### 5.1 – Student Support

#### 5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Nil	Nil	Nil
Financial Support from Other Sources			
a) National	Nil	Nil	Nil
b) International	Nil	Nil	Nil
No file uploaded.			

#### 5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Personality development workshop	09/01/2020	55	SPPU and IBMRD
Interview techniques and mock	14/02/2020	40	IBM RD Faculty
No file uploaded.			

#### 5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed

2019	Training on MH CET for MBA and MCA	42	22	Nil	2
No file uploaded.					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
Nil	Nil	Nil

## 5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
4	62	16	Nil	Nil	Nil
No file uploaded.					

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
No Data Entered/Not Applicable !!!					
No file uploaded.					

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
No Data Entered/Not Applicable !!!	
No file uploaded.	

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Spandan Mex 2020	District Level intercollegiate event	250
No file uploaded.		

## 5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2020	Best Solo Performance in drama comp	National	Nil	1	71	Mr Rohan Sagalgile

No file uploaded.

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Presence of an active Student Council representation of students on academic administrative bodies/committees of the institution : The Institute has a dynamic student development officer, looking after student development cell, appointed the members for 'Student Council' and representation of students on various academic and administrative committees. Students play a key role under the guidance of staff in initiating, planning and executing various co-curricular, extra-curricular and extension activities in the Institute. This active participation of students in organizing various activities gives a classic opportunity to the students to learn what is preached in the classroom. It helps in developing qualities required in the competent management professionals like - planning, organizing, communication, direction, motivation, control, teamwork, leadership. It leads to development of holistic personality of students enhancing their employability and entrepreneurial abilities. The details of student council and representation of students on various committees is given below. 1) Student Council: It is formed every year as per the guidelines of Maharashtra Universities Act 1994, which is now Amended University Ordinance 2016, Section 99 C (1). The vibrant student council of the Institute plays key role in organizing various activities throughout the year. 2) College Development Committee: It is formed as per the guidelines of Amended University Ordinance 2016. The Committee plays key role in overall development of the Institute. There are student representatives on this committee. 3) Cultural Sports Committee: This committee coordinates various cultural and sports activities throughout the year. The Institute organizes an annual event 'Spandan Mex' which is a platform where students showcase their talent. The committee members motivate other students to actively participate in various competitions organized by other institutes. 4) Research Publications Committee: This committee is responsible for editing and publication of the Magazine, Newsletter of the Institute every year. This is a platform created to encourage and develop the creative literature writing skills of the students and staff members as well. 5) Placement Committee: Placement Committee works for internships and final placements of the students. The committee members are involved in organizing interviews at campus, co-ordination of pooled campus, organization of 'Job Fairs'. The committee members take active part in organizing Aptitude Tests, Mock GD PI sessions for students. 6) Participation of Students in Co-curricular Activities: The students are actively involved in organizing various co-curricular activities like - Expert Sessions, Workshops, Seminars, Conferences, Industrial Visits, Entrepreneurship Development etc. 7) Participation of Students in Extension Activities: The students are actively involved in organizing various extension activities like - Tree Plantation, Swachh Bharat Abhiyan, Blood Donation Camp, Activities for NGO's, Health Check-up etc. These activities sensitize students towards social issues and inculcate sense of social responsibility among them. 8) Participation of Students in Statutory Committees: The Institute has formed following Statutory Committees and student representatives are part of the same. Internal Complaints Committee Women Grievance Committee Reservation Grievance Committee Anti-Ragging Committee and Students and Parents Grievance Redressal Committee. The students who participate in organizing various activities are appreciated for their commendable efforts

#### 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Alumni and the institute has strong association and coordination for various events like alumni meet, chapter meet, alumni interactions and get together with the alumni. The Institute is proud of having the Alumni Association at Institute of Business Management and Rural Development, Ahmednagar. It was founded in 2009 on the initiative of a group of former students, with the object of organizing an annual reunion. To give a rock solid foundation to our activities, we have formally registered the Alumni Association under Charity Commissioner of Maharashtra, Ahmednagar Dept., Ahmednagar under Registration No: MAH/356/2009 on 9th July 2009 as a legal trust. Our Alumni Association is having Base of 2923 Alumni among that No. of registered alumni are 1455. At our leadership, we have- Dr. Arun Ingle- Director, IBMRD Dr. S.P. Singh- Chairman of IBMRD Alumni Association Dr. Prof. Vishwas Pendse- Secretary Dr. Megha Jain- Member Dr. Vitthal Gadekar- Member The IBMRD Alumni Association is an instrument that connects every individual who has been nurtured by this great institution. IBMRD has produced leaders, entrepreneurs, social entrepreneurs, artists, writers and what not. The Alumni Association brings all these outstanding people together on a single dais. This collective excellence is our contribution to the growing generation, the Institute and the society as a whole. Engage, energize and enhance keeping this motto in mind, we seamlessly connect with the Institute, faculty, students and fellow alumni. Pravara Alumni Relations Cell was formulated due to the vision of our honourable Chairman Shri. Radhakrishna Vikhe Patil. He witnessed the tremendous success Pravara alumni have achieved in their life and aspired to see the same success in the lives of each student of Pravara. Pravara Alumni Relations Cell acts as an active link between the Alumnus and Alma Mater. The sole aim of Pravara Alumni Relations Cell is to create an ecosystem wherein each individual is enriched due to interacting with the other. Since its inception, the cell has been instrumental in connecting alumni to alumni alumni to the institution. Various activities are regularly being conducted under its purview such as expert lectures, mentoring, project guidance by alumni, webinars etc.

