SELF STUDY REPORT

FOR

1ˢᵗ CYCLE OF ACCREDITATION

INTERNATIONAL INSTITUTE OF MANAGEMENT STUDIES

SR.NO. 54(1,2/1 NERE DATTAWADI NEAR HINJAWADI INFOTECH PARK PUNE
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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

January 2020

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

SaiBalaji Education Society (SBES) is a perfect management "Gurukul" for value based management education for a learner and future manager. Our three campuses are located at stones throw distance from Rajiv Gandhi Infotech Park, Hinjewadi, Pune, Maharashtra. International Institute of Management Studies (IIMS) is flourishing under the umbrella of Saibalaji Education Society. It laid its foundation in 2008 with vision of global education to all sections of society enriched with industry specific dynamics. Professor Manish R. Mundada, Founder President of SBES is a well-known edupreneur who provides the guidance and directions for building the International Institute of Management Studies (IIMS) with a major focus on developing "Corporate Leaders" with sound academic and optimum leadership ability.

IIMS always has thrust upon the establishment of fully residential campus spread across rich lush green flora and fauna. It includes modern world class amenities which provide globally competitive academic environment to the students that is not only restricted to the curriculum alone. Our teaching pedagogy is "Beyond Academics". The care and concern of management is not restricted to teaching and result but the prime focus is on ultimate and efficient delivery of value based student centric education with the blend of experiential learning. International Institute of Management Studies is autonomous institute approved by AICTE, Ministry of HRD, Govt. of India, therefore, the Curriculum is designed on the autonomous pattern by keeping in view the current best industry practices. Here, the faculties are engaged in teaching, with interactive learning, case studies and presentations.

Decision making is core functions of a manager in the corporate world. Every decision of a manager in corporate has effect on either escalating the cost or increasing run rate of profit of organization. Our institute gives a focus driven attention in developing conceptual, technical, and human and life skill sets to increase the analytical decision-making efficiency in cut throat business situations.

Our academic and professional approach and practices led by accomplished faculty, steered by esteemed Governing Council and Outstanding Academic Advisory body nurtures value based relationship Identity approach.

Vision

It is rightly said that,

"*Where the mind is without fear and the head is held high*

Where knowledge is free

Where the world has not been broken up into fragments

By narrow domestic walls

Where words come out from the depth of truth

Where tireless striving stretches its arms towards perfection

Where the clear stream of reason has not lost its way

Into the dreary desert sand of dead habit

Where the mind is led forward by thee

Into ever-widening thought and action

Into that heaven of freedom, my Father, let my country awake"

- ***Rabindranath Tagore***

The vision statement of IIMS is:

"To mould students into physically fit, mentally robust and professionally competent individual, who are capable of assuming their rightful place as leaders in the industry and in the society of tomorrow."

Mission

The mission statement of IIMS is:

"To impart holistic and industry oriented management training to students thereby ensuring their evolution into industry professional at the end of their selected management programme."

This mission statement was framed to develop successful managers, entrepreneurs and leaders who are taught and trained by qualified and innovative faculty members. Furthermore the emphasis is also given on the quality in teaching and administration through effective and efficient use of technology, pedagogy, research, infrastructure so as to deliver best industry professional. The mission is to impart conceptual skill, technical skill, human skills, managerial skill, transparent values and confidence.

Thus the aim of the mission statement is to achieve excellence in different areas so as to contribute to development of the region and the nation so as to produce responsible citizen through value based education.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- **Institutional Strength**

  ○ **Statutory positioning of the Institution** The Institution is approved by AICTE, Ministry of HRD, Govt. of India.
  ○ **Paramount Infrastructure** The infrastructure of the institution is as per the prescribed norms by the regulatory authorities. The institution has sophisticated classrooms with LCD projector, Wi-Fi and Internet facilities to the students and staff. Institution has beautiful landscaped garden.
  ○ **Knowledge Hub (Digital Library & Study Centre)** The library has one of the best collections of information resources in management. It subscribes many national and international periodicals, databases, journals and digital library.
  ○ **Sports Facilities** The institution has sports facilities namely Lawn Tennis court, Badminton Court, Football court, Volleyball court, Basketball ground, Modern gym as well as indoor games facilities.

  ○ **Location** The institution is located in the Globally known IT park area. So Institution has at its strength getting resource person for guest lectures, Seminar Conferences and workshops.

  ○ **Green Campus** The institution is surrounded by Green trees and hills so it will be pollution free area of natural clinic. The institution is well connected throughout the country with roads, railways and airways.

  ○ **Extra Curricular Activities** The sports and cultural activities are organized under the flagship name of VISTA & MANTHAN many cultural and sports events are organized.
  ○ **Employability Enhancement through certificate courses** The institution has a high strength due to supplementing the students with value added certificate courses. The certification course namely: SAP, Digital Marketing, and Business Analytics & ERP are given.

  ○ **Placement:** The institution has 100 % placement. Placement is a strong index performance of the management institution and our institution has a strong strength represented through its consistent 100 % placement.

  ○ **Award & Rankings**

IIIMS HAS RECEIVED PRESTIGIOUS AWARDS IN THE FIELDS OF Academics, placement, leadership, Like Dewang Mehta National education award, Best b School in Placements 2017 –ABP News, Forbes Listing, Economic Times awards, for its multidimensional initiatives and efforts taken towards maintaining international standards. IIMS has been ranked by prestigious organization.

Institutional Weakness

- **Institutional Weakness**

    - Student fees are only the major source of funds. Need to have more focus to get government funded projects and grants.

    - Need to have more of Vocational Educational Training (VET) programmes.

    - Unavailability of patents, copyright and trademarks in the field of management.

    - Currently non availability of funded research projects.

Institutional Opportunity

- **Institutional Opportunity**

    - **Global Platform** The institution is in the city of Pune. Pune is a Historical city which has its own history of Maratha and politically known by well known freedom fighter of the country. Pune has a Historical name in Education. It is popularly known as OXFORD of East. Pune is also known for the education in the whole country. As a result the students prefer to come for studies from different part of the countries. This provides opportunities of getting admission from Vernacular medium.

    - Become the Best international premium B school.

    - Establish excellence in value added education national and international students.

    - Working for the betterment and happiness of Divyangjan.

- To establish world class knowledge creation and Incubation centre for better research and development.

- Starting special Start Up mentoring and coaching for students.

- More value added, life skill Vocational courses.

- Offering more digital and online certification courses which will serve as feather in the cap of the student.

Institutional Challenge

- **Institutional Challenge**

- Major challenge is to sustain and grow in the current dynamic scenario where cut throat competition is there.

- The institution has a challenge of getting the admission because there are number of management institution and there are high voltage competitions among management institutions for admission.

- It is also a challenge to get and retain the highly sound qualified experience and research based competitive staff.

- It is equally another challenge of 100% placement to the students as all management institutions are competing the same.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Curricular Aspects

1. **Curriculum Design and Development**

All The programs of the institute preserve intact local / national / global development needs. In all courses, the Institute focuses heavily on outcome-based education. The course contents are driven by its specific objectives in accordance with the mission and vision of the organization.

All courses offered in the programs are revised on a regular basis according to the latest developments in the industry. The curriculum is periodically revised to keep pace with changes in the respective fields and meet academic, industry / professional and social requirements. New courses are implemented according to input from stakeholders.

1.2 Academic Flexibility

The specializations that have access to outstanding training and co-curricular opportunities to improve academic acumen, employability and entrepreneurship skills are offered to the students. In the curriculum, students are given sufficient choices in specific, interdisciplinary / multidisciplinary choices according to the interests and aspirations of the student.

1.3 Curriculum Enrichment

The institute emphasizes Gender, Climate and Sustainability, Human Values and Professional Ethics in the curriculum for cross-cutting topics, which helps students, instill morally strong corporate citizens. In today's dynamic work environment, gender equality and environmental sustainability are relevant to the mainstreaming of such cross-cutting issues in our curriculum. Adequate emphasis is placed on human values, gender equality and sustainability in the design of the curriculum.

Various value addition courses are offered to students as per current requirements of the industry and to make the students competent in the market. Value added courses like Finishing School, Currency Derivative, Six Sigma, Advance Excel, Digital Marketing, Business Analytics, SPSS for Market Research, Introduction to Credit Rating, SAP, Live Projects, HR Analytics, Business Analytics, Occupational HR, IOT etc

The Institute believes application oriented programs and research based education, by creating research culture among students that result in inventions and research publications by research-based courses. The application oriented courses are imparted through internship, projects, field work etc

1.4 Feedback System

The feedbacks are sought from various stakeholders' and suggestions are implemented for continuous improvement in curriculum.

Teaching-learning and Evaluation

Teaching-learning and Evaluation

2.1 Student Enrolment and Profile

The institute gives admission to local students as well as students from other states and across the countries. The institute has a High demand ratio, which reflects the Institute's reputation in terms of state-of - the-art facilities, research emphasis, creative programs, teaching-learning efficiency.

2.2 Catering to Student Diversity

The institute practices student centric approach. Each student is given personal attention and grooming throughout his/her journey during the program. Bridge courses, remedial courses, and self-study guided courses are provided to support slow learners. The student-faculty ratio is optimally maintained. The physical infrastructure of the institute ensures disabled friendly.

2.3 Teaching - Learning Process

The Institute Practices student's and believes in experiential learning. Methods like case study, Business Project, SIP, CSR, Sports and Cultural competition, Live Projects etc are used for experiential learning.

The academic calendar is every year in advance and strictly followed.

ICT is used by every faculty to make teaching more effective. ICT and LMS are incorporated into teaching to improve the learning experience of students.

Each and every student is assigned to a mentor from the faculty, industry and alumni based on their academic background, career interests and preference for industry / sector.

2.4 Teacher Profile and Quality

The Institute ensures sufficiently qualified and experienced Faculty Members, who are experts in their own field.

2.5 Evaluation Process and Reforms

The institute has fully automated examination system from generation of admit cards to declaration of results. The results are declared as per the academic calendar and all grievances of student are addressed timely.

2.6 Student Performance and Learning Outcomes

The PO & PSO helps to develop the teaching and learning process. The Course outcomes give a clear picture of the course's employability, skill development and entrepreneurship prospects. The attainment of outcomes of the program is evaluated through continuous evaluation. At the end of the semester Feedback is taken from the students regarding attainment of COs.

2.7 Student Satisfaction Survey

The Institute continuously strives to improve the Teaching learning processes, and engage the students to improve students' results and students' satisfaction.

Research, Innovations and Extension

3.1: Promotion of Research and Facilities

International Institute of Management Studies is committed to the pursuit of excellence in research and aims to achieve international recognition through interdisciplinary and collaborative research programmes across all functions of management The Institute creates an enabling environment to foster research culture providing required research infrastructure and support.

The institute recognizes the research carried out by its faculty members and students for publishing papers, contribution to h-index of the institute through citations, funded projects, and patents. The institute provides seed money to the full-time faculty members of IIMS, who have submitted research project proposals for funding and waiting for the sanction of grant.The institute provides incentives to the teachers who receives state national and international recognition and awards.

3.2: Resource Mobilization for Research:

Institute motivates the faculty members to get the grants from government , non-governmental bodies and industry for their research proposals. College promotes faculty engagement in authoring books, publications, newsletters, organizing seminars etc.

3.3: Innovation Ecosystem:

Institute promotes innovation and entrepreneurship skills by providing support to start ups. Institute has effective incubation center and incubated 14 start- ups.

3.4: Research Publications and Awards:

To encourage research scholars to publish in reputed journals, an incentive scheme entitled "B.H. Agalgatti award " has been constituted. Under this scheme, scholars will get an incentive for each of their quality publications (decided by the committee).The Institute provides incentive to teachers who receives state national and international recognition and awards. IIMS follows policy Guidelines for Plagiarism prevention using "Plagiarismcheckerx".

3.5: Consultancy:

The institute encourages senior faculty members to do consultancy projects for industries. IIMS has done various consultancy projects for various companies.

3.6 Extension Activities:

The Institute is actively involved in extension activities to help the society by its services such as blood donation, Swachch Bharat Abhiyan, book donation, clothes donation, Plantation, conducting activities for underprivileged, working with NGOs etc.

To encourage collaborative research among the faculty members monetary incentives are offered. Special emphasis is given to the contemporary and local research. Institute has signed MOUs with national/international institutions/universities/ industries for academic and research collaborations.

Infrastructure and Learning Resources

Infrastructure and Learning Resources

4.1 Physical Facilities

The institution has adequate facilities for teaching – learning, Like with 24 enabled Wi-Fi campus, Computer labs with well equipped and internet connectivity, air-conditioned classrooms with ICT facility, LCD Projector etc.

The institute has sports facilities include indoor and outdoor games. The institute has indoor game facilities such as snooker, table tennis, Badminton and Carom and outdoor games facilities such as sports ground, Basket Ball, Volleyball etc. The institute celebrates international Yoga Day, Fun Run, Duathalon etc every year to spread awareness about healthy living among the students and society.

The Infrastructure facilities, library and other learning resources budget are prepared annually on the basis of the recommendations of the respective committees.

4.2 Library as a Learning Resource

The library of the Institute is automated by using the Integrated Library Management System (ILMS). AutoLib Library Management Software used for Library Automation.

The institute has a collection of Rare Books, autobiographies, self help books, Motivational Books other than Text and Reference books etc.

4.3 IT Infrastructure

The institute has satisfactory student computer ratio and 72 mbps internet bandwidth and updates its IT facilities including Wi-Fi at Periodic Intervals.

IT Lab assistant maintains Institutes computers and devices under the supervision of the system administrator.

4.4 Maintenance of Campus Infrastructure

The institute has well established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. Adequate in-house staff is employed to maintain meticulous on-campus hygiene, cleanliness and infrastructure to provide a comfortable learning environment.

Stakeholders ' feedback on infrastructure and learning resources is sought on a regular basis to ensure their satisfaction. Accordingly, the respective committees carry out ongoing review of infrastructure and learning resources and the recommendations are integrated into the Annual Planning to upgrade, maintain and use

physical, academic and support facilities.

The maintenance team looks after the regular maintenance of civil works such as furniture repairs, masonry and plaster works, painting, carpentry, plumbing and house-keeping. The maintenance team looks after the maintenance of rest rooms and neatness of the entire institute premises.

Student Support and Progression

5.1 : Student Support: The institute provides financial assistance through Scholarship and freeships to students under various schemes, on an average 20% students admitted every year get benefited by the facility. The institute welcomes scholarships and freeships of various state governments.

Career counseling, soft skill development, language lab support is given by expert faculties to make them industry ready. Yoga and meditation sessions, personal counseling, remedial coaching are few capacity enhancement and development schemes under which specialized grooming and mentoring is done by efficient faculty members of the institute. Which reflects in the excellent placement record, entrepreneurship and start up records of our students.

To imbibe management skills students are given Vocational training through value added courses. Institute has a transparent mechanism for grievance redressal and anti-sexual harassment and Anti ragging through dedicated committees.

5.2: Student Progression:

The institute has an excellent track record of placements where students are selected in renowned companies and some opt for entrepreneurship every year and others move out for higher education by qualifying various national and international examinations.

5.3: Student Participation and activities:

360 degree development of students can be seen in their achievements in the field of extra-curricular and sports activities, students had received many awards at various platforms. The student council takes responsibility of organizing various events and students are active member of various institute level committees. Annual Fest Vista & Manthan, Octave, Drishtikon Conclave, Vishleshan- Research Conference etc. are organized effectively by the students.

5.4: Alumni Engagement:

Our alumni is one of the strongest pillar of institute who actively help their juniors by grooming under buddy system, helping in placements, arranging industry guests and giving donations for support. Institute hosts Alumni Meets and Alumni Interaction session to keep in touch with the almamaters.' IIMS Darpan' is a useful platform to get connected with everyone.

Governance, Leadership and Management

6.1: Institutional Vision and Leadership:

The governance of institute is aligned with its vision of carving physically fit, mentally robust and professionally competent individuals and its mission to impart holistic and industry oriented management Training. IIMS has a well-defined organogram where the institute follows the hierarchy of leadership to ensure effective organizational working and incremental improvement. Presence of Alumni/ present students/faculty/director/ industry professionals in various committees reflects participative management approach of the institute.

6.2: Strategy Development and Deployment

The Governing Council of IIMS consists of experienced academicians and industry professionals ensuring quality education by effective teaching learning process, adding to innovation and best practices opted by the institute. The institute prepares strategic plans annually which are bifurcated into long term and short term plans and achieved. The institute has a well-defined organogram with detailed job description to maintain transparency and smooth working of the system. E governance is opted in various departments for speedy decision making.

Institute has various committees which are working with transparency and efficiency to step towards vision and mission.

6.3: Faculty Empowerment Strategies

The institute has a well-defined welfare and promotion policy for the employees. Faculties are provided financial and other support to improve their professional efficiency. Institute funds various national and international conferences and workshops attended by the faculty. We organize Faculty & Staff Development programs and thus ensure continuous professional growth. Institute has a well-defined performance appraisal system.

6.4: Financial Management and Resource mobilization

The institute follows a transparent procedure of maintaining finances**.** The institute mobilizes the fund by focusing the IIMS vision. The Fund received is utilized for Holistic development and is ensured by year round academic events and placement calendar. The institute plans a budget well in advance, which is approved by the governing counseling.

6.5: Internal Quality Assurance

IQAC ensures quality in working of all process it also designs incremental improvement plans for various departments and check points to ensure effective implementation of plans. IQAC assures implementation of Bloom's Taxonomy in design and delivery of curriculum.

Institutional Values and Best Practices

7.1: Institutional Values and Social Responsibilities

The Institutional values are Integrity, Student Centric, Ethics & Dignity, Transparency Professionalism and Diversity and are displayed on website and at various places in the Institute. Keeping the value system of the institute at center the peripheral processes are designed and special attention is given to proper facility to differently abled people.

International Institute of Management Studies believes in equality in all respects. We have and active Rotaract Club, working under Rotary Club of Akurdi, Pune. The club actively conducts various events and activities in the direction of Social welfare. The activities are performed in collaboration with the local people to address local issues faced by the community. IIMS conducts various events to increase consciousness about the national identities and symbols, fundamental rights, human values, professional ethics. The institute promotes awareness towards universal values like national values, human values, national integration, etc. We celebrate national festivals and birth and death anniversaries of great Indian personalities like, Gandhi Jayanti, Youth day, Teacher's day etc.

We have anti sexual harassment and grievance handling committee which ensures absence of any kind of dissatisfaction among stakeholders and promote equality in all spheres. This very motive of the institute is supported by the required infrastructure like counseling and common rooms etc.

We have a solar panel installed and rain water harvesting pits for optimum utilization of natural resources. Every year a part of budget is utilized for the purpose.

Students are instructed to work in harmony and code of conduct guidelines are supplied to them in the beginning of the session.

7.2: Best Practices: The institute practices various methodologies to give excellent management education through experiential learning , effective mentorship program, Value based management education which reflects transparency, global inputs provided, outreach programs, emersion programs.

7.3: Institutional Distinctiveness: Our priority is to believe in making a student fathom the granularities of the corporate world. With a distinctive vision of imparting "Value Based Education" and creating future corporate leaders.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	INTERNATIONAL INSTITUTE OF MANAGEMENT STUDIES
Address	Sr.No. 54(1,2/1 Nere Dattawadi Near Hinjawadi Infotech Park Pune
City	PUNE
State	Maharashtra
Pin	411033
Website	www.iimspune.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Vijay Nimbalkar	020-66547500	7038155205	020-	v.nimbalkar@iimspune.edu.in
IQAC / CIQA coordinator	Tripti Sahu	020-66547510	8007399009	020-	t.sahu@iimspune.edu.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details	
Date of Establishment, Prior to the Grant of	26-10-2006

'Autonomy'	
Date of grant of 'Autonomy' to the College by UGC	01-01-1970

University to which the college is affiliated

State	University name	Document
No contents		

Details of UGC recognition

Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	29-04-2019	12	AICTE Extension of Approval EOA

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Sr.No. 54(1,2/1 Nere Dattawadi Near Hinjawadi Infotech Park Pune	Rural	1	3881

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	**Name of Programme/Course**	**Duration in Months**	**Entry Qualification**	**Medium of Instruction**	**Sanctioned Strength**	**No.of Students Admitted**
PG Diploma recognised by statutory authority including university	PG Diploma, Management	24	Graduation	English	180	174
PG Diploma recognised by statutory authority including university	PG Diploma, Management	24	Graduation	English	60	60

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				3				4				17
Recruited	2	1	0	3	1	3	0	4	9	8	0	17
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				26
Recruited	17	9	0	26
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	1	1	0	2
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	2	1	0	1	3	0	2	3	0	12
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	7	5	0	12

Temporary Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

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Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	27	6	0	33

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		**From the State Where College is Located**	**From Other States of India**	**NRI Students**	**Foreign Students**	**Total**
PG Diploma recognised by statutory authority including university	Male	13	157	0	0	170
	Female	4	60	0	0	64
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years						
Programme		Year 1	Year 2	Year 3	Year 4	
SC	Male	0	0	0	0	
	Female	0	0	0	0	
	Others	0	0	0	0	
ST	Male	0	0	0	0	
	Female	0	0	0	0	
	Others	0	0	0	0	
OBC	Male	0	0	0	0	
	Female	0	0	0	0	
	Others	0	0	0	0	
General	Male	0	0	0	0	
	Female	0	0	0	0	
	Others	0	0	0	0	
Others	Male	0	0	0	0	
	Female	0	0	0	0	
	Others	0	0	0	0	
Total		0	0	0	0	

2.3 EVALUATIVE REPORT OF THE DEPARTMENTS

Department Name	Upload Report
Management	View Document

3. Extended Profile

3.1 Program

Number of programs offered year-wise for last five years

2018-19	2017-18	2016-17	2015-16	2014-15
2	2	2	2	2

File Description	Document
Institutional Data in Prescribed Format	View Document

3.2 Students

Number of students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
231	234	240	168	141

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of outgoing / final year students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
214	217	149	123	73

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of students appeared in the examination conducted by the Institution, year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
220	223	154	126	80

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of revaluation applications year-wise during the last 5 years

2018-19	2017-18	2016-17	2015-16	2014-15
14	12	7	5	3

3.3 Teachers

Number of courses in all programs year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
167	133	120	128	108

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

Number of full time teachers year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
24	24	28	28	28

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

Number of sanctioned posts year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
24	24	28	28	28

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

3.4 Institution

Number of eligible applications received for admissions to all the programs year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
359	341	320	289	212

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	1	1	1	1

File Description	Document
Institutional Data in Prescribed Format	View Document

Total number of classrooms and seminar halls

Response: 11

Total number of computers in the campus for academic purpose

Response: 201

Total Expenditure excluding salary year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
756	490	259	206	80

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curriculum Design and Development

1.1.1 Curricula developed /adopted have relevance to the local/ national / regional/global developmental needs with learning objectives including program outcomes, program specific outcomes and course outcomes of all the program offered by the Institution

Response:

IIMS designs curriculum keeping local/national/global developmental needs intact. Institute has strong focus on outcome based education in all courses. Each course content is guided by its specifically designed objectives which are in alignment with organisational mission and vision. The curriculum is designed on following basis:

- We benchmark our syllabus with top B School.
- The program and curriculum is based on Blooms Taxonomy.
- 108 credit hour curriculum is splited into 36 courses which are well designed and strategically positioned.
- Curriculum is reviewed as per the contemporary developments in the relevant fields.
- New courses are introduced on the basis of stakeholder's feedback.

Program Outcome:

The outcomes of program are designed keeping in mind the end objectives of the programs:

- To inculcate critical thinking abilities for decision making.
- To present the practical applicability of management theories.
- To develop leadership qualities and team spirit taking into consideration the technological enhancement in the corporate world.
- To generate innovative thinking and promoting entrepreneurship.

Program Specific Objective:

The Program Specific Objectives are designed keeping in mind the end objectives of the programs:

- To impart theoretical and practical principles of management winter and summer internships are provided.
- To bridge the gap between academic and industry seminars, workshops methodology is taken.
- To create responsible and efficient workforce for industry.

Course Outcome:

The Course outcomes of all the courses are designed as per the Blooms Taxonomy, wherein curriculum of courses is designed keeping six layers of Blooms Taxonomy in consideration:

Remember: Our curriculum in this stage motivates students to remember and recall facts and basic concepts.

Understand: Our curriculum in this stage helps the students to explain idea and concepts by describing, classifying and discussing.

Apply: Our curriculum in this stage allows students to use the gathered knowledge of the last two stages in different critical situations.

Analyse: Our curriculum in this stage helps Students to draw connections among ideas, they can organize, relate, compare and contrast under given situations.

Evaluate: Our curriculum in this stage is designed to inculcate confidence, clarity of idea and making justifiable decision.

Create: In our curriculum at this stage we try to make students capable of creating and producing new and original work.

Our curriculum is dedicated to make consistent efforts by adopting curriculum relevant to local, national and global developmental needs with learning objectives. For designing the curriculum, we give lot of emphasis to skill development like Conceptual skills, Human skills and technical skills. It ensures that students are well prepared with 360-degree development to become global citizens.

Curriculum is delivered by perfect blend of Full-Time faculties, visiting faculties and Adjunct faculties with wide industrial and academic exposure. International visiting faculties and corporate personalities from MNCs are also invited from time to time to enhance student's knowledge and to provide exposure to the international business environment.

1.1.2 Percentage of programs where syllabus revision was carried out during the last five years

Response: 100

1.1.2.1 How many programs were revised out of total number of programs offered during the last five years

Response: 2

1.1.2.2 Number of all programs offered by the institution during the last five years

Response: 2

File Description	Document
Minutes of relevant Academic Council/BOS meeting	View Document
Details of program syllabus revision in last 5 years	View Document

1.1.3 Average percentage of courses having focus on Employability/ Entrepreneurship/ Skill development during the last five years

Response: 100

1.1.3.1 Number of courses having focus on employability/ entrepreneurship/ skill development year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
167	133	120	128	108

File Description	Document
Program/ Curriculum/ Syllabus of the courses	View Document
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View Document
Average percentage of courses having focus on employability/ entrepreneurship	View Document

1.2 Academic Flexibility

1.2.1 Percentage of new Courses introduced out of the total number of courses across all Programs offered during last five years

Response: 46.94

1.2.1.1 How many new courses are introduced within the last five years

Response: 169

1.2.1.2 Number of courses offered by the institution across all programs during the last five years

Response: 360

File Description	Document
Minutes of relevant Academic Council/BOS meetings	[View Document](#)
Institutional data in prescribed format	[View Document](#)

1.2.2 Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented

Response: 100

1.2.2.1 Number of programmes in which CBCS/ Elective course system implemented.

Response: 2

File Description	Document
Minutes of relevant Academic Council/BOS meetings	[View Document](#)
Institutional data in prescribed format	[View Document](#)

1.3 Curriculum Enrichment

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

Response:

The institute ensures ample importance in curriculum for cross cutting issues Gender, Environment and Sustainability, Human Values and Professional Ethics. Gender equality and environmental sustainability are relevant in today's dynamic work environment mainstreaming such cross cutting issues takes considerable position in our curriculum. While designing the curriculum sufficient emphasis is laid on Human Values, Gender equality and sustainability.

Professional Ethics helps to instill morally strong corporate citizens.

Human values & Gender Equality: are essential for successful professional career. Human values infuse harmony and help to create students with strong character. The professional environment shares a work space with equal gender participation so the institute makes sure the students of IIMS give equal respect to their colleague without any gender biasness and help in creating a healthy society. The following courses help us to create strong individuals with human values and promote gender equality:

- Principles of Management
- Human Resource Management

- Legal Aspects of Business
- Organisational Behaviour
- Public relations, Planning and Administration

The institute in all its academic and ongoing academic activities practices equal participation of boys and girls for sensitizing the gender equality among the students.

Professional Ethics:

Principles that govern behavior of an individual in professional world are considered as Professional Ethics. These serves as guiding light for individual's successful professional life, courses focusing on these issues in curriculum are:

- Business Ethics & Corporate Social Responsibility
- Advertising and Sales Promotion
- Cyber Law
- Organisational Behaviour
- Organisational Psychology
- Organisational Development

Environment and Sustainability:

Our institute tries to inculcate the habit of responsible interaction with environment to preserve natural resources. We teach our students to create balance resilience and inter connectedness that allows human society to satisfy its needs. Following courses helps us to infuse environment and sustainability among students:

- Marketing Management
- Corporate Social Responsibility

These life lessons are delivered through case studies, live projects, role plays and experiential learning. The institute ignites sensitivity towards society and environment by various activities like visit to old age home, interaction with specially abled people, visit to orphanages and motivating students to spread awareness of cleanliness and Swach Bharat Mission.

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

1.3.2 Number of value-added courses imparting transferable and life skills offered during the last five years

Response: 16

1.3.2.1 Number of value-added courses are added within the last five years

Response: 16

File Description	Document
List of value added courses	View Document
Any additional information	View Document

1.3.3 Average percentage of students enrolled in the courses under 1.3.2 above

Response: 100

1.3.3.1 Number of students enrolled in value-added courses imparting transferable and life skills offered year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
231	234	240	168	141

File Description	Document
Any additional information	View Document

1.3.4 Percentage of students undertaking field projects / internships

Response: 94.37

1.3.4.1 Number of students undertaking field projects or internships

Response: 218

File Description	Document
List of programs and number of students undertaking field projects / internships	View Document
Any additional information	View Document

1.4 Feedback System

1.4.1 Structured feedback received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni 5) Parents for design and review of syllabus Semester wise /year-wise
A. Any 4 of above

B. Any 3 of above

C. Any 2 of above

D. Any 1 of above

Response: B. Any 3 of above

File Description	Document
Any additional information	View Document
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View Document

1.4.2 Feedback processes of the institution may be classified as follows:
A. Feedback collected, analysed and action taken and feedback available on website

B. Feedback collected, analysed and action has been taken

C. Feedback collected and analysed

D. Feedback collected

Response: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
Any additional information	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average percentage of students from other States and Countries during the last five years

Response: 86.81

2.1.1.1 Number of students from other states and countries year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
175	217	203	142	136

File Description	Document
List of students (other states and countries)	[View Document](#)
Institutional data in prescribed format	[View Document](#)
Any additional information	[View Document](#)

2.1.2 Demand Ratio(Average of last five years)

Response: 1.27

2.1.2.1 Number of seats available year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
240	240	240	240	240

File Description	Document
Demand Ratio (Average of Last five years)	[View Document](#)
Any additional information	[View Document](#)

2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

Response: 0

2.1.3.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Average percentage of seats filled against seats reserved	[View Document](#)

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners

Response:

International Institute of Management Studies practices student centric approach. Each student is given personal attention and grooming throughout his/her journey during the program. Our mechanism to identify different levels of students is two dimensional i.e. academic and communication.