5.4.2 – No. of enrolled Alumni:

1555

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

1. Alumni meet was successfully organized for all MBA MCA alumnus in IBMRD 2. Mr Virender Singh Rana alumni of IBMRD visited and delivered guest lecture

## **CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.1 – Institutional Vision and Leadership**

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

**Decentralization management** The Institute supports a trend of decentralized governance system with proper well defined inter-relationships. The management of the institute has main two basic committees, governing body (GB), Local Management Committee (LMC) is now CDC, chairman, director and HOD. Regular meetings of these committees are held for the effective and smooth functioning of the institute. There are three levels of administrative structure under which all the activities of the institute are carried out. Society level - The management of the institute is directed by Governing Body, whose members, are appointed in accordance with the guidelines provided by the Director of Technical Education, Savitribai Phule Pune University and AICTE. Institute level - All the main decisions related to the institute are taken by the

Director in consultations with the Head of departments. Director is the academic and administrative head of the Institute and the Member of the Governing Body. Department level - The Department Heads are responsible for to look day-to-day administration of the department and report to the Director. In addition, any institute staff members and students can give suggestions and idea for improvement. Suggestion box is kept in the institute for suggestions from students. Management and Trustees are approachable and accept all suggestions. Participative management The institute always promotes the culture of participative management by involving staff and students in various activities. All decisions of the institution are governed by management. The students and faculties are allowed expressing themselves for any suggestions to improve the excellence in any aspect of the Institute.

1. Strategic Level The Director, HODs and staff members are involved to defining the policies and procedures, making guidelines and rules/regulations pertaining to admission, placement, discipline, grievance, counseling, training development and library services etc., Staff members are also involved in deciding academic activities and examinations to be conducted in institute.

2. Functional Level At functional level the faculty members participate in sharing the knowledge by discussing on latest trends/technology during faculty meeting. Some Staff members are involved in preparation of annual budget of the department and institute.

3. Operational level The Director of the institution is a member of the GB. The GB gives suggestions and monitors the procurement, introduction of new programs and welfare activities. All the staff members actively participate in implementing the policies, procedures, and framework designed by the management in order to maintain and achieve the quality standards and achieve vision and mission of the institution. By Conducting Alumni meets, student feedback system, TP Activity, Workshops, Seminars meetings, institute encourages teachers, students, corporate resource persons, employers, alumni, staff, class coordinators and class representatives to share their ideas, opinions, and suggestions.

6.1.2 – Does the institution have a Management Information System (MIS)?

Partial

## 6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	Curriculum Development The college adheres to the guidelines laid down by the State Government in general and the University in particular. • Senior faculty have been involved in the university meetings for the purpose of revision of syllabi / curriculum for MBA, and MCA Programmes. • Curriculum development is undertaken by University however the Institution also takes initiatives to incorporate value added programs to enhance the skill set on the part of the student. • Curriculum quality improvement is measured through strict adherence to lesson plans, Seminars and Workshops on critical topics and themes. •The academic calendar is prepared at the beginning of the academic session by course conveners which captures the important

dates like start and end of the session, internal examination, we follow the calendar for teaching and learning activities. Every faculty member given choice for subject, the meetings were organized before start of academic activities. • Time table, work load allotment of additional assignment has been done by Course Conveners as per advice from Hon Director. • Student paper presentations, Case study discussions, Summer projects/ Internships as per University regulations, research based assignments are also emphasized for curriculum development. • Faculty are encouraged to design and implement value added programs in areas such as Entrepreneurship, Finance, HRM, Marketing, Advertising, and Computer Application, Web designing, Database management, Workshops and Research methodology. • Short visits to Industry (One Day trip), Industrial tours are encouraged to give exposure to the students to learn practice of management, which intern helps in the curriculum development. • Business plan exercises and Guest lectures by the industry personnel also help in bringing significant development in the curriculum of the management courses. • Schedule and monitoring of MCA practical labs sessions was done by respective class teachers, we have class teachers for MCA-I,II and III. The faculty do planning for optimum use of computer labs in IBMRD. All software and hardware requirement are taken care by class teachers. • Additional skill development certificate courses are being conducted by MBA and MCA departments, ranging from communications development to programming in android mobile apps was planned and conducted by convener for skills development through CSD. • Various committees were formed for students' placement, discipline, and cultural activities, sports and students development. Regular teaching is combined with routine class tests, open book tests, presentations, and assignments were given to all students. Projects are allotted for summer and winter sessions. Entrepreneurship development cell look after students projects. • Internet facilities' is

made available to all students through Wi-fi broadband connection. Add on classes organized for students, those are slow learners from MCA, for programming languages like C , C, JAVA, Python, Data structure etc. For MBA add on classes are planned for difficult subjects as per the demand from the students.

Teaching and Learning

Teaching and Learning One of the strategies for quality improvement in teaching and learning is to make the learning more student- centric. The IQAC frequently collects and analyses the feedback of students on the quality of teaching-learning and provides suggestions for improvement. To make teaching and learning effective, the following techniques are executed: 1. Case studies to give the real time exposure Business plan exercises to give exposure on the future perspective and creative thinking, idea generation and financial planning, Entrepreneurship events to give exposure on innovative ideas and to develop start-up culture Strategy games to develop the students to react and counteract to the peer group strategies and presentations by the students to make them involve and to develop their presentation skills. 2. Remedial and tutorial courses in critical subjects such as Accounts, Business mathematics, Research methodology, workshop on technologies like .net, Android, PHP etc for the weak students to make them learn effectively. 3. Lesson plan based teaching and learning processes to make the teaching and learning process systematic. 4. Excellent infrastructure and learning resources create conducive environment for speedy and effective learning. 5. Experiential learning methods through Industrial visits, Project activity, Management games, Campus ventures, work-shops , field surveys, seminars, paper presentations , live projects. 6. Continuous feedback mechanisms enable real time improvements, corrections in teaching and learning methods. 7. Class tests, student paper presentations, regular QA sessions also contribute to quality enhancements in teaching and learning. 8. Academic activity reports, student-performance reports implemented. 8. Providing LCD projector in Class and

computer Laboratories for demonstrations - Enhanced learning infrastructure. 9. 24 by 7 Internet facility for students 10. Faculty development through training at Centers of Higher Learning and Excellence.

Examination and Evaluation

- Some of the best-practices adopted by the institution in examination and evaluation during this year are mentioned below:
- Examination committee conducts meeting twice in the year prior to University Examination in order to ensure smooth conduction of examination.
- The quality of question papers is moderated by Controller of Examination, he receives 3 sets for each subject in the prescribed format and randomly he will select the paper.
- Committee also takes in to account to reduce malpractices and framed certain rules keeping in the view of regulation laid down by SPPU. So far as committee has worked quite nicely to bring down malpractices and conduct examination very systematically.
- Internal marks are allotted based on the concurrent evaluation by taking assignments, class test, presentations, GD and the student's attendance Percentage. Theory and practical examinations consists of two components Namely, External evaluation for 70 marks and internal evaluation for 30 marks.
- Examination results determine remedial and tutorial sessions for the failed students.

Research and Development

Research and Development College Encourages faculties to do research. Seven members are awarded PhD and three members are pursuing their Ph.D. from various universities. The Management supports the professional development of the faculty and encourages them to undertake research work by motivating them to attend seminars, workshops, refresher courses and international National Conferences by giving them necessary leave and financial assistance. PhD Research Centre affiliated to SPPU was started from AY 2016-17, and we expect a paradigm shift in the research activities at IBMRD.

Other initiatives to improve the quality of research and development in the college are as follows:

- Informing faculty members about various grants to be applied, like research grants from SP Pune University, UGC major and minor

grants, all faculty members asked to apply for these grants • Faculty members have to publish at least 02 papers in UGC approved journals. The institute will be sponsoring the publications in reputed journals • Faculty members were motivated to participate in workshops, state level, national level and international level seminars and conferences for paper presentations institute will reimburse the expense incurred on these activities. • Generating awareness amongst the researchers and providing support related to various proposal formats of different funding agencies, budget, purchase of equipment and material under research schemes, account and audit of project expenditure, any additional infrastructure requirements of the researcher etc. • Research cell look after all research related activities and PhD research centre at IBMRD. • Academic Research coordinator provides information about notifications related to grants and publications opportunities in journals. Best project competitions shall be organized at institute level to motivate students for participation in Avishkar or such best project competitions in SP University