 Identification Process:

1. **Psychometric Tests**: Psychometric tests are scientific and standard measure to evaluate individual's mental ability and behaviour style. To understand the learning ability of students. Psychometrics test (MBIT) is being conducted in the first semester to understand the learning ability of the students.
2. **Mentor's observations:** The institute allots 15 students to each mentor who keeps in close touch with the allotted students and try to understand their academic and personal requisites in order to help and extend customised support
3. **Class Tests:** These tests are conducted on a regular basis and the performance of students of different levels is evaluated by test scores.

The students are identified in academics as slow learner and advance learner. Whereas in communication,

we identify 3 levels of students as weak, moderate, and strong communicators.

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

2.2.2 Student - Full time teacher ratio

Response: 9.63

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

2.2.3 Percentage of differently abled students (Divyangjan) on rolls

Response: 0

2.2.3.1 Number of differently abled students on rolls

File Description	Document
Institutional data in prescribed format	[View Document](#)

2.3 Teaching- Learning Process

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

Response:

In our institute our main focus and practice is on student's centric learning. In the institute we support the management learning theory by applied experiential learning through following methods:

1. **Case Study method:** The case study method is a main focus in our institute to enrich the management learning by analyzing the business problem and thereby gain the experiential learning to the students.

2. **Business projects competitions:** In order to provide gains of experiential learning the institute organizes business projects competition among different management institute in Pune. The students prepare business projects and present in the class. The corporate experience professional as expert select the first three business projects. This corporate experience professionals share their corporate experience with the students and thereby students benefit through their experiential learning.

3. **Presentations:** Each students is assigned a topic and student present the topic prepare under the guidance of faculty. By giving presentations by the students he gains the experiential learning.

4. **On the Job (SIP)**: It is mandatory that every student has to work in the company to acquire experiential learning. The institute provides 90 days summer internship and 45 days winter internship where students undergo on the job learning under corporate mentor he comes back to the institute and prepares research projects under the guidance of academic mentor.

5. **Corporate social responsibility:** Corporate social responsibility is a statutory responsibility of every corporate. The institution practices experiential learning by taking students to the Old age home and orphan age homes, and Swachh Bharat Abhiyan. By this experiential learning the student are sensitized for social responsibility and commitment to the national interest by experiential learning.

6. **Vestibule Learning**: Vestibule learning is a bench mark of experiential learning. The institute practices this experiential method by organizing industrial visit of students. Industrial visit exposes to the students to the experiential learning through the interaction with industrial persons.

7. **Sports and Cultural competition**: The institution organizes different sports and cultural competition of students. This competition among students help them to understand the fundamental concept of management namely Decision making, Tolerance, Group Dynamics, Commitments, Leadership Qualities and Team spirit .

8. **Experiential learning from corporate**:- In order to strengthen the theoretical learning of management, institute organizes guest lecturer of highly experienced corporate professionals. These highly experienced professionals shared their experience learning with students. This provides a laboratory of experience learning to the students.

9. **Collaborative learning:** To thrive peer learning, students are made to work in groups to solve specific case problems within a tight time frame. This not only encourages group learning but also helps in knowledge building of students.

10. **Live Projects:** Live projects are provided to develop employment abilities in students to provide industrial experience and insights. This is the most pragmatic way to apply management knowledge in real time environment.

2.3.2 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc.

Response: 100

2.3.2.1 Number of teachers using ICT

Response: 24

File Description	Document
List of teachers (using ICT for teaching)	[View Document](#)

2.3.3 Ratio of students to mentor for academic and stress related issues

Response: 9.63

2.3.3.1 Number of mentors

Response: 24

File Description	Document
Any additional information	View Document

2.3.4 Preparation and adherence to Academic Calendar and Teaching plans by the institution

Response:

Preparation and Adherence of Academic Calendar: The institution prepares the academic calendar every year in advance. The coverage of academic calendar covers the list of examination dates, seminars, conferences, guest lectures, workshops and industrial visits holidays, vacation dates, festivals, etc. Academic calendar provides the total effective working days available in a given semester. Then the director and senior colleagues prepare the time table by correlating the working days available and coverage of curriculum of the subjects. Thus the academic calendar monitors the effective delivery of the program with academic and business inputs.

Preparation and Adherence of Teaching Plan: The concern faculties prepare teaching plan for their respective subjects of 30 hours. These 30 hours are distributed among class room teaching, case studies, role play, workshops and lab session as per the subject requirements.

These plans are made in advance and serves as guide for conducting sessions.

The director and HODs check the progress of each course and ensures timely and effective completion of course in the specified time frame with perfect blend of practical and theoretical inputs.

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 100

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	View Document

2.4.2 Average percentage of full time teachers with Ph.D. during the last five years

Response: 38.33

2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
11	11	13	10	5

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	[View Document](#)
Any additional information	[View Document](#)

2.4.3 Teaching experience per full time teacher in number of years

Response: 14.92

2.4.3.1 Total experience of full-time teachers

Response: 358.1

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

2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years

Response: 0

2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Institutional data in prescribed format	[View Document](#)

2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the

last five years

Response: 30.12

2.4.5.1 Number of full time teachers from other states year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
11	8	8	6	6

File Description	Document
List of full time teachers from other state and state from which qualifying degree was obtained	[View Document]()

2.5 Evaluation Process and Reforms

2.5.1 Average number of days from the date of last semester-end/ year- end examination till the declaration of results during the last five years

Response: 30.4

2.5.1.1 Number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
30	30	30	31	31

File Description	Document
List of programs and date of last semester and date of declaration of result	[View Document]()
Any additional information	[View Document]()

2.5.2 Average percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years

Response: 4.8

2.5.2.1 Number of complaints/grievances about evaluation year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
14	12	7	5	3

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

2.5.3 Average percentage of applications for revaluation leading to change in marks during the last five years

Response: 55.1

2.5.3.1 Number of applications for revaluation leading to change in marks year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
12	7	5	3	0

2.5.4 Positive impact of reforms on the examination procedures and processes including IT integration and continuous internal assessment on the examination management system

Response:

IIMS has an efficient examination and evaluation process. The examination department of the institute is fully dedicated to conduct the exams in the most efficient manner and ensures effective exam conduct.

The Institute followed evaluation pattern of 20 marks for internal evaluation and 80 marks for final examination. This was reframed in the year 2017-2019 for evaluation pattern of 40 marks for internal evaluation and 60 marks for final examination. The change in evaluation pattern resulted in better overall performance of students.

The institute follows case based evaluation system for third and fourth semester. In the year 2017-19 the final exam paper pattern introduced multiple choice questions and short notes to give maximum coverage to the syllabus.

All internal question papers are set by the college faculty and end semester examination question papers are selected from the given set of 3 papers by the concern faculty after consultation with the concerned HODs of the respective departments. The question paper carries short answer type questions and the long answer type questions with internal choice to test the skills of the student; it also motivates the students to prepare for the entire syllabus and discourages selective study. Practical examinations are conducted every semester.

Exam Management System: The exam management system comprises internal assessment and final exam assessment.

Internal Assessment System:

Internal assessment marks (40 marks) are divided into various assessment parameters by the concern faculty as per the subject requirement and internal assessment marks are submitted to the concerned HOD who, after reviewing the same submit to the controller of exams for consideration in the final mark sheet.

Final Assessment System:

For the final exams, concern faculty members submit 3 sets of exam papers of their course to the HOD. The HOD along with the controller of examination, Director and with other experts selects one question paper out of the given set to be used for the final exams. Central Assessment Program round is organised within 3days of the conduct of the exam and results are displayed within 30 days of final exams.

- CC cameras are installed in corridors to check unethical practices

2.5.5 Status of automation of Examination division along with approved Examination Manual
A. 100% automation of entire division & implementation of Examination Management System (EMS)

B. Only student registration, Hall ticket issue & Result Processing

C. Only student registration and result processing

D. Only result processing

Response: B. Only student registration, Hall ticket issue & Result Processing

File Description	Document
Current manual of examination automation system and Annual reports of examination including the present status of automation	[View Document](#)

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 on website and communicated to teachers and students

Response:

Program outcome are displayed at various prime locations in the Institute premises and is also available on the website to make faculties and students aware about the Program Outcome and Program Specific Outcome. To make students aware about different course outcomes, each classroom has a separate board assigned where the course outcomes are displayed for the ready reference of the students.

The Program outcomes, Program Specific Outcomes are helpful in developing the framework of teaching and learning. The Course outcomes facilitate in clear understanding about the course expectations and also support the process of learning. The Course outcomes also present a clear picture of employability, skill development and entrepreneurship prospects of the course. Further the outcomes help to understand the various cross cutting issues pertaining to gender, environment, values and professional ethics. Academic council frames the curriculum which appropriately incorporates Program Outcomes (POs), Program Specific Outcomes (PSOs) and Course Outcomes (COs) for all programs offered by the institution. While framing the syllabus the scope, methodology and outcomes are taken into consideration. Definite measurable program and course outcomes are set up. At the same time, suitable teaching methods and materials and other curricular activities such as live projects and industrial visits, etc. are planned.

2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution

Response:

The Post Graduate Diploma in Management is a professional program designed with specific predetermined outcomes. This program is designed to develop sound management theoretical mind of students with skill mix and extensive practice of problem solving through case studies, role plays, simulations and presentation. Ultimate objective is to transform the student as professionals required in the corporate as innovative business leaders. The attainment of Program Outcomes, Program Specific Outcomes and Course Outcomes are evaluated in following ways.

Course Outcome:

- The attainment of outcomes of the program are evaluated through continuous evaluation which is classified as internal evaluation of 5marks for presentation, 5 marks for attendance and 5 Marks for assignments, 5 marks for case studies (These marks are allotted as per the subject requirements) 20 marks for mid-term exam i.e. total 40 marks and remaining 60 marks for final examination. Thus students of various management subjects are measured in terms of outcome which is finally in terms of results of students. This quality of academic outcome is measured through percentage of 1st class and 2nd class.
- Feedback taken from the students at the end of the semester regarding attainment of COs.

Program Outcome and Program Specific Outcome:

- The Specific Outcomes of the program are reflected in the placements of the marketing students, placements of the HR students, placements of the finance students as well as students who have become entrepreneur and students who have gone for higher studies.

- To evaluate Program Specific Outcome and Program Outcome, exit interview of outgoing students at the time of convocation ceremony is conducted.

2.6.3 Average pass percentage of Students

Response: 97.27

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Response: 214

2.6.3.2 Total number of final year students who appeared for the examination conducted by the institution

Response: 220

File Description	Document
List of programs and number of students passed and appeared in the final year examination	[View Document](#)
Any additional information	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

Criterion 3 - Research, Innovations and Extension

3.1 Promotion of Research and Facilities

3.1.1 The institution has a well defined policy for promotion of research and the same is uploaded on the institutional website

Response: Yes

File Description	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	[View Document](#)
Any additional information	[View Document](#)
URL of Policy document on promotion of research uploaded on website	[View Document](#)

3.1.2 The institution provides seed money to its teachers for research (average per year)

Response: 0

3.1.2.1 The amount of seed money provided by institution to its faculty year-wise during the last five years(INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
List of teachers receiving grant and details of grant received	[View Document](#)
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	[View Document](#)
Any additional information	[View Document](#)

3.1.3 Number of teachers awarded international fellowship for advanced studies/ research during the last five years

Response: 0

3.1.3.1 The number of teachers awarded international fellowship for advanced studies / research year-wise

during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
List of teachers and their international fellowship details	[View Document]

3.1.4 Institution has the following facilities

1. **Central Instrumentation Centre**
2. **Animal House/Green House / Museum**
3. **Central Fabrication facility**
4. **Media laboratory/Business Lab/Studios**
5. **Research / Statistical Databases**

A. Any four facilities exist

B. Three of the facilities exist

C. Two of the facilities exist

D. One of the facilities exist

Response: C. Two of the facilities exist

File Description	Document
Institutional data in prescribed format	[View Document]

3.2 Resource Mobilization for Research

3.2.1 Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments,Chairs in the institution during the last five years (INR in Lakhs)

Response: 0

3.2.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years(INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
List of project and grant details	[View Document]()

3.2.2 Number of research centres recognised by University and National/ International Bodies

Response: 0

3.2.2.1 **Number of research centres recognised by University and National/ International Bodies**

File Description	Document
Names of research centres	[View Document]()

3.2.3 Percentage of teachers recognised as research guides

Response: 8.33

3.2.3.1 **Number of teachers recognised as research guides**

Response: 2

3.2.3.2 Number of full time teachers worked in the institution during the last 5 years

Response: 24

File Description	Document
Details of teachers recognized as research guide	[View Document]()

3.2.4 Number of research projects per teacher funded, by government and non-government agencies, during the last five year

Response: 0

3.2.4.1 Number of research projects funded by government and non-government agencies during the last five years

File Description	Document
Any additional information	[View Document]()

3.3 Innovation Ecosystem

3.3.1 Institution has created an eco system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge

Response:

International Institute of Management Studies provides platform for excellence in Academic, Innovation and Research.

- IIMS takes initiative to create environment of continuous industry academia interface by conducting conclaves and inviting CEOs, CFOs, Presidents, start-up entrepreneurs, established entrepreneurs, family business owners to transfer knowledge to the students to widen their horizon.
- To develop the research and innovation aptitude among the faculties and students institute provides financial assistance as well as organises several conferences, conclaves and FDPs.
- The institute promotes **internships** (Winter & Summer), in second and third semester.
- Live Projects are conducted for students of marketing and retail specialisation students.
- Social Projects to infuse more practical orientation to the curriculum.
- IIMS has installed **an Incubation centre for Entrepreneurship skill development** to provide a platform for budding and passionate student entrepreneur to shape their creative ideas into business ventures.

The objective of incubation centre at IIMS is to provide physical space, seed funding, alumni support and mentorship among others.

3.3.2 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry - Academia Innovative practices during the last five years

Response: 18

3.3.2.1 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
7	5	2	2	2

File Description	Document
List of workshops/seminars during the last 5 years	[View Document](#)

3.3.3 Number of awards for innovation won by institution/ teachers/ research scholars/students during the last five years

Response: 18

3.3.3.1 Total number of awards for innovation won by institution/teachers/research scholars/students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
2	6	6	2	2

File Description	Document
List of innovation and award details	[View Document](#)
e- copies of award letters	[View Document](#)

3.3.4 Number of start-ups incubated on campus during the last five years

Response: 19

3.3.4.1 Total number of start-ups incubated on campus year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
3	7	3	4	2

File Description	Document
List of startups details like name of startup, nature, year of commencement etc	[View Document](#)
e- sanction order of the Institution for the start ups on campus	[View Document](#)

3.4 Research Publications and Awards

3.4.1 The institution has a stated Code of Ethics to check malpractices and plagiarism in Research

Response: Yes

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

3.4.2 The institution provides incentives to teachers who receive state, national and international

recognition/awards

Response: Yes

3.4.3 Number of Patents published/awarded during the last five years

Response: 0

3.4.3.1 Total number of Patents published/awarded year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
List of patents and year it was awarded	[View Document](#)
Any additional information	[View Document](#)

3.4.4 Number of Ph.D.s awarded per teacher during the last five years

Response: 0

3.4.4.1 How many Ph.Ds are awarded within last 5 years

3.4.4.2 Total number of teachers recognised as guides during the last 5 years

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	[View Document](#)
URL to the research page on HEI web site	[View Document](#)

3.4.5 Number of research papers per teacher in the Journals notified on UGC website during the last five years

Response: 3.26

3.4.5.1 Number of research papers in the Journals notified on UGC website during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
23	25	13	11	14

File Description	Document
List of research papers by title, author, department, name and year of publication	[View Document](#)

3.4.6 Number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings per teacher during the last five years

Response: 0.15

3.4.6.1 Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	2	1

File Description	Document
List books and chapters in edited volumes / books published	[View Document](#)
Any additional information	[View Document](#)

3.4.7 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Response:

3.4.8 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science - h-index of the Institution

Response:

3.5 Consultancy

3.5.1 Institution has a policy on consultancy including revenue sharing between the institution and the individual

Response: Yes

File Description	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to Consultancy policy	View Document
Any additional information	View Document
URL of the consultancy policy document	View Document

3.5.2 Revenue generated from consultancy during the last five years

Response: 30

3.5.2.1 Total amount generated from consultancy year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
10.80	10.20	9	0	0

File Description	Document
List of consultants and revenue generated by them	View Document
Audited statements of accounts indicating the revenue generated through consultancy	View Document

3.5.3 Revenue generated from corporate training by the institution during the last five years

Response: 5.11

3.5.3.1 Total amount generated from corporate training by the institution year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
.30	.30	3	.80	.71

File Description	Document
List of teacher consultants and revenue generated by them	View Document
Audited statements of account indicating the revenue generated through training	View Document
Any additional information	View Document

3.6 Extension Activities

3.6.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years

Response:

International Institute of Management Studies believes in holistic development of students by infusing academic, industry and social knowledge. To infuse emotional and social quotient in students the institute conducts several interfaces between our students and different 'Special Parts' of society. The institute established "Rotaract Club of SBES" under Rotary club of Akrudi in the year 2013 -14.

The institute takes care of its social responsibility by conducting various programs like:

Swach Bharat Initiative: The institute organises awareness campaign towards cleanliness in nearby surroundings by cleaning the area and educating people on keeping the surrounding clean. It includes hygienic habits like washing hands before having food, taking bath daily etc.

Blood Donation camp: The institute organises blood donation camp every year the management, faculty, students and nonteaching staff takes part in it enthusiastically and give their contribution towards the community.

Visit to Orphanage & Old age Home: To invoke emotional quotient among the future leaders the institute organises various visits to Orphanage, Old age Homes and Homes of Specially abled people.

To address the social issues the institute promotes awareness campaign about Traffic rules, use of polythene, AIDS prevention, Flood/ draught relief donations, Fight against hunger – by providing food to the under privileged part of the society.

To infuse patriotism and understand the importance of national symbols the institute conducts campaign of "FLAG COLLECTION" on 15th August & 26th January.

International Yoga Day celebration, Fun run to fight against Diabetes and Stress, to promote health consciousness by cycling and running among the society, International Peace Day, Youth Day celebration, Women's Day celebration, Vachan Prerna Divas etc. are celebrated to sensitize students towards social issues and to develop a wholistic personality which reflects in their behavior and decisions.

Impacts of certain activities are seen in the feedback of employers of our students, IIMS is able to create ethical, social and responsible managers. Performance of our students in industry makes the employer to come back to recruit their juniors.

File Description	Document
link for additional information	[View Document](#)

3.6.2 Number of awards and recognition received for extension activities from Government /recognised bodies during the last five years

Response: 0

3.6.2.1 Total number of awards and recognition received for extension activities from Government /recognised bodies year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Number of awards for extension activities in last 5 years	[View Document](#)

3.6.3 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the last five years

Response: 54

3.6.3.1 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
14	9	14	9	8

File Description	Document
Number of extension and outreach programs conducted with industry,community etc for the last five years	[View Document](#)

3.6.4 Average percentage of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years

Response: 96.97

3.6.4.1 Total number of students participating in extension activities with Government Organisations, Non-

Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
227	229	236	159	135

File Description	Document
Average percentage of students participating in extension activities with Government or NGO etc	[View Document](#)

3.7 Collaboration

3.7.1 Number of Collaborative activities for research, faculty exchange, student exchange per year

Response: 1.4

3.7.1.1 Total number of Collaborative activities for research, faculty exchange, student exchange year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	1	2	2	1

File Description	Document
Number of Collaborative activities for research, faculty etc	[View Document](#)
Copies of collaboration	[View Document](#)

3.7.2 Number of linkages with institutions/industries for internship, on-the-job training, project work, sharing of research facilities etc. during the last five years

Response: 4

3.7.2.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	2	1

File Description	Document
e-copies of linkage related Document	View Document
Details of linkages with institutions/industries for internship	View Document

3.7.3 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)

Response: 1

3.7.3.1 Number of functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years (only functional MoUs with ongoing activities to be considered)

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	0	0

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	View Document
Details of functional MoUs with institutions of national, international importance,other universities etc during the last five years	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc

Response:

The institute has the required infrastructure and learning resources like classrooms, Smart board, and computer lab, library with reading room, MDP room, assembly hall and auditorium. The campus is Wi-Fi enabled with 24/7. internet facilities to the students and staff.

The institute has sports facilities namely, Badminton Court, Football Court, Volley ball court, Basket Ball Court and Modern Gym. The institute updates the infrastructure and learning resources facilities with the changing requirement of the modern business schools.

Computer Labs: The institution has 2 computer labs with the repository of 168 computers in these labs. These labs are designed to cater to enrich the IT knowledge of the students. These labs are well equipped with internet connectivity.

 Classrooms: The institution has 9 air-conditioned classrooms with ICT facility for presentations, animations and graphics for detailed explanation of the lectures.

Projectors: 12 LCD projectors are being used in the classrooms to make students enthusiastic towards learning the subject.

Auditorium: It is well-furnished and air conditioned with a seating capacity of 240. It is equipped with state-of-the art audio and video technology with recording facility.

Landscape Gardens: IIMS is bestowed with lush green campus and many decorative plants and trees are part of the landscape gardens spread across the college.

Canteen & Food Court: Canteen provides nutritious and delicious Breakfast, Lunch and Dinner to the students and staff of the college.

 Hostels: There are 2 boy's hostels to accommodate over 200 students of PGDM courses. Hostel facility for PGDM girls is provided at 2 hostels.

Gym: The Institute has fully furnished Gym with adequate and modern exercise equipment's and gadgets like Tread Mill, Bicycle, squat rack, Barbell, Pulley, Dumbbell, Pull-up, Leg- Extension, Leg Curl, and Hammer etc.

Thus the institute provides a cordial learning environment to students.

File Description	Document
Any additional information	View Document

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

Response:

IIMS is a student centric institute, where 360 degree growth of student is taken into consideration. The institutes believe in creating physically fit, mentally robust and professionally competent individuals which will help in creating a healthy society. We concentrate on following activities for their holistic development.

Sports

The institute has sports facilities include indoor and outdoor games. The institute has indoor game facilities such as snooker, table tennis, Badminton and Carom and outdoor games facilities such as sports ground, Basket Ball, Volleyball. Institute has football ground where every year corporate football league is arranged to promotes sports among the students and arrange a platform for student, industry interaction. At various cultural events sports competitions are integral part.

Health

The institute believes in healthy professionals who could provide the industry and society a strong and ethical place to live in, for that we have a modern gym with a professional trainer, yoga center, aerobics classes, and self defense classes. The institute celebrates international Yoga Day, Fun Run, Duathalon etc every year to spread awareness about healthy living among the students and society.

Cultural

Cultural Events are an important medium to develop leadership skills, team building and to promote the hobbies of individuals. Keeping this into considerations IIMS organizes various cultural events and competitions where students take lead to conduct and perform. The Institute organizes VISTA – MANTHAN an annual Techno Cultural Management Fest, Youth Day, Women's Day, Guru purnima etc to inculcate the cultural aspects.

Specification about area/size and year of establishment are as follows:

Sports	Area/Size	Usage Rate	
Gym	150 sq. m	100%	
Yoga Centre	150 sq. m	100%	
Cultural Activity Area	150 sq. m	100%	

Snooker Table	**10/5**	**100%**	
Table Tennis	**9 feet**	**100%**	
Basket Ball	**28/15 Meter**	**100%**	
Carom	**33/33 inch**	**100%**	
Sports Ground	**80/40 yards**	**100%**	

File Description	Document
Any additional information	[View Document]()

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

Response: 100

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 11

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	[View Document]()
Any additional information	[View Document]()
Link for additional information which is optional	[View Document]()

4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.

Response: 11.68

4.1.4.1 Budget allocation for infrastructure augmentation, excluding salary year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
33	46	40	55	2

File Description	Document
Audited utilization statements	[View Document]()
Any additional information	[View Document]()

4.2 Library as a Learning Resource

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

Response:

At International Institute of Management Studies, the library is automated by using the Integrated Library Management System (ILMS). We have installed AutoLib Library Management Software (Version 1.0.0) on 12th June 2015. AutoLib is totally integrated software package which covers all aspects of library management.

It is Multilingual, Multiuser and Multitasking software, which not only helps to effectively manage a library but also helps in reducing the overhead cost. At IIMS AutoLib is used for following:

1. Master Setup
2. Classification of Members
3. Book Acquisition Maintenance
4. Cataloguing i.e. management of accession number system
5. Issue/Return or Renewals from single window
6. Book listing
7. Explore menus provided for easy navigation through the system

Thus Library is automated initially with AutoLib software version 1.0.0 and operative till the academic year 2018-19; then library has upgraded to the fully automation by AutoLib NG Web OPAC. It has been done from the academic year 2019-20 to make all the library operations smart and computerized.

Nature of Automation: Fully Automated

Version: 1.0

Academic Year	Name of ILMS	Nature of Automation (Fully/Partially)	Version
2019-20	**AutoLib NG Web OPAC**	**Fully**	**NG We**
2018-19	**AutoLib**	**Partially**	**1.0.0**
2017-18	**AutoLib**	**Partially**	**1.0.0**
2016-17	**AutoLib**	**Partially**	**1.0.0**
2015-16	**AutoLib**	**Partially**	**1.0.0**

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

4.2.2 Collection of rare books, manuscripts, special reports or any other knowledge resource for library enrichment

Response:

The rare books are the books that are distinguished by their early date of printing, their limited edition, the special character or historical interest of the edition or binding. The most important factor in determining rarity is the intrinsic importance of the book or the importance of the book in its field.

The institute refers the faculty and students following links to avail Rare Books, Special Reports, and Manuscripts which is available on web.

Rare book society of India: Link www.rarebooksocietyofindia.org/

National Digital Library: Link https://ndl.iitkgp.ac.in/

http://digital.lib.lehigh.edu/manuscripts/browse.php

http://www.rarebookroom.org/

The institute has a collection of Rare Books, autobiographies, self help books, Motivational Books other than Text and Reference books, some of example are given below

Name of the book/Manuscript	Name of the Publisher	Name of the Author	Number ofCopies	Ye
Dianetics: The Original Thesis	Bridge Publication	L. Ron Hubbard	10	195
Dianetics: Evolution of Science	Bridge Publication	L. Ron Hubbard	10	195
Dianetics: The Modern Science of Mental Health	Bridge Publication	L. Ron Hubbard	10	195
Self Analysis	Bridge Publication	L. Ron Hubbard	10	195
Handbook for Preclear	Bridge Publication	L. Ron Hubbard	10	197
Scientology the Fundamentals of Thought	Bridge Publication	L. Ron Hubbard	10	195
The problems of Work	Bridge Publication	L. Ron Hubbard	10	195
Scientology: A new Slant on life	Bridge Publication	L. Ron Hubbard	10	196
Clear Body Clear Mind	Bridge Publication	L. Ron Hubbard	10	199
The Way to Happiness	Bridge Publication	L. Ron Hubbard	10	198
Scientology the Fundamentals of Thought(Audio)	Bridge Publication	L. Ron Hubbard	10	195
The problems of Work(Audio)	Bridge Publication	L. Ron Hubbard	10	195
The Way to Happiness (Audio)	Bridge Publication	L. Ron Hubbard	10	198
The Scientology Handbook on Film	Bridge Publication	L. Ron Hubbard	10	195
The Way to Happiness on Film	Bridge Publication	L. Ron Hubbard	10	195
The Ramayana	HarperCollins Publishers India	Ramesh Menon	10	200
The Art of thinking clearly	Hachette India	Rolf Dobelli	10	201
The Auto Biography of Martin Luther King Jr.	Hachette India	Clyborne Carson	10	199

Bring up the Bodies	HarperCollins Publishers India	Hilary Mantel	10	201
How to win Friends & Influence People	Thompson Press India	Dale Carnegie	10	201
Who will cry when you die	Jico Books	Robin Sharma	10	199
Losing My Virginity	Virgin Books Ltd	Sir Richard Branson	10	200
Elon Musk: How the Billionaire CEO of SpaceX and Tesla is Shaping our Future	Penguin Random House	Ashlee Vance	10	201

4.2.3 Does the institution have the following

    1. **e-journals**
    2. **e-ShodhSindhu**
    3. **Shodhganga Membership**
    4. **e-books**
    5. **Databases**

Any 4 of the above

Any 3 of the above

Any 2 of the above

Any 1 of the above

Response: Any 4 of the above

File Description	Document
Details of subscriptions like e-journals,e-ShodhSindhu,Shodhganga Membership etc	[View Document](#)
Any additional information	[View Document](#)

4.2.4 Average annual expenditure for purchase of books and journals during the last five years (INR in Lakhs)

Response: 3.18

4.2.4.1 Annual expenditure for purchase of books and journals year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
4.8	4.4	2	4.7	0

File Description	Document
Details of annual expenditure for purchase of books and journals during the last five years	View Document
Audited statements of accounts	View Document

4.2.5 Availability of remote access to e-resources of the library

Response: Yes

File Description	Document
Any additional information	View Document

4.2.6 Percentage per day usage of library by teachers and students

Response: 54.12

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

Response: 138

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Response:

Institute regular updates its IT facilities including Wi-Fi at Periodic Intervals. Recently we have increased internet bandwidth from 50 Mbps to 72 mbps. Computer Lab with latest Software and Internet facility is available to the students. Practical sessions are allocated within the timetable to ensure optimum utilization of the Computer lab. Students are given the time slots for Practice.