Library, ICT and Physical Infrastructure / Instrumentation

Library, ICT and Physical Infrastructure / Instrumentation • Library resources are updated every year through the budgetary recommendations of the Library committee. • The Library housekeeping operations are automated through diji Soft Lib. • Library is well stocked with current titles, journals, e-journals, current affairs magazines and newspapers, learning software, videos, internet facility, reading facilities, J-GATE and EBSCO e-journal is installed in library. • The library maintains separate reference/periodical section with back volumes and current journals/dissertations/project reports for ready reference. • The library is completely automated with bar-coding of all books and reference materials. • The library is open beyond working hours to provide enhanced access to students and faculty. • Access to open-access literature through JGATE. Library Collection : • Total Books -

15704 • E-books - 781 • Total Journals/Periodicals - 84 • E-Journals - 00 • Total Newspapers - 10 • Educational CD/DVD - 453 ICT is a major emphasis area for the institution and several ICT initiatives have been undertaken, such as: • Learning Management System is implemented • Library Management System is implemented • Innovative solar-powered CCTV cameras are installed for campus security • All systems are accessible on 24x7 bases. • Wi-Fi facility is available throughout the campus o • About 30 of the classes utilize projectors for delivering digital content to the students.

Infrastructure: • The institution has modern computer labs, updated software and hardware, Wi-Fi facilities, LCDs, and audio video transmission facilities. • The institution has a dedicated recording and editing studio for learning and its own media purposes. • The institution has set up two fully equipped air-conditioned seminar halls. • State of art facilities auditorium is used for seminar workshop presentation. • Total 220 computers are connected with access to internet of 32 MBPS Bandwidth of leased line connection.

Human Resource Management

Human Resource Management The success of any organization is dependent on the quality of the Human Resources. College management has given priority to identify persons with exceptional qualities and giving them opportunities to maximize their performance to meet the strategic objectives. The IBMRD has their separate HR management Division that typically looks after the recruitment, training, development, performance appraisal and rewarding. The following are the HRM policies and practices at the institution: ? Transparent recruitment and selection policies. ? Faculty recruitment process emphasizes research aptitude and research qualifications. ? Industry best pay packages for staff and substantial annual increments. ? Training and development programs for staff and students through workshops, FDPs, seminars, and skills development sessions. ? Research related incentives for paper publications, book publications, and participation in

national and international seminars, conferences, etc. ? Welfare measures for staff and students - food, transportation facility, medicals, dental treatment at concessionary rates, accommodation and regular health checkups. ? Fee waiver for students participating in national sports and games. ? Independent workstations and staff rooms for staff and similarly separate common rooms, dining halls for boys and girls. ? Regular performance appraisal of teaching staff is done as per CAS. ? Training is arranged for teaching as well as non-teaching staff for up-gradation of knowledge and relevant skill. ? Attrition rate is carefully monitored and exit interviews are mandatory for all employees leaving the institution. ? Strategies for improving retention are formulated based on the analysis of exit interview

Industry Interaction / Collaboration

Industry Interaction / Collaboration  
 The college facilitates the experts from industry to interact with students by arranging guest lecturers to enrich them with the latest updates and its technicalities. • Organizing Industry expert lectures through Industry Academia Interface committee. • Industrial visits and corporate visits are undertaken for students • Developing software for industry • Mock Interviews and preplacement interaction with the industry professionals. • Industrial visit and training after sixth semester during summer vacation. • Sponsorship of technical projects for research and development. • Consultancy services from the industry professionals. Human Resource Management The success of any organization is dependent on the quality of the Human Resources. College management has given priority to identify persons with exceptional qualities and giving them opportunities to maximize their performance to meet the strategic objectives. The IBMRD has their separate HR management Division that typically looks after the recruitment, training, development, performance appraisal and rewarding. The following are the HRM policies and practices at the institution: ? Transparent recruitment and selection policies. ? Faculty recruitment process emphasizes research aptitude and

research qualifications. ? Industry best pay packages for staff and substantial annual increments. ? Training and development programs for staff and students through workshops, FDPs, seminars, and skills development sessions. ? Research related incentives for paper publications, book publications, and participation in national and international seminars, conferences, etc. ? Welfare measures for staff and students - food, transportation facility, medicals, dental treatment at concessionary rates, accommodation and regular health checkups. ? Fee waiver for students participating in national sports and games. ? Independent workstations and staff rooms for staff and similarly separate common rooms, dining halls for boys and girls. ? Regular performance appraisal of teaching staff is done as per CAS. ? Training is arranged for teaching as well as non-teaching staff for up-gradation of knowledge and relevant skill. ? Attrition rate is carefully monitored and exit interviews are mandatory for all employees leaving the institution. ? Strategies for improving retention are formulated based on the analysis of exit interview