Internet bandwidth Speed

Academic Year	Internet bandwidth
2018 - 19	**72 MBPS**
2017 - 18	**72 MBPS**
2016 - 17	**50 MBPS**

2015 - 16	30 MBPS
2014 - 15	16 MBPS

The IT department reviews and analyzes the condition of the computers in the Institute to facilitate and decide the type of up gradation required. Hardware and software up gradations are in line with the demand of latest syllabus as well as student feedback. The Institute purchases new edition of computers as and when required. In the annual budget adequate provision is made for the same.

Computing Facilities

Desktop Computers	180
Laptop	12
Printer	11
Scanner	2
Photo copier	1
Wi-Fi Device	100 (8 in campus, 92 in hostel)
CCTV Camera	14
LCD	11

File Description	Document
Any additional information	View Document

4.3.2 Student - Computer ratio

Response: 1.15

File Description	Document
Any additional information	View Document

4.3.3 Available bandwidth of internet connection in the Institution (Lease line)
?50 MBPS

35 MBPS - 50 MBPS

20 MBPS - 35 MBPS

5 MBPS - 20 MBPS

Response: ?50 MBPS

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

4.3.4 Facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS)

Response: Yes

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years

Response: 8.1

4.4.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
173	32	9	8	3

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	[View Document](#)
Audited statements of accounts.	[View Document](#)

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

Response:

- Admin. Department of the Institute looks after the infrastructure of classroom, maintenance and repairs of Institute Infrastructure.
- Admin. Department, oversees the supervisor's job at the next level. The admin head is accountable and acts as the supervisor who organizes the workforce effectively, maintaining duty files that contain details of their individual floor-wise duties, scheduling, leave etc. The maintenance officer conducts daily checks to ensure the infrastructure's efficiency / working condition.

- Adequate in-house staff is employed to maintain meticulous on-campus hygiene, cleanliness and infrastructure to provide a comfortable learning environment. Classrooms, staff rooms, seminar rooms, IT labs, etc. are regularly cleaned and maintained by service and housekeeping staff assigned to each floor. In each room, dustbins are kept. A full-time gardener keeps the campus Green Cover intact.
- IT Lab assistant maintains Institutes computers and devices under the supervision of the system administrator.
- From time to time Proper inspection is done and verification of stock takes place at the end of every year.
- From time to time repairs and maintenance requisites are submitted by the HODs to the Administrative office. The requirements are collectively processed in every semester break so as to keep things ready for the new semester.
- The maintenance team looks after the regular maintenance of civil works such as furniture repairs, masonry and plaster works, painting, carpentry, plumbing and house-keeping. The maintenance team looks after the maintenance of rest rooms and neatness of the entire institute premises.

Table 4.4.2: List of Maintenance Committee

Sr. No.	Designation	Responsibility	
1	Director	Chairman	
2	HOD-IT	System Administrator	
4	IT Infra Coordinator	IT Infra Coordinator	
10	Librarian	Library Coordinator	
11	Coordinator	Hostel & Canteen Maintenance	
		Coordinator	
12	Campus In charge	Campus Coordinator	

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

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

Response: 0

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years	[View Document](#)

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years

Response: 22.28

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution besides government schemes year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
45	46	47	48	34

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

5.1.3 Number of capability enhancement and development schemes –

1. **Guidance for competitive examinations**
2. **Career Counselling**
3. **Soft skill development**
4. **Remedial coaching**

5. **Language lab**
6. **Bridge courses**
7. **Yoga and Meditation**
8. **Personal Counselling**

7 or more of the above

Any 6 of the above

Any 5 of the above

Any 4 of the above

Response: Any 6 of the above

File Description	Document
Details of capability enhancement and development schemes	[View Document](#)

5.1.4 Average percentage of students benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years

Response: 74.49

5.1.4.1 Number of students benefited by guidance for competitive examinations and career counselling offered by the institution year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
214	217	149	123	73

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	[View Document](#)

5.1.5 Average percentage of students benefited by Vocational Education and Training (VET) during the last five years

Response: 100

5.1.5.1 Number of students attending VET year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
231	234	240	168	141

File Description	Document
Details of of students benefited by Vocational Education and Training (VET)	[View Document]

5.1.6 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Response: Yes

File Description	Document
Details of student grievances including sexual harassment and ragging cases	[View Document]

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 90.7

5.2.1.1 Number of outgoing students placed year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
213	217	137	83	69

File Description	Document
Details of student placement during the last five years	[View Document]

5.2.2 Percentage of student progression to higher education (previous graduating batch)

Response: 0

5.2.2.1 Number of outgoing students progressing to higher education

File Description	Document
Details of student progression to higher education	[View Document]

5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 20

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil services/ State government examinations) year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	0	0

5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: NET/SLET/GATE/GMAT/CAT, GRE/TOEFL/ Civil Services/State government examinations) year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	0	0

File Description	Document
Upload supporting data for the same	[View Document](#)
Number of students qualifying in state/ national/ international level examinations during the last five years	[View Document](#)

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) during the last five years

Response: 48

5.3.1.1 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-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
12	11	11	8	6

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at national/international level during the last five years	[View Document](#)

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Response:

The institute every year elects student council members democratically by students of current batch. The institute ensures student representation in various committees and bodies like:

- **Placement Committee:** Placement committee is elected to serve with placement team of the institute wherein committee members play an active role by coordinating with industry professionals, candidates and by managing campus placement processes.
- **Magazine Committee:** The committee members are responsible for monthly news letters of the institute and annual cultural magazine of the institute. The Magazine secretary heads the committee.
- **Grievance Committee:** Elected members from the students in Grievance committee ensures transparency in decision making.
- **Anti -Ragging Committee:** Students representation in Anti -Ragging Committee ensures transparency in decision making.
- **Canteen Committee:** Members of Canteen Committee manage the canteen of institute by ensuring healthy and hygienic food.
- **Cultural Committee:** The student council of IIMS has a Cultural Secretary and Joint Cultural Secretary who play an active role in organizing various cultural events like Octave, Vista, Manthan, Guru Purnima, Youth Day, Independence Day, Republic Day etc. they take care cultural events, sponsoring and management.
- **Sports Committee:** The sports committee organizes various sports events during Vista**,** Corporate Football League is organized with Rotaract club members etc.
- **Hostel Committee:** Students take care of various requisites of hostel and raise the issues to management and manage the day to day work related to security, hygiene, discipline etc.
- **Alumni Committee:** The members of committee associate with alumni's for mentoring, grooming, placement, they actively participate in arranging alumni meets.

We maintain transparency in all activities by involvement of stakeholders like students, parents etc. By participating in various committees' students get exposure of social and corporate atmosphere. It helps to develop leadership skills, team building, decision making, time management, self-discipline among the students and create robust managers for industry. It helps the institute to generate fresh ideas which infuses dynamism in the institute's environment.

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

5.3.3 Average number of sports and cultural activities / competitions organised at the institution level per year

Response: 21

5.3.3.1 Number of sports and cultural activities / competitions organised at the institution level year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
22	21	21	21	20

File Description	Document
Report of the event	[View Document](#)
Number of sports and cultural activities / competitions organised per year	[View Document](#)
Any additional information	[View Document](#)

5.4 Alumni Engagement

5.4.1 The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Response:

Alumni Association of SaiBalaji Education Society: The institute has registered Alumni Association on December 6, 2017, which contributes significantly to the development of the institution. IIMS alumni contribute to the development of its alma-mater through monetary and non-monetary means.

Placements and Internship Support: IIMS alumni are internationally placed so the members of Alumni association employed in the different organization contribute by helping the student in the placement by providing them the international platform. They mentor and advise the students to choose their better field as per their career aspiration.

The members of Alumni Association through there association helps in providing SIP (Summer Internship Project) and WIP (Winter Internship Project) to the students of institution for their mandatory work experience of 45 days and 90 days respectively in the companies.

Alumni Mentorship: The Institute invites the member of alumni association for guest lecturers and regular interactions to share their work experience and current trends of the corporate culture with the students. Alumni are allotted buddies in the ratio of 1:10, who guide students through group meetings.

Alumni in Academic Advisory: Alumni feedback is taken to enrich the course curriculum as per the changing corporate world scenario. Their valuable suggestion helps the institute to develop the innovative syllabus and course curriculum of the PGDM program. Attempt is made to implement their work experiences so as to enrich the syllabus. It helps to predict the corporate expectations from the institution. Our Alumni actively participate in yearly Council Meetings to held to revise and review PGDM syllabus.

Monetary and Nonmonetary Contribution: Our alumni provide support in various aspects beneficial for Students welfare like book donation etc.

Admissions Support: Alumni members support Admission Team in Selection Process. Alumni Admissions Committee has been established to guide and make policies for admission. Alumni recommendation and referrals are given priority and freeships in admissions.

Alumni Meet: Every Year Institution organizes Alumni meet to provide the round table forum to share their feeling and experiences of the corporate world with the students. Some of the alumni are having their own start ups while some of them are entrepreneurs. It helps the current batch student to get guidance before diving into the real world challenges.

Furthermore The College in its celebration invites the alumnus as Guest of Honor to interact with the students on the social platform. IIMS held alumni meet at 4 chapters:

Alumni Chapter of IIMS
PUNE CHAPTER
MUMBAI CHAPTER
DUBAI CHAPTER
DELHI CHAPTER

The alumni helps in discover the placement opening and opportunities. Furthermore they also help the institute to facilitate the industry visit, guest lectures, MDPs and expert talks. Alumni citizenship and loyalty to the institute helps to advance by leaps and bounds.

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

5.4.2 Alumni contribution during the last five years(INR in Lakhs)

? 15 Lakhs

10Lakhs - 15 Lakhs

5 Lakhs - 10 Lakhs

2 Lakhs - 5 Lakhs

Response: <2 Lakhs

File Description	Document
Any additional information	View Document
Alumni association audited statements	View Document

5.4.3 Number of Alumni Association / Chapters meetings held during the last five years

Response: 11

5.4.3.1 Number of Alumni Association /Chapters meetings held year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
2	2	2	3	2

File Description	Document
Number of Alumni Association / Chapters meetings conducted during the last five years	View Document
Any additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution

Response:

The governance of institute is aligned with its vision of carving physically fit, mentally robust and professionally competent individuals and its mission to impart holistic and industry oriented management Training. The institute follows the hierarchy of leadership to ensure effective organizational working and incremental improvement. Keeping in view the vision and mission of the Institute, top layer of hierarchy identify needs to be addressed in the areas of**:**

- Enhancing quality of management education
- Introducing contemporary courses
- Promoting inter institutional and international collaborations
- Promoting physical fitness among students

For the purpose of bridging the gap identified, leaders

1. Sets objectives relevant to deliver quality education and other infrastructure for making competent managers.

2. Hiring quality professionals to achieve the objective of skilling students with contemporary education.

3. Provide strong Infrastructural support for the achievement of the objectives.

All objectives are achieved through effective Stake holders' involvement which is gained through

1. Collecting, analyzing, and acting upon the feedback and consultation from the stakeholders

2. Connecting with Parents on phone or otherwise to communicate progress of their ward as well as to get their opinions about the program delivery

3. Making student friendly policies, so as to make them comfortable in giving suggestions and involving them in various institute level committees

4. Conducting regular Alumni Meets and invite suggestions and contribution of any sort from alumni for betterment of the Institute

5. Connecting with Industry through placement processes and recording their requirements

6. Following Governing body's norms compliance and regulations

7. Interacting with the local community to identify and serve their requirements

Reinforcing the culture of excellence: A strong manager is the bi-product of a strong cultural grooming. The institutional leadership takes initiatives to imbibe culture of excellence in budding managers through creating various forums, yoga and mind mapping programs like psychometric tests, other programmes like trainings and personality development programmes, academic pursuit through research centers and re-enforcing discipline.

Performance Measuring Process:

1. **Periodic examinations:** The performance of the students is evaluated through periodic internal examinations.
2. **Involving in activities:** Students are involved in all activities which promote their growth and development.
3. **Feedback based improvement:** Students are given feedback on their performance and motivated to improve.

6.1.2 The institution practices decentralization and participative management

Response:

Decentralization: The organogram of the institute shows effective decentralization of management. Governing Council has members from industry and academics. Executive Director is the representative of Governing Council. Under the guidance of Executive Director the Director, HODs, Faculty members & non-teaching staff performs their duties.

Participative Management: Presence of Alumni/ present students/faculty/director/ industry professionals in various committees reflects participative management approach of the institute. Committees like, syllabus review committee, anti-ragging committee, cultural committee, placement committee, hostel committee etc. have students, Alumni, Industry professionals as active committee members.

The institute practices decentralization and participative management at all levels. We present a case study reflecting the same:

Case Study:

The institute organizes **'Drishtikon'** 3 Days Conclave every Year of Marketing, Human Resource and Finance specializations. The **Governing council** members after extensive discussions on inviting 100 industry guests coined the idea of organizing specialized conclaves on the three major specializations offered by the institution. The Director of the institute was delegated the responsibility to work on it.

The **Executive Director and Heads** of various departments unanimously decided the flow of organizing the conclave and shared the responsibilities as below:

Departmental heads and senior faculties of respective specialization were involved in deciding the theme & sub theme of the conclave, keeping in mind the current corporate and student requirements. Suggestion of alumni and students were considered.

Selecting and inviting Guests from industry in which suggestions and connections of alumni and faculty were invited by **placement cell** wherein they connected with the industry professionals with high experience and exposure after taking the consents the guest list was finalized.

H.O.Ds were given responsibility of conducting the conclave with help of Faculties, student council and student placement committee. The Faculties were given responsibility to moderate the panel and conclude the session. Various committees of students were made for different work centers like Hospitality and catering committee, Stage Committee, Report, Media & Photographs Committee, discipline committee etc.

After the session, feedback was collected by the administrative staff. Guest feedback was also collected by the placement team. Successful implementation of entire program was a collective effort of all involved. For last three years institute had been conducting Drishtikon – Marketing, Human Resource and Finance Conclave successfully.

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

6.2 Strategy Development and Deployment

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Response:

International Institute of Management Studies is a student centric business school where strategic planning is done for 360 degree growth of students. The Governing Council of IIMS consists of experienced academicians and industry professionals ensuring quality education by effective teaching learning process, adding to innovation and best practices opted by the institute. Students are given practical exposure of industry through live projects, summer internship, winter internships, industry visits etc.

One activity successfully implemented based on strategic plans:

The Governing Council of IIMS had been looking forward for more industry academia interactive initiatives providing exposure to students in tune with vision and mission of the institute. In 2016, Governing Council Meeting, Executive Director of the institute suggested to host **'Corporate Football League'** (a series of two day football matches between corporate professionals and students), an informal corporate –student interaction **,** taking advantage of location of the institute being closer to IT hub Hinjewadi where many IT, manufacturing, banking and service organisations exists and it could be also used as a platform for branding and networking of institute which would help in placements and industry interface. After extensive discussions in the Governing Council meeting the proposal was approved unanimously as a strategic plan. The responsibility to bring it into action was taken by the Executive Director of the institute.

Corporate Football League: This initiative intends to launch an informal platform for student-corporate interaction moulding students into physically fit and mentally robust individuals and to impart holistic development as per the vision and mission of institute. This initiative aims to create

awareness about healthy lifestyle among the corporate professionals.

The institute seeks following strategic outcomes from CFL:

- Launching an informal platform for student-corporate interaction,
- Branding of Institute among the corporate professionals,
- Building network for future placements,
- Arranging funds for Rotaract Club of SBES to support community services,
- Generate awareness about healthy lifestyle among the corporate professionals and our future managers.

To covert this idea into action the institute decided to host two days sports event - CFL annually. The student council and sports committee along with faculties were given the responsibility to advertise and bring entries from corporates. The students met professionals of different companies and invited teams.

Placement Department was given the responsibility of branding and networking by interacting and collecting information and spreading awareness about institute and its programs. To socially sensitize students towards community. The funds generated thereof was decided to utilized for the community services through Rotaract Club of SBES.

The institute has been successfully organizing it since its inception in 2017. The response received is incrementally favorable in terms of number of participating organizations and sponsorship generated and attainments of outcomes planned.

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

6.2.2 Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism

Response:

International Institute of Management Studies follows a flat organisational structure, which ensure quick and effective decision making and timely execution. The organisational structure of the institute is as follows:

The top most layer of the organisational structure consists of **governing council**. The council is responsible for apex level decision making. The governing council members of the institute meet once in a year to discuss and deliberate upon the institutional requirements and unanimously take crucial decisions for the betterment of the organisation. E**xecutive Director** is the highest authority in the institute who plays a crucial role of implementation of decisions and suggestions given by the governing council from time to time. The **director** is responsible for running day to day administration and ensures smooth academic performance. The director gets assisted by the department heads, who shares the responsibility of director.

Governing Council: The council's purview of working is academic as well as administrative. Some of the areas of decision are:

- Important financial decisions
- Infrastructure related decisions
- Approval of curriculum
- Change in policy matters
- Issues relating to AICTE and Government
- Strategic planning
- Internationalisation related decisions

Academic Council: Academic council consists of senior faculty members and academic experts. The council ensures academic readiness of the institute to meet corporate requirements. The body reviews the syllabus from time to time and evaluate the academic performance and progress of the Institute.

Grievance Redressal Committee: The institute has a grievance redressal committee which consists of senior faculties students etc to help and address the issues faced by the members of the institute in a systematic manner as per the policy guidelines. Broadly it addresses

- Student Grievance
- Women Grievance
- Employee Grievance

Service rules, procedures, recruitment, and promotional policies: The institute follows service rules its own service rules, recruitment and promotion policies which are closely monitored by the governing council.

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

6.2.3 Implementation of e-governance in areas of operation

1. **Planning and Development**
2. **Administration**
3. **Finance and Accounts**
4. **Student Admission and Support**
5. **Examination**

All 5 of the above

Any 4 of the above

Any 3 of the above

Any 2 of the above

Response: Any 4 of the above

File Description	Document
Screen shots of user interfaces	[View Document](#)
Details of implementation of e-governance in areas of operation Planning and Development,Administration etc	[View Document](#)

6.2.4 Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions

Response:

In year 2016, the members of **Academic Council** discussed in meeting about more **Student industry interface** to be provided by the institute befitting extensive exposure of real industry world to the students which was appreciated and accepted by all members it was proposed to invite 100 eminent industry professionals, after detailed discussions it was decided to take approval of Governing Council for the same.

The Director of the institute raised the suggestion of Academic Council in front of **Governing Council** members during the meeting which was approved after an extensive discussion on profile of guests, benefits, exposure to students, time management etc. and the responsibility for the same was given to the director to make it pertinent with the help of placement department.

The institute had been able to successfully implement the plan by arranging 100 guests of industry every year, who gave their inputs in various areas of specialization. Institute organized workshops, seminars, Drishtikon- Finance, Marketing, Human Resource conclave, Start Up conclave and most of the Saturdays are reserved for industry interaction.

IIMS successfully arranged 100 industry Guest interactions for students in the year:

- 2017,
- 2018
- 2019

The Guests were invited from reputed industries and from different areas of specialization. CEOs, CFOs, MDs, Director, Vice Presidents, Managers with exemplary experience were invited to interact and guide. The knowledge and experience sharing had given exposure to students.

Benefits:

- This helped the institute to produce professionals as per current industry needs.
- The students interacted with professionals and took guidance from their experiences which helped them to grow as individuals and prepare themselves as per current industry trends.
- This helped the students and institute to build network.

Achievement:

- The achievements of this initiative can be seen in the placement records of the institute. The **excellent placement of students by the institute is** one of the major accomplishment which was possible because of strong, skilled, competent and industry ready professionals.
- This even reflects in the increasing number of students opting for **entrepreneurship** under the incubation center of institute every year.
- The institute has a record of Companies coming repeatedly for recruitment because of the level of performance and dedication shown by the students recruited by them in senior batches.
- We were able to create strong and ethical future managers.

6.3 Faculty Empowerment Strategies

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

Response:

Teaching:

- **Provident Fund:** The teaching staff of the institution is covered under EPF Scheme. It is dependent on the year of the appointment.
- **Medical Health Insurance:**

The institute provides Religare Health Insurance to the staff members and their families.

- **Career Advancement Schemes:**

The institute allows faculties to go for higher studies and short term courses.

- **Faculty Improvement Schemes and Faculty Development Programs**:

- The institute organizes Faculty Development Programs on frequent basis.
- Every Saturday Second half of the day is allotted for research and development works in the institution.
- Institute gives paid leave and Sponsors faculty for attending FDP.

- **Daycare Facility provided for Kids of Staff:**

SBES Group provides day care facility for the kids of staff at 50% fee.

○ **Transportation facility:**

Institute provides free transportation facility for the staff members.

Non-teaching:

- ○ **Provident Fund:** The teaching staff of the institution is covered under EPF Scheme. It is dependent on the year of the appointment.
- ○ **Medical Health Insurance:**

The institute provides Religare Health Insurance to the staff members and their families.

○ **Staff Development Program:**

Staff Development Programs are organized in the institute and permission for attending certain programs is granted.

○ **Daycare Facility provided for Kids of Staff:**

SBES Group provides day care facility for the kids of staff at 50% fee.

○ **Transportation facility:**

Institute provides free transportation facility for the staff members.

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

6.3.2 Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years

Response: 12.14

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

2018-19	2017-18	2016-17	2015-16	2014-15
9	3	1	2	0

File Description	Document
Details of teachers provided with financial support to attend conferences,workshops etc during the last five years	<u>View Document</u>
Any additional information	<u>View Document</u>

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Response: 6.8

6.3.3.1 Total number of professional development / administrative training programs organized by the Institution for teaching and non teaching staff year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
12	8	7	4	3

File Description	Document
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	<u>View Document</u>

6.3.4 Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years

Response: 70.95

6.3.4.1 Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
19	19	19	18	18

File Description	Document
Details of teachers attending professional development programs during the last five years	<u>View Document</u>

6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Response:

Accountability and Performance Appraisal are the core considerations in compensation plan for promotions and award of extra increment. The institute follows a self appraisal system. The teaching staff members are given a performance appraisal form, which is presented to the committee. The performance appraisal task force assesses the potential of the faculty and analyse his/her performance as per the given parameters. The task force also suggests the concern areas of improvement of the faculty.

The Faculty Appraisal Committee consists:

Executive Director

Director

Performance Appraisal Factors:

- Educational qualification
- Experience
- Job Scope: past academic achievements, research orientation, Publications, MDP, Consultancy and networking with academic fraternity.
- In Campus relationships: Behaviour while dealing with students, administrative staff, colleagues, subordinates etc.
- Out Campus relationships: No of times a person represented the institute outside and the outcome of such representations
- Discharge of allocated managerial Responsibility
- Maintenance of Integrity

The evaluation is done under following heads:

- Self Appraisal Form(Annual)
- Student Feedback Form (administered twice a year)
- Director Assessment Form (annual)

The staff appraisal and promotion: System of the institute contains formal as well as informal mechanism. 180 degree appraisal system is opted by the institute which comprises self evaluation, peer evaluation and evaluation by the Director of the Institute.

The Staff Appraisal Committee consists:

Executive Director

Director

Head administration

Appraisal of the staff is done on following parameters:

- Job Description

- Achievements
- Competency for future growth
- Learning ability
- Contribution to institutional growth and welfare activities
- Quality of work and productivity
- Team working and supervisory skills

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

International Institute of Management Studies (IIMS) has an extensive account audit process. The College conducts internal and external financial audits annually. The institution has a Finance section in its administrative setup which maintains and audits the financial statements regularly. All the expenses made by the institute are audited by internal and external audit. The institute has specialized accounts and audit team who conducts the internal audit regularly. The internal audit is supervised by the Accounting and Auditing Committee and submitted to the certified Chartered Accountant.

Furthermore the Institute's accounts are routinely audited by a chartered accountant in compliance with government rules. The external Certified Charted Accountant audits the financial statements and submits to the institution the audited financial statements with audit reports in every financial year regularly. The institute utilizes its resources in its optimal format. The college embark fund for various head. The best alternative is opted. If additional expenses surpass the budget proposals, the governing body takes special measures.

If any observations / objections are reported in the audit report submitted by the external auditors. Such complaints are investigated by the institute's separate committees consisting of the department of accounting, the internal auditor, the department head concerned and any other member nominated by the director. If required to finalize the Institute's compliance report, a draft report will be presented in front of governing council.

The audit team also checks stock reports and conducts Library audit, Institute Works Department audit and

analysis of the entire Institute's Project Expenditures. The Last External Audit was conducted in 26th June 2019 and a positive audit report was given by the firm.

Last Five year Audit Report

Year	Date of audit Report submitted
2014-15	29/09/15
2015-16	16/10/16
2016-17	30/06/17
2017-18	20/10/18
2018-19	26/6/19

6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (INR in Lakhs)

Response: 1.7

6.4.2.1 Total Grants received from non-government bodies, individuals, philanthropists year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
.30	.20	.40	.40	.40

File Description	Document
Details of Funds / Grants received from non-government bodies during the last five years	[View Document](#)
Annual statements of accounts	[View Document](#)

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Response:

Money is a Limited resource; the optimum utilization of resource allows an organization to move forward.

It is not important how much Fund is available but how the fund is used effectively and efficiently so that optimum utilization of the available resources can be done in sound way and better services to the student fraternity and society as a whole can be delivered. The mobility of the fund is therefore essential for organizational growth. The institute strategies in allocation of fund to meet the capital investment needs as well as day to day operating of the business. The main source of revenues for the organization is admission fees collected from the students. The allocated funds are used for student development and organizational infrastructural and technical development.

The institute mobilizes the fund by focusing the IIMS vision i.e. "To mould students into physically fit, mentally robust and professionally competent individuals, who are capable of assuming their rightful place as leaders in the industry and in the society of tomorrow".

The Fund received are Utilized for Holistic development is ensured by year round academic events and placement calendar. The institute plans a budget well in advance, which is approved by the governing council.

The Budgeted fund are spent in the following Areas

- Salaries to:
    - Teaching Staff
    - Non Teaching Staff
    - Honorarium Guest Faculty/Industry Experts
- Purchase of Books, Software's etc

- Conferences and Seminars
    - Faculty Development Programs
    - National and International Conferences
    - Business Conclave,
    - Startup Conclave,
    - HR-Conclave,
    - Marketing Conclave,
    - Finance Conclave,
    - CEO Conclave,
- Sports and Cultural Activities
    - Corporate Football League,
    - OCTAVE
    - VISTA
- CSR activities:
    - Rotract Club activities
    - Student council,
    - e-cell,
- Students Club
    - HR club,
    - Marketing club
    - Finance club

- Infrastructure Development

6.5 Internal Quality Assurance System

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

Response:

IIMS is a student centric Institute, and always ensure the benefit of students in all spheres of life. Establishment of IQAC is a concrete step towards development of students. The prime task of the IQAC is to develop a system for conscious, consistent and catalytic improvement in the overall performance of institutions, specifically students. To promote measures for institutional functioning towards student development through effective personal mentoring experiential learning of best practices.

Experiential Learning: In order to strengthen the theoretical learning of management, the institute organizes guest lecturer of highly experienced corporate professionals. IQAC ensured **100 effective industry guest interactions** for students every year. These highly experienced professionals shared their experience learning with students. This provides a laboratory of experience learning to the students. To provide experiential learning to students, IQAC make sure that students are given hands on experience through two **internships, summer and winter** which are designed to give students first hand experience of corporate world. Students are also made to undergo live projects and CSR projects to make-out the linkage between classroom teachings and the real world. Students also contribute to the consultancy assignments of faculty members and get clear idea about the real world workings.

Students are encouraged to participate in corporate theatre and learned through their own experience of the economic happenings in the country and in the world. IQAC takes care that the transfer of knowledge is happening in all activities.

Experiential Learning

Procedure to check effective working: In the following ways, IQAC checks the effectiveness of its initiatives

- Taking feedback of interactions and acting accordingly

- Checking quality of WIP reports
- Checking quality of SIP reports
- Checking quality of CSR project reports
- Checking quality of Live project reports
- Taking feedback of faculty regarding student's performance in consultancy assignment

Mentoring System: IQAC initiated the student mentoring system to lift and monitor student's progress at every juncture. In the system, each student is given close personal and professional mentorship by the assigned mentor. The performance of each student is checked and monitored and recorded by the mentors.

Procedure to check effective working: IQAC takes due care in implementation of this initiative. Time to

time IQAC randomly checks the performance report of students and advice mentors wherever required. Each mentor maintains detailed record of his/her mentees performance and is free to discuss any issue faced by them to IQAC for guidance.

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms

Response:

Teaching learning is a continuous process that promotes skills knowledge and develops new proficiencies required to excel which in-turn requires students learning. Thus IQAC of IIMS takes continuous review of teaching learning process structures & methodologies of operations and learning outcomes at periodic intervals. The tools used for review are feedback, mentorship, interactions etc.

Below are two examples of IQAC's review process.

Example 1: Learning Outcomes - feedback on PO, CO & PSO

In the beginning of the program academic calendar is prepared for the entire year, containing various conclave dates, festival dates, cultural event dates etc. Faculty members prepare their session plans keeping in mind the relevance of blooms taxonomy for their course. The course delivery mechanism is designed to achieve the CO & PSOs and ultimately the POs. IQAC of the institute, at the beginning of the course ensures the quality of course curriculum and justification of methodology used for delivering various objectives.

Regularly, feedback about the effective delivery of course is taken and required improvement measures are being introduced by the IQAC. The committee also checks the suggestions given by students in suggestion box which is placed near the classrooms to get first hand review directly from the most important stakeholder of the program.

The next check point of IQAC is end term exams, student's feedback regarding the achievement PO and CO are collected. The analysis of the feedback is closely checked by IQAC, HODs along with Director corrective actions are suggested for the next cycle of course.

Example 2: Remedial Measures through Mentorship

The remedial measure includes conducting remedial courses for slow learners. From the first semester, students are identified and categorized as slow learner, moderate learner and fast learners based on their academic performance and on communication skills. Customized inputs are designed for different learning ability levels. IQAC ensures at the beginning itself the effectiveness of mentoring system to have a close look of student performance.