Admission of Students

Admission of Students 1] The admissions of the students are followed as per rules and regulation based on the SPPU norms. MBA MCA students admitted through Central Admission Process after qualifying the Maharashtra State CET . 2] The institute has its Admission Committee which works under the guidance of IQAC and forms for the Frame work of admission process. It frames committee for the admission in the month of Jan every year which educates and counseling prospective candidates of MBA MCA courses through admission process. The committee involves the Director, H.O.D, and Teachers. 3] This Committee decides about admission strategy, help centers, fees structure, Merits of student for admission, etc .The Institute operates help centre at ARC (Application Receipt Centre) at Govt. Polytechnic College Ahmednagar where two faculties are deputed to guide students regarding the flow of admission process. 4] Also, Committees from each department are framed to

councils the students regarding their programs or courses at college. 5] Counseling also done regarding different programs, additional courses, extra curriculum activities for overall personality development of the students. 6] Social media is utilized to reach out to the target audience for brand building and generating awareness. 7] As the admission process is online and digital. A helpdesk provides all support and help to streamline the admission process.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
<p>Planning and Development</p>	<p>The Governing Board formulates the rules and regulations for the faculty, staff and students • The Internal Quality Assurance cell - IQAC monitors the internal quality through the comprehensive feedback mechanism for continuous improvement of the curriculum, teaching-learning process, evaluation, research, and financial management and student support-services. • The Academic audit of the college by the external academic peers - external examiners help to know the strength and weaknesses of the system. • Internal and external financial audit of the Institution by the auditors insures the checks and balances in the financial transactions. • The institution maintains effective internal co-ordination and monitoring mechanism with various departments and committees formed by the college for curricular, co-curricular and extra-curricular activities.</p>
<p>Administration</p>	<p>Administration The administrative office is headed by the Director. Every month the Director conducts common room meeting with the teaching and non-teaching staff members with open discussion on various issues. Director takes decisions about academic, administration, co- curricular, extra-curricular, research and extension activities. Time table is prepared department wise for the practical's, visiting faculty or Guest speakers, assigning projects, assignments, presentations, workshops and seminars. The administrative work carried out and monitored by admin office under the guidance of Director. The Director</p>

	regularly gives brief information about various activities conducted in the campus to the management from time to time during every academic year.
Finance and Accounts	The incorporation of the action plans is made into the college strategic plans through the meetings of Local Managing Committee and governing body/council including the academic as well as the financial aspects for the decision-making by the management. The financial aspects are taken care by the finance department headed by a Director. The various administrative departments with office assistants are headed by the director.
Student Admission and Support	IBMRD provide support to students from entry to exit in various forms. 1. Welfare Activities - Medical Insurance, In campus doctor, state of the art hostel, library, dietician, In campus Psychologist, gym. 2. Sports facilities in hostel. 3. Career Counseling in order to keep a regular connect among the IBMRD Campus.
Examination	Examination committee coordinator has to conduct the internal examination to assess student's preparation for university examinations. The faculty is appointed as examination coordinator. He selects his committee and leads all the internal and external examinations for smooth conduction.

### 6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2020	Mr A T Berad	FDP	MIT Pune	2140
2020	Mr S G Dighe	FDP	MIT Pune	2125
2020	Dr P B Suryawanshi	FDP	MIT Pune	2125
2020	Mr G E Antre	FDP	MIT Pune	2140
2020	Mr N V Deodgar	FDP	Raigad Institute of Management Pune	960
2020	Dr M P Sharmaharma	FDP	Raigad Institute of Management Pune	1160
2019	Ms Snehal	National	Arts Commerce	3500

	Nirmal	Conference Paper presentation	Science College Bodhwad, Dist Jalgaon
No file uploaded.			

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2020	NEW NAAC and NBA Process	NAAC and NBA for non teaching	30/01/2020	30/01/2020	20	15
2020	MS Office training	MS Office training	10/02/2020	11/02/2020	20	10
No file uploaded.						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
FDP at RIMS Pune	2	28/06/2019	28/06/2020	01
FDP at MIT Pune	4	06/07/2020	07/07/2020	02
No file uploaded.				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
22	22	15	15

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
PF, Gratuity, Insurance, Maternity leave, Study leave, Staff quarters, Free medical treatment, Employee Provident Fund (EPF) and gratuity for staff members. etc	PF, Gratuity, Insurance, Maternity leave, concession in fees	Various scholarship schemes of the Government, Insurance coverage, Free medical treatment.