To compete in the corporate world, students need to be effective communicator, thus IQAC pays special attention towards developing communication skills of students. At regular intervals IQAC calls meeting with mentors and guides them to take students to next level. This is ensured through regular mentor mentee meetings and analysis of mentorship reports thereof with mentors and IQAC in presence of Director of the

institute.

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year

Response: 6.6

6.5.3.1 Number of quality initiatives by IQAC for promoting quality year-wise for the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
12	7	7	4	3

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	[View Document](#)

6.5.4 Quality assurance initiatives of the institution include

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); timely submission of Annual Quality Assurance Report (AQAR) to NAAC; Feedback collected, analysed and used for improvements**
2. **Academic Administrative Audit (AAA) and initiation of follow up action**
3. **Participation in NIRF**
4. **ISO Certification**
5. **NBA or any other quality audit**

Any 4 of the above

Any 3 of the above

Any 2 of the above

Any 1 of the above

Response: Any 3 of the above

File Description	Document
Details of Quality assurance initiatives of the institution	[View Document](#)

6.5.5 Incremental improvements made during the preceding five years *(in case of first cycle)* Post

accreditation quality initiatives *(second and subsequent cycles)*

Response:

The Institute thrives for perfections in giving the best services to the stakeholders in this process IQAC plays a crucial role for continuous quality check. Institute works in close coordination with the industry and tries to cater to the changing needs. IQAC ensures continuous up gradation of quality of inputs supplied to students.

Many incremental improvement initiatives are taken by the institute, these are listed below:

- Institute is taking continuous and wide awake efforts to improve quality in academics

- Since its inception the institute plans the teaching, learning and evaluation schedules by preparing academic calendar at institute and department level
- The teaching, learning and evaluation activities in the institute are implemented according to the academic calendar, which is observed by head of institute and head of department.
- Through interactive learning, experiential learning and industry interface etc. efforts are being taken to build the student centric system.
- IQAC sets the standard for various activities and processes. It observes the process and measures the performance against the set standard.
- It suggests remedial actions in case of variation.
- It prepares the policies, plans, Formats and documentations in order to furnish the requirements.

Some of the initiatives of IQAC contributing in incremental improvements since its inception are:

- Mapping of Course and Program Outcomes
- Business Plans
- Project Based Learning (PBL) scheme
- Introduction of Training and Placement Sessions to students
- FDPs on Research Awareness for faculty
- MOU with National and International Institutes
- Conduction of Remedial Coaching
- Strong Mentoring System
- Enhancement to digital and multimedia content in Library
- Organising Alumni meet
- Organising workshops and Conclaves for students
- Organising CSR activities
- Organising co-curricular and extracurricular events and activities
- Promoting sports and healthy lifestyle

The evidence of success can be seen in placement and entrepreneurship records, strong alumni base of the institute and corporate connect.

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Number of gender equity promotion programs organized by the institution during the last five years

Response: 141

7.1.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
32	34	29	24	22

File Description	Document
Report of the event	[View Document](#)
List of gender equity promotion programs organized by the institution	[View Document](#)

7.1.2 Institution shows gender sensitivity in providing facilities such as
a) Safety and Security
b) Counselling
c) Common Room

Response:

IIMS as a co-educational institution ensures that equal opportunity to be provided to all.

a) Safety & Security:

- For self-defense and security the institution has gym in the campus for girls with a qualified trainer.
- The institution has separate hostel facilities with separate wardens as well as security.
- Contact Numbers of Faculty members are displayed in hostel for any assistance.
- CCTV cameras are installed at various points in the college and hostel premises.
- Transportation facility to visit the city is provided to the students staying in hostel.
- The institute organizes meet with Police personnel's to keep the girls updated about their rights and security.
- The institute collaborates with buddy cop initiative of Pune Police.
- Strong presence of Women empowerment cell and Grievance handling mechanism.

b) Counseling:

- Under the mentorship program of institute, every faculty is assigned 15 mentees to counsel on

various aspects of their life. Faculty members act as guardian, friend and guide to address their needs and counsel the students.

- Institute organizes various events where boys and girls are equally encouraged to participate, students learn to respect by treating the opposite gender equally.
- Boys are counseled to keep their safety as well as help their colleagues.
- We celebrate Women's Day by giving equal opportunity to boys and girls to present their views which helps in creating awareness among the boys and girls with regard to gender equality.

c) Common Room:

The institute has a separate common room for girls, which is spacious and well ventilated with clean & Hygienic washroom next to it. The institute provides spacious and well equipped Gym, Yoga Center etc. with separate timings for Girls, Boys and both together so that they can use the facility as per their convenience.

7.1.3 Percentage of annual power requirement of the Institution met by the renewable energy sources

Response: 7.15

7.1.3.1 Annual power requirement met by renewable energy sources (in KWH)

Response: 60

7.1.3.2 Total annual power requirement (in KWH)

Response: 839

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	[View Document](#)

7.1.4 Percentage of annual lighting power requirements met through LED bulbs

Response: 8.77

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH)

Response: 11.4

7.1.4.2 Annual lighting power requirement (in KWH)

Response: 130

File Description	Document
Details of lighting power requirements met through LED bulbs	[View Document](#)

7.1.5 Waste Management steps including:
- **Solid waste management**
- **Liquid waste management**
- **E-waste management**

Response:

Solid waste management

Liquid waste management

E-waste management

Solid Waste Management:

- Bio-degradable: The institute dumps the waste and waste is allowed to degrade or decompose an oxygen rich medium. Good quality nutrient rich and eco-friendly manure is formed.
- Non-bio degradable:

  - Usage of plastic bags is discouraged within the premises of the College.
  - Dustbins are kept on every floor and in classrooms.
  - Garbage is picked by Municipal Corporation.

Liquid Waste Management: Well-constructed drainage systems leading to the closed collection tanks, the tanks are regularly cleaned to avoid stagnation of water.

E-Waste Management: Electronic waste or e-waste describes discarded electrical or electronic devices. Used electronics which are destined for refurbishment, reuse, resale, salvage recycling through material recovery, or disposal are also considered e-waste.

  - The institute donates E- waste to Rotaract Club

7.1.6 Rain water harvesting structures and utilization in the campus

Response:

Conservation of water is conservation of life. The harvesting of rain water simply involves collection of water from surface on which rain falls and subsequently storing this water for later use.

IIMS is a responsible institute and care for its natural environment. To discharge its environmental responsibility, the Institute started rain water harvesting plant to conserve and make best possible use of rain water. Under the project we directs rain water from the roof of the buildings and store it in rain water tanks dug around the campus to recharge the ground water. The groundwater thus gets recharged resulting in increased level of ground water. Rain water harvesting project helped in making water available even in the dry months of the year. The project ensures water supply not only to IIMS but also to its other 4 sister concerns. The water conserved through this initiative is also helpful in supplying water to 2 girls' hostels and 2 boys' hostels of the group.

Apart from rain water harvesting, Institute also practice green by reusing the waste water generated from RO purifiers. This waste water is used for irrigating the garden and flora of the Institute. The initiative facilitates maintaining lush green garden even in peak of summer.

7.1.7 Green Practices
• **Students, staff using**
a) **Bicycles**
b) **Public Transport**
c) **Pedestrian friendly roads**
• **Plastic-free campus**
• **Paperless office**
• **Green landscaping with trees and plants**

Response:

International Institute of Management Studies in located in the outskirts of the city. The institute is having 3 buses and a SUV which is prominently used by the staff for commuting to and fro the institute.

- **College Transport:** The faculty and staff members of Institute commute by Institute's vehicles and other faculty members go for car pooling to practice environment friendliness & helps in preventing pollution.

- **Plastic-free campus:** IIMS provides resources and tools to educate students of Institute & communities on the environmental and health benefits of going plastic-free campus to minimize plastic consumption and pollution in the premises and the surrounding environment. The Plastic Free campus initiative aims to reduce single-use plastics in campuses by encouraging students & faculties to make plastic-free commitments

- **Paperless office:** At IIMS we try to minimise paper usage and use electronic media for distributing syllabus and other study material to the students. Moreover most of the office communication is done paperless through email communication. Also whatsapp groups are created class wise to communicate any kind of important message to the students. The usage of papers is restricted in every possible way

- **Green landscaping with trees and plants:** The campus is covered with lush green garden and lawn. Several initiatives have been undertaken by the Institute to implement green practices and develop an eco-friendly campus. Like planning tress in orientation program of new batches. On

national festivals and on foundation day.

Other Initiatives

1. **Solar powered campus:** The institute has solar panel to supply solar power, and uses LED bulbs in the entire campus to save electricity.
2. **Campus is non-smoking tobacco free: T**he entire campus is no smoking campus, no student or staffs is allowed to smoke or consume tobacco in the campus premises.
3. **Prohibition of plastic carry bags:** The institute promotes plastic free campus and less usage of carry bags.
4. **Handing over of Saplings:** Instead of Bouquets, saplings are given as a token of appreciation to all invited guest during various events. These saplings are planted in bio grow bags which allows sapling to grow in the bag itself. It is a unique initiative of the institute to promote plantation.

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

7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years

Response: 3.31

7.1.8.1 Total expenditure on green initiatives and waste management excluding salary component year-wise during the last five years(INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
10	8	7	7	6

File Description	Document
Green audit report	[View Document](#)
Details of expenditure on green initiatives and waste management during the last five years	[View Document](#)

7.1.9 Differently abled (Divyangjan) Friendliness Resources available in the institution:

1. **Physical facilities**
2. **Provision for lift**
3. **Ramp / Rails**
4. **Braille Software/facilities**
5. **Rest Rooms**

6.Scribes for examination

7.Special skill development for differently abled students

8.Any other similar facility (Specify)

A. 7 and more of the above

B. At least 6 of the above

C. At least 4 of the above

D. At least 2 of the above

Response: C. At least 4 of the above

File Description	Document
Resources available in the institution for Divyangjan	[View Document]()

7.1.10 Number of Specific initiatives to address locational advantages and disadvantages during the last five years

Response: 33

7.1.10.1 Number of specific initiatives to address locational advantages and disadvantages year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
10	8	6	6	3

File Description	Document
Number of Specific initiatives to address locational advantages and disadvantages	[View Document]()

7.1.11 Number of initiatives taken to engage with and contribute to local community during the last five years (Not addressed elsewhere)

Response: 33

7.1.11.1 Number of initiatives taken to engage with and contribute to local community year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
10	8	6	6	3

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

7.1.12
Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal /Officials and support staff

Response: Yes

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

7.1.13 Display of core values in the institution and on its website

Response: Yes

File Description	Document
Any additional information	[View Document](#)
Provide URL of website that displays core values	[View Document](#)

7.1.14 The institution plans and organizes appropriate activities to increase consciousness about national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations

Response: Yes

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	[View Document](#)

7.1.15 The institution offers a course on Human Values and professional ethics

Response: Yes

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

7.1.16 The institution functioning is as per professional code of prescribed / suggested by statutory bodies / regulatory authorities for different professions

Response: Yes

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

7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years

Response: 88

7.1.17.1 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
19	21	19	15	14

File Description	Document
List of activities conducted for promotion of universal values	[View Document](#)

7.1.18 Institution organizes national festivals and birth / death anniversaries of the great Indian personalities

Response:

The institute proudly celebrates National days and birth/death anniversaries of national personalities to mark the nationhood. These days are celebrated with a unique zeal and zest, India is a country with different cultures, IIMS has student from various parts of the country which reflects unity in diversity.

National Festivals:

Independence Day: Independence Day is annually celebrated on 15 August in IIMS. The Program starts with parade, Flag Hoisting followed by various cultural & sports activities. Dignitaries from Army/Police background are invited; they share their experiences and enrich the students with nationalism. Students under Rotaract Club of IIMS conduct social projects, like awareness campaign, Flag collection drive; Tree plantation etc. This helps the institute to invoke patriotism among the students and make them aware about

the sacrifices of national heroes and army/police personnel.

Republic Day: Republic Day honors the date on which the Constitution of India came into effect on 26 January 1950 replacing the Government of India Act as the governing document of India. IIMS celebrates this day with Student's parade, Flag Hoisting followed by various cultural & sports activities. Tree plantation Rotaract Club of IIMS organizes social projects.

Constitution Day: Constitution Day, also known as Samvidhan Divas, is celebrated on 26 November every year to commemorate the adoption of the Constitution of India. The faculty members and students gather and read the Preamble of the constitution.

Birth/Death Anniversary:

Gandhi Jayanti: 2nd October is celebrated every year as birth anniversary of Mahatama Gandhi wherein the Rotaract club of IIMS organizes various events like Swach Bharat Abhiyan, Visit to Orphange, Visit to Old age home etc. This helps the institute to develop the Social Quotient and Emotional Quotient among the students.

Youth Day: National Youth Day is celebrated on 12th January being the birthday of Swami Vivekananda. In 1984 the Government of India declared this day as National Youth Day. IIMS organizes various competitions like poster making, rangoli making, debate etc. with cultural and sports events. Prize distribution is done.

Teachers Day: 5th September, the birth date of second President of India is celebrated as Teachers Day. On this Day students organize various cultural activities and competitions for teachers.

Birth anniversary of Dr. APJ Abdul Kalam: Rotaract club of IIMS visits 7 Zila Parisar Gram Schools and had interactions with teachers & principals on how we can improve our education system for them. Organizing such activities makes brings smile on the faces of schools' s students and let them know the importance of education in today's world.

Shivaji Jayanti: Shiv Jayanti or Shivaji Jayanti is a festival of the Indian state of Maharashtra. This festival is celebrated on February 19, celebrating the birth anniversary of the Maratha emperor, Chhatrapati Shivaji Maharaj. The students of IIMS organizes procession on this day with flag, dhol, dance etc.

The Institute proudly organizes these events with active participation of students and faculty members.

7.1.19 The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions

Response:

International Institute of Management Studies maintains complete transparency and accountability with regard to academic, financial, administrative and other functions. There is a full -fledged, robust well integrated system of internal process like Admission, Examination process, Internal Quality Assurance, Library Management etc. The Institute has a highly secured IT infrastructure for streamlining the E-

information flow.

Financial Transparency: IIMS maintains complete transparency in its financial functions; the finance department is headed by the HOD who regularly checks the financial working and statements of the Institute. Governing council also visits the financial statements in the annual general meetings. Most importantly the audited financial statement of the institute is uploaded on the institute's website to maintain transparency in financial functions.

Academic Transparency: With regard to academic matters, the Governing council is the highest decision-making authority. It decides matters such as the functioning of the institute's academic programs. The body also advice syllabus revision, improvement in academic processes and other important decision pertaining to academics on the recommendations of the Academic Council. Further it approves new value added and certificate programmes.

Administration Transparency: The Institute maintains transparency in its administration by uploading the Minutes of Governing council meeting on the website, and circulate the minutes of the meeting with Heads of departments, students Council, Staff meetings of both teaching and Non-teaching. The institute's website provides access to disclosure documents like the Minutes of various meetings. There are committees both administrative and academic which ensures accountability and has adequate autonomy in decision making

Transparency in auxiliary functions: The Institute has different auxiliary services like Hostels , Placement Cell, Entrepreneurship Development Cell, Transport Facility, Bakery, Canteen, Health Centre, Counselling Centre(CARE), Photocopier Facility, which cater to the quality campus life and administered with utmost transparency in management as there is an open inspection and run by the collaborative efforts of administrators, academic staff and students.