## 6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The Dr Vitthalrao Vikhe Patil Foundation Society has established and maintained a very transparent financial system in the institutions. The Institute follows well defined process for financial management. a) Internal Audit: The Institute has proper system of internal audit to ensure that all transactions are properly checked and recorded. The Institute prepares budget for every year and approval is taken from management. All the activities are conducted as per approved budget. The purchases are made as per approved budget. Most of the purchases are made from approved vendors. In other cases for which approved vendors are not there, quotations are invited, comparative statement is made and then order is given to the organization which has quoted the lowest after approval from the Society. The payments are made by cheque. An internal approval system for all expenses is in place. Accordingly bill/voucher is prepared by the concerned staff. Along with the vouchers, approved budget, quotations, approved comparative statement and purchase order is attached. It is checked by office superintendent and approved by the Director and management. The dead stock register is properly maintained. For physical stock verification the DVVPF Society appoints Internal Auditors. The report of the same is send to the management. Proper record of all the receipts and expenses is maintained by the accounts department using Tally software. Monthly Receipt and Payment Statement as well as bank balance of the Institute is submitted to the management as a part of control system. Higher authorities can ask for any clarification regarding the payment or receipts. b) External Audit: An external auditor appointed by the DVVPF society, executes the statutory financial audit. Finalization of the account is completed in June/July and audited statements are prepared in June/July duly signed by the Director, and chartered accountant. The audited statements and accounts are submitted to Government authorities including Charity Commissioner for Maharashtra State, and Income Tax Returns are also filed with Income Tax Office, Audited statements and accounts are also submitted to AICTE, New Delhi for annual 'Extension of Approval' application and Fees Regulating Authority (FRA) of Government of Maharashtra which fixes the fees for various programs based on audited accounts. The Institute prepares various Returns based on Annual accounts to various other Government Offices like - Professional Tax Returns, Provident Fund Returns, Returns for determination of amount to be paid to Gratuity Account and TDS returns. All these returns are submitted directly by institute based on external financial audit

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
<b>No Data Entered/Not Applicable !!!</b>		
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6.4.3 – Total corpus fund generated

<b>No Data Entered/Not Applicable !!!</b>
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## 6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	SPPU	Yes	Course conveners under IQAC

Administrative	Yes	SPPU	Yes	DVVPFA
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6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

1. Parent support in the parent teacher meet 2. Parent support in the Counselling 3. Parent support in the dispute settlement. 4. Parent teacher association for students development and feedback from parents

6.5.3 – Development programmes for support staff (at least three)

We are continuously working for skill development of non teaching staff, we have special training programs for all the office staff. Supporting staff are given training to work with installed software in order to improve their productivity. Following are the Training programs are organized for non teaching staff regarding 1. Up gradation of software. 2. Excel Training 3. Tally 4. Training programs for clerical staff in written and oral communication 5. English communications was also included in the training programs

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Conduct regular staff development programme once in the year. 2. Conduct regular students development programme in every year 3. Provide financial reimbursement to the faculty who published and attended conference and FDP 4. Conduct regular academic audits for MBA and MCA

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	No
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	Computer and Internet training to staff	13/07/2019	28/08/2020	29/08/2020	15
2020	Organized walkthon	13/07/2019	14/02/2020	14/02/2020	15
2020	Academic Audit of MBA and MCA	25/04/2020	29/05/2020	30/05/2020	10
2020	Updating alumni data	25/04/2020	01/06/2020	04/12/2020	10
2020	NSS Camp	13/07/2019	01/01/2020	15/01/2020	55
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**CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES**

**7.1 – Institutional Values and Social Responsibilities**

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants
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			Female	Male
Celebrations of Woman's day	08/03/2020	08/03/2020	10	5
Spandan mex 2020	13/02/2020	13/02/2020	56	86

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
Minimum use of electricity by asking to switch off equipments, when not in use.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	Nil
Provision for lift	No	Nil
Ramp/Rails	Yes	Nil
Braille Software/facilities	No	Nil
Rest Rooms	Yes	Nil
Scribes for examination	Yes	Nil
Special skill development for differently abled students	No	Nil
Any other similar facility	No	Nil

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	1	24/08/2019	1	Dahi Handi	Team work	49
2019	1	1	15/10/2019	1	Book Exhibition	Life of Dr AJ Kalam	35
2019	1	1	05/09/2019	1	Ganesh Festival	Team work	55
2019	1	1	31/10/2019	1	Sardar Patel Jayanti	National Unity day	50
2020	1	1	31/07/2020	1	Spandan Mex 2020	Team work	150
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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of conduct for students	31/07/2019	Code of Conduct for students published in order to maintain discipline and in the institute
Code of conduct for all staff	31/07/2019	Code of Conduct for staff published in order to maintain discipline and professional culture in the institute
Code of conduct for Plagiarism	01/08/2019	Code of conduct for How to produce original research work and how to stop plagiarism

#### 7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
International yoga day	21/06/2020	21/06/2020	15
Swatch Bharat Abhiyan	25/09/2019	02/10/2019	10
Indian Constitution Day	26/11/2019	26/11/2020	25
Sadbhavana Diwas	20/08/2019	20/08/2019	45
Teacher day	05/09/2019	05/09/2019	55
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#### 7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1-Tree plantation 2. Minimize electricity consumption 3. Use of ICT -minimum use of paper 4. Removing plastics from the campus 5. Removing e waste from the campus and proper disposal of e waste 6. Use of LED bulbs and solar energy

### 7.2 – Best Practices

#### 7.2.1 – Describe at least two institutional best practices

**Best Practices-1** 1) Title: BASE PROGRAM 2) Objectives of the Practice: Basic Ability and skills Enhancement cell is in operation to enhance basic skills and ability of students 3)The Context: In order to prepare students to enter the workforce or further their education, two-year college programs should provide experiences that go beyond management knowledge alone to develop other critical skills necessary for effective and productive professionals. Strategies for helping students acquire skill sets needed for successful careers include offering courses dedicated to student skills, integrating student-skill-focused activities into regular curricular offerings, and engaging students in research and internship experiences. Regardless of the approaches used, programs should also assess student skills and adjust the curriculum as needed to maximize their development. The curriculum should include the skills and knowledge of greatest importance to the program's partners. Hands-on experience should be emphasized and employability skills, such as troubleshooting, searching and interpreting management literature, communication, teamwork, and ethics should be integrated into the curriculum. Students should achieve a mastery of these and other skills required by employers prior to post graduation. 4) The

Practice: I. Problem-solving and Critical Thinking Skills Management education should develop students' ability to objectively analyze and evaluate information—identifying information of value, integrating new facts into their existing body of knowledge, and developing appropriate solutions to problems.

Students should be able to define problems clearly, develop testable hypotheses, design and execute appropriate experiments, analyze data, and draw appropriate conclusions. II. Communication Skills Effective communication is vital in all careers. Since speech and English composition courses alone rarely give students sufficient experience in the oral and written communication of management information, the management curriculum should include writing and speaking opportunities, and the management faculty should evaluate them critically. Students should be able to:

- Present information in a clear and organized manner
- Create visual representations of complex data sets
- Write well-organized and concise scientific reports in a scientifically appropriate style
- Cite sources properly
- Use appropriate technology, such as poster preparation software, word-processing software, and computerized presentations

III. Team skills Solving problems and addressing management challenges often involves multidisciplinary teams, and teamwork and leadership skills are critical to success in the workplace. Students should be able to work effectively in a diverse group of peers, as both leaders and team members, to solve problems and interact productively. As team members, students should learn to work toward a team goal, support teammates, and collaborate on the development of a group plan. Team members should be able to achieve a shared vision, provide productive ideas and feedback, carry out specific assignments, and trust other team members to do the same. As team leaders, students should be able to provide a clear direction for the team, encourage team contributions, and synthesize individual contributions into a complete product.

Team leaders should be able to resolve conflicts, inspire team members, and drive for results. The faculty should incorporate team experiences in classroom of the management curriculum. Team experiences should be structured so that all students have the opportunity to develop both leadership and team skills.

IV. Ethics Ethics should be an intentional part of the instruction in management programs. Students should conduct themselves responsibly and be aware of the role of management in contemporary societal and global issues. Students should understand their responsibilities, both as students and future management professionals, to:

- Serve the public interest and actively protect the health and safety of co-workers, consumers, and the community
- Present results of research or comments on scientific matters with care and accuracy, without unsubstantiated, exaggerated, or premature statements
- Advance management science, understand the limitations of their knowledge, and ensure that their scientific contributions, and those of their collaborators, are thorough, accurate, and unbiased in design, implementation, and presentation
- Remain current with developments in their fields and share ideas and information
- Maintain integrity in all conduct and publications and give due credit to the contributions of others
- Give respect and value to all classmates, educators, colleagues, and others, regardless of race, gender, age, religion, ethnicity, nationality, sexual orientation, gender expression, gender identity, presence of disabilities, educational background, employment history, or other personal attributes
- Understand the health, safety, and environmental impacts of their work
- Recognize the constraints of limited resources
- Develop sustainable products and processes that protect the health, safety, and prosperity of future generations

As role models, faculty and staff members should exemplify ethics in their scholarship and professional conduct. V. Management Skills