In all activities of Financial, Academic, Administrative and Auxiliary services, transparency is maintained through committee Meetings, and Collaborative work between academic and administrative staff, disclosure in Website, Compliance Reports periodically sent to Regulatory Authorities etc.

7.2 Best Practices

7.2.1 Describe at least two institutional best practices (as per NAAC Format)

Response:

Best Practice – I :

- **Experiential Learning (EXL)**

The concept of was first explored by John Dewey and Jean Piaget. also known as (EXL) is the process of through experience, and is more specifically defined as " through reflection on doing". It is popularly known as Hands-on kills, knowledge, and experience acquired outside of the traditional academic classroom setting.

EXL at International Institute of Management Studies include:

- Live projects from industry
- Internships (SIP + WIP)
- Guided Mentorship
- Simulation Learning (Stock-Mock Program)
- International Study Tour
- Social Projects
- Case writing & Case based teaching
- Health and Fitness of Faculty & Staff
- Innovative syllabus design

Objective of the practice:

The objective of **Experiential Learning (EXL)** is to:

- Prepare the students on problem solving skills
- Inculcate analytical thinking process and decision making
- Make them able to understand corporate real world dynamics
- Develop ability to immediately apply knowledge
- Access to real-time coaching and feedback
- Promotion of teamwork and communication skills
- Development of reflective practice habits
- Working on effective and efficient accomplishments
- Make them aware on Management Ethics and Human Values
- Transform the students as a good human being
- To make student industry ready at the global platform
- To provide a continuous learning process

The Context

Experiential Learning (EXL) is initiated with the concept of 360 degree development, completeness and extensiveness of the student in emerging global scenario. Major percent of success in life is based on ability to correspond positively and get well along with others which is possible through experiential learning.

Undoubtedly, EXL is an important aspect of a successful career. To be effective, one needs to understand what to learn, when to learn and how to implement it so as to get hands on experience. IIMS is conscientiously moving ahead with an effort in inculcating experiential learning through numerous activities that provide platform to showcase their talents and make them noticeable at every shade of diverse persona of student fraternity.

The Practice

In pursuance of transforming the students and making them ready for experiential learning, institute adapts the strategy of fusion of co-curricular, academic and extra- curricular activities. EXL helps in achievement of program specific outcome, program outcomes, along with course outcomes through well-thought activities, which make students to bring-in positive changes and explore the excellence within them.

Through the meticulous assessment of the student's attainment of EXL in each semester, college administration, through the IQAC advisory members, suggests various co-curricular and extra-curricular activities to be undertaken for the students so as to achieve the goal.

- **3 step Model is used to practice EXL at IIMS:**

EXL MODEL AT IIMS, PUNE

1. Incorporating Simple Experiential Learning Activities in Class through Innovative teaching methodologies like case based learning, in basket exercise, role play and corporate theatre.
2. Utilizing Advanced Project-Based Learning through 45 days Winter Internship and 90 days Summer Internship.
3. Taking Education out of Class through outbound activities and live projects. We also offer International study tour, International placements and International Alumni interaction for global exposure.

List of EXL activities that were undertaken in last few years at IIMS are as follows:

- Debate, Group Discussion
- Corporate Theatre
- Student Development Program, Expert Lectures
- Industry visits
- International study tour to Europe, Spain, Thailand and Dubai
- Entrepreneurship Development conclaves, Start Up Conclaves, Business Plan Competitions
- Annual Marketing, Finance and HR conclaves
- Annual Research and Case Study Conference
- Annual Sports Meet comprising of indoor and outdoor games
- Corporate Football League
- Japanese day
- Various co-curricular and cultural activities undertaken by students' Council - Garba Night, Kite festival, Fresher's Day, International Yoga Day, VISTA-MANTHAN (National Inter collegiate competitions), Guru Purnima, Foundation day, youth day, Octave (fresher's Party) etc.

Extension Activity:

- Presentation Competition
- Regular Guest lecture/ Talk Session /Seminars & workshops by highly experienced Industry Professionals from different sectors of the industry
- Alumni talks to share their experiences

Evidence of Success:

This practice (EXL) has become the preeminent practice of the institute, imbibing behavioral competency and encouraging students to work in a spirit of unity and camaraderie at both institute and corporate level.

The students who enter the management education get transformed into competent professionals through EXL at IIMS. Institute has attained the bench mark of excellent placement appreciated, recognized and rewarded by various awards.

(See pictures and list of awards at additional information uploading as evidence of success)

Problems encountered and resources required:

The challenges for these types of practices are commitment, hard work and pledge to make a distinction. The actual work requires hands-on approach and endurance for EXL.

Best Practice – II :

Title of the practice: Philanthropic Stance & Corporate Social Responsibility

Philanthropy at International Institute of Management Studies involves benevolent giving to human and social causes inclusive of corporate social responsibility. We at IIMS believe that Philanthropy must be more than just a benevolent donation. It is an effort an individual or organization undertakes based on an altruistic desire to improve human welfare.

Objectives of the practice:

- To create social awareness values among students
- To make students vigilant about their role in the society
- To develop an attitude towards betterment of the society
- To instill sense of corporate social responsibility

The Context

A student of management gets to learn the important Do's & Don'ts in professional and personal life by the Know-How of ethical value based practices and CSR. It also takes away the initial "Resistance to change" from a student to professional life. All activities of CSR and philanthropy are undertaken with a

great zeal at the institute and at society level. At initial level Business Ethics as a subject is introduced to instill the sense and explain students to respect commitments. To make students aware of the cultural values, all festivals are celebrated by keeping in mind the motto "Sarva-Dharma-Sambhav" as we have students from across India. No amount of classroom teaching & training can replace the valuable education that a professional student gets through philanthropic stance and corporate social responsibility.

The practice:

- **4 Dimentional Model is used to practice Philanthropic stance & Corporate Social Responsibility at IIMS:**

Extension Activity:

Institute provides a plethora of opportunities for Environment Awareness and tree plantation drive, donations to Orphanage, Blood donation camps, drug de-addiction campaign, Model and poster competition, Career counseling, cleanliness drive, energy saving, no plastic use, etc.

Evidence of success:

The success of this practice is evident from the fact that our students have done remarkably well in their careers. Their CSC-Index has improved and burnout-stress level has dropped significantly. Moreover, students unconditionally demand this exposure and participate earnestly and enthusiastically in the philanthropic and CSR activities for their betterment.

(See pictures at last as evidence of success)

Problems encountered and resources required:

The challenges for these types of practices are loyalty, uphill struggle and promise made by the institute to work for the society as a whole. The continuity of the work after passing out of the batch is a herculean task which student fraternity of IIMS is managing very well. The actual work requires concrete approach and continued existence for philanthropic stance & CSR.

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

7.3 Institutional Distinctiveness

7.3.1 Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Response:

One Area Distinctive to its Vision, Priority and Thrust: "Student Centric, Career Oriented, Value Based Management Education"

IIMS vision is "To mould students into physically fit, mentally robust and professionally competent individuals, who are capable of assuming their rightful place as leaders in the industry and in the society of tomorrow". Keeping this ideal in view we at IIMS, apart from academics, firmly believe in building a culturally rich character of future global managers. This very objective is achieved through personal mentoring and feeding the right and timely mental inputs regularly. Thrust is to create physically fit and mentally robust managers. The institution is available 24x7x365 to procreate dynamic student managers. In accordance with this strategic thrust, the institute has embarked upon nurturing students as leading managers.

Our priority is to believe in making a student fathom the granularities of the corporate world. With a distinctive vision of imparting "Value Based Education" and creating future corporate leaders, at IIMS we practice and follow international academic practices, innovative teaching methodology with a focus on 360 degree development of student. Learning and growth is facilitated through various academic and extracurricular activities designed to enhance intellectual and creative capacities of students.

Holistic development is ensured by year round academic events and placement calendar. Various cultural, sports, academic and corporate events like Business Conclave, Startup Conclave, HR-Conclave, Marketing Conclave, Finance Conclave, CEO Conclave, Corporate Football League, Rotract Club activities, International Conference etc are organized to enrich the knowledge and experience of the real world of students, enhancing their personality and thereby improving their decision making and interpersonal skills.

Our internship programs winter internship project, summer internship project (WIP & SIP), social and entrepreneurship projects are all designed by keeping in mind the expectations of industry from the future corporate managers. All events are organized by student council, various students' cells like placement cell, Entrepreneurship -Cell, Rotract club, HR club, Marketing club and Finance club which is a key contributor to acquire desired business knowledge and trigger leadership qualities in the student.

Strong Emotional Quotient, Social Quotient and Intellectual Quotient are inculcated in students through philanthropic stance and CSR activities. We have take on learner centric pedagogy where the focus is on "Mentor-Mentee" approach with the faculty acting as a friend, philosopher and guide to the students. We tap the potential of each student and nurture them by peer learning and mentoring. Incubation centre provide the platform to unleash the hidden potential to become the entrepreneurs.

Some of the distinctive features of the College are listed below:

- Approved by AICTE, Ministry of HRD, Govt. of India
- Awards:
- " Top 10 most Prominent Institutes in Maharshtra ", The Knowledge Review, 2018, 2019
- "Best Placements Award ", Navbharat, 2019
- "Best Education Brands ", The Economic Times, 2019
- "Great Indian Institute 2018", Forbes India Marquee.

- Global Award for Best B School in Placements 2018 at World Education Congress.
- Best Academic and Industry Interface Award - ABP News - 2018
- "Best Industry Academia Interface 2016-17" Award - GIC (Global IT Commune).
- "Best B School in Placements- 2017" Award - ABP News.
- "Top Private Management Institute, Western India" - Jagranjosh.com, Dainik Jagran Group 2017.
- "Education Leadership Award" - BBC Knowledge at World HRD Congress 2017.
- "Dewang Mehta National Education Awards - 2016" under Category "Best B - School in Leading Placements".
- Leading Private Business School in Maharashtra for Placements – National Education Excellence award 2016 (Brands Academy)
- Education Excellence Award for Institute with Best Placement in Maharashtra- 2016 awarded by Indian Education Network.

Rankings

- 5th in India – Business Barons – (Highest Potential & Emerging Management B School)
- 22nd in India (Private B Schools) – Times of India, Feb – 2019
- 24th in India (B School Placement Survey) – Go Getter Magazine Survey, December 2015
- 32th in India (Overall), Times B School Ranking - Feb 2019
- 51st in India, 'A+++ Category' – Business India B School Survey – Jan 2016
- 61st in India, MBAUniverse : Hindu Business Line B School Survey - Dec 2019
- 73 in India-Asia Inc's - 2018
- 81 in India- Dalal Street Investment Journal - 2018

Ratings

- A +++ Category B School
- 'A++' Category B School – Business India, B School Survey – 2015.

- Academic Excellence
- Paramount Infrastructure
- Mentoring (24x7)
- Curative Education for slow learners
- Transparent assessment
- Career Counseling
- Placement Cell
- Communication Lab
- Grievance Redressal Cell
- Anti Ragging Committee
- Woman Empowerment Cell
- Games and Sports
- Gym – Health & Fitness
- Extracurricular Activities
- Japanese Language inputs
- Psychological Testing and Personality Development
- Regular Feedback Mechanism from Parents, Alumni & Teachers

- Alumni Association
- Digital Library
- Student – Industry Interaction Interface
- MOU's
- International Conference
- Research & Innovative Syllabus Design
- Residential Campus – Hostel Facility
- Tech-Savvy Environment – (Wi-Fi enabled campus)

International Institute of Management Studies has a unique geographical advantage of being accessible to both rural and urban students, with the most prominent Hinjewadi IT park of Pune nearby. The city has an excellent cosmopolitan mix catering to the largest numbers of student population in India, coming from different states and backgrounds. Pune offers safe and secure living with historical landmarks that bear testimony to the city's unique culture. A student will feel themselves right and happy at home among approximately 20 lakh students who comes from all over the world to study at this Oxford of the East.

All these practices make the institute an outstanding body both in domestic and international landscape which constitutes an integral part of the academic structure and unique legacy of International Institute of Management Studies.

File Description	Document
Any additional information	<u>View Document</u>

5. CONCLUSION

Additional Information :

Additional Information:

SaiBalaji Education Society is a group of premier B-schools in Pune. SBES, came into existence with registration under public trust act by Founder President Prof. Manish R. Mundada, who is a man with a global vision of education with M.S. Degree from University of Tolerade Ohio USA. SBES is a group of 5 eminent institutes.

International Institute of Management Studies is the flagship institute of the Society. The foundation of IIMS was laid with the vision of providing world class professional education in the field of Management under the umbrella of SaiBalaji Education Society. IIMS started in 2008, is a B school with difference. A management Institution which believes in working 24x7x365 to procreate dynamic managers. We at IIMS firmly believe in making a student fathom the granularities of the corporate world. Its strategic location near Rajiv Gandhi InfoTech Park, Hinjewadi Pune, provides perfect ambiance for management education amid industrial needs of creativity and innovation. We are blessed with timely guidance form wide spectrum of industry associations and stakeholders.

SaiBalaji International Institute of Management Sciences (SBIIMS) is a Management Institute affiliated to Savitribai Phule Pune University offering MBA program to all sections of the society. International Institute of Management and Human Resource Development has been started with the vision of providing equal opportunities in management education to women in the society. IIMHRD runs degree course in management affiliated to Savitribai Phule Pune University. R. B. Mundada College of Arts and Commerce is the institute established in 2019 to cater to the UG students. This institute is also affiliated to Savitribai Phule Pune University. The group also have a preschool by the name Bumble bee school.

Concluding Remarks :

The institute aimed at creating physically fit, mentally robust and professionally competent individuals, who are capable of assuming their rightful place as leaders in the industry To achieve its this vision, the institute does not let any stone unturned. Ample importance is given to the curriculum aspects, being one of the most important aspects of educational institute's workings.

The institute has a mechanism in place to cater to the students coming from across the country. Due importance is given to design, revision and effective delivery of curriculum in most efficient manner. Evaluation system is flawlessly designed to evaluate student performance at each stage of the program.

Institute has a research and innovation cell with transparent policies to promote research consultancy and MDP. Under these departments faculty members are conducting consultancy and MDP whereas faculties are unable to fetch sponsored research projects form government or other funding agencies. Students are increasingly opting for entrepreneurship and taking guidance under the incubation cell of the institute.

Infrastructure wise institute has all required facilities for teaching learning like, library, computer lab, internet facility etc. and also supports sports and other physical activities as is evident from the sport infrastructure of

the institute.

To promote management education to various strata's of the society, the institute offers scholarship and runs various capability enhancement and development schemes which reflects in excellent placement of students, students going for higher studies at national and international level and students opting for entrepreneurship.

The abled leadership of the institute is well in tune with the vision and mission of the institute and work in perfect harmony with absolute transparency. The strategic plans are responsibly made keeping the benefit of stakeholders at centre and outcomes are achieved in time bound manner as per the value system of the institutes with the help of various dedicated committees.

The institute has all processes in place and required infrastructure to excel and achieve its mission.