Essential student skills include the ability to retrieve information efficiently and effectively by searching the management literature, to evaluate management articles critically, and to manage many types of management information. Students must be instructed in effective methods for performing searches and assessing their quality using keywords, authors, abstracts,

citations, patents, and structures and substructures. Two-year college programs should provide ready access to management databases with sufficient depth and breadth of the management literature for effective searching. Students' ability to read, analyze, interpret, and cite the management literature as applied to answering management questions should be assessed throughout the curriculum. Instruction should also be provided in data management and archiving, record keeping (electronic and otherwise), and managing citations and related information. This includes notebooks, data storage, information, and bibliographic management and formatting. Faculty should consider the development of management information skills an evolutionary process that is best integrated throughout the curriculum beginning with finding specific information and maturing to an ability to critically assess information on broader topics. Additionally, postgraduate research and/or individual or group projects provide excellent opportunities for development and assessment of literature searching and information management skills. VI .Career Preparation Students should learn skills associated with identifying and pursuing employment opportunities, such as networking, resume-writing, and interviewing. Students should be cognizant of and prepared for the conditions they will experience upon employment. Activities such as internships, research, job-shadowing, job-based simulations, and mentorships can provide the necessary exposure programs should identify these or other opportunities that will best serve the long-term career interests of their students. 6) Evidence of Success: Photos 7) Problem Encountered and Resources Required: Language Lab, Computer Lab 8) Other Information: Nil

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<http://www.ibmrd.org/naacquicklink>

### 7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Institute of Business management and rural development, along with management education delivery believes in overall development of the students which would be beneficial for all stakeholders. We strongly believe in sustainable development and it reflects in vision, mission, plans, programs and procedures of the Institute. The Institute's distinctiveness is built over the years through the soft skill training program provided to students for developing their all round personality and enhancing their employability. a) Soft Skill Development for Employability Enhancement: The objective of soft skill development is to equip the students with skills required by the corporate world. The pedagogy used for soft skill training is activity based learning. The Certificate Program on Soft Skill .. Communication Skill Presentation Leadership Stress management Time Management Personal Interview Etiquettes and Mock PI etc. The soft skill training develops holistic personality of students. Soft skill training enhances employability of students which is reflected in growth in placements. b) Entrepreneurship Development Activity: Through our EDC (Entrepreneurial development cell) the Institute provides opportunity to students to present business idea in front of experts and providing them guidance. Such activity encourages students to think innovatively and generate profitable business ideas. The Institute provides guidance to existing entrepreneurs about various functional areas in management like - marketing, finance, human resources and government procedures. The Institute has built distinctiveness through soft skill training to enhance employability and entrepreneurship development to inculcate entrepreneurial culture. Best Practices-2 1) Title: ENTREPRENEURSHIP DEVELOPMENT CELL (EDC) 2) Objectives: To inculcate Entrepreneurial characteristics among students. ENTREPRENEURSHIP

DEVELOPMENT CELL (EDC) in educational institutions to develop institutional mechanism to create entrepreneurial culture in Management academic institutions and to foster management entrepreneurship for generation of wealth and employment by Management persons. The EDCs are established in Institute of Business Management and Rural Development of management, having requisite expertise and infrastructure. The mission of the EDCs is to develop institutional mechanism to create entrepreneurial culture in academic institutions to foster growth of innovation and entrepreneurship amongst the faculty and students. 3) The Context: Inculcate Entrepreneurial characteristics among students. ENTREPRENEURSHIP DEVELOPMENT CELL (EDC) of this institute was established on its own initiative in the year 2014 with the Director and has been actively conducting programs in entrepreneurship with concerted initiatives to promote entrepreneurship among the students. The objective of promoting entrepreneurship among the youth is to nurture a passion for self-employment. This will open gates for creation of new knowledge-based innovative hi-tech ventures, industries and new breed of technopreneurs and more avenues of employment opportunities thus turning job seekers into job creators and in the process, leading the nation towards industrial excellence and self-reliance. The Entrepreneurship Development Cell of this institute aims towards achieving the above. The education system should highlight the importance of entrepreneurship and prepare the students right from school and college education to get oriented towards setting up of enterprises which will provide them creativity, freedom and ability to generate wealth. - Dr. APJ.Abdul Kalam, Former President of India

Provide the weblink of the institution

<http://www.ibmrd.org/naacquicklink>

### **8.Future Plans of Actions for Next Academic Year**

NBA accreditation of MBA and MCA will be our priority. We will establish the -CIII-centre of invention, innovation and incubation for overall development of entrepreneurship skills amongst management students. To organize more and more programs on personality development and language skills Special skill development courses will be started for students from rural area, they need training in English language communications, training on soft skills and grooming skills for management graduates. For teaching aids technology will be used, teaching and learning will be dynamic, with use of latest pedagogical tools. Learning shall be enjoyable, so that we will change our traditional method of teaching and include innovative, interactive methods. Active learning is a process in which the students engage in hands-on activities rather than passively receiving knowledge. Students interact with others to construct meaning of new ideas and concepts based on their background knowledge. Emphasis will be given to intensify the interactions between institute and the industry. We will have more MOUs with the industry so that we can increase our Placements, we will have experts from the industry as a guest speakers. Our target will be 100 placements of our students in reputed companies. Courses and programs will be introduced for improvements in ethical practices in business through the use of real life case studies and the ICT will be our methodology for total development and transformation of ordinary rural graduates into extraordinary management professional.