



Khandesh College Education Society's

INSTITUTE OF MANAGEMENT & RESEARCH, JALGAON

Approved by AICTE, New Delhi and Government of Maharashtra,
Affiliated to North Maharashtra University, Jalgaon
NAAC Accredited | ISO 9001:2015 Certified

EXTENDED SELF ASSESSMENT REPORT 2021-22 FOR NBA



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PART A

INSTITUTIONAL INFORMATION

1. Name and Address of the Institution:

Khandesh College Education Society's,
Institute of Management and Research,
Behind DIC, NH No.6, IMR Campus,
Jalgaon-425001 Maharashtra, India

2. Name and Address of the Affiliating University:

Kavyitri Bahinabai Chaudhari North Maharashtra University,
Umavi Nagar, Jalgaon-425001
Maharashtra, India

3. Year of establishment of the Institution:

1986

4. Type of the Institution:

- | | |
|---|-------------------------------------|
| Institute of National Importance University | <input type="checkbox"/> |
| Deemed University | <input type="checkbox"/> |
| Autonomous | <input type="checkbox"/> |
| Affiliated Institution | <input checked="" type="checkbox"/> |
| AICTE Approved PGDM Institutions | <input type="checkbox"/> |
| Any other (Please specify) | <input type="checkbox"/> |

Provide Details:

KCES's Institute of Management and Research, Jalgaon, was affiliated to University of Pune during the period 1986-1990 vide letter CA/1179-80 dtd. 15-07-1986. After the establishment of North Maharashtra University in the year 1990, the institute is affiliated to KBC North Maharashtra University, Jalgaon. Vide letter no NMU/92/5/5566 dtd. 25-06-1992.



5. Ownership Status:

- | | |
|----------------------------|-------------------------------------|
| Central Government | <input type="checkbox"/> |
| State Government | <input type="checkbox"/> |
| Government Aided | <input type="checkbox"/> |
| Self-financing | <input checked="" type="checkbox"/> |
| Trust | <input type="checkbox"/> |
| Society | <input type="checkbox"/> |
| Section 8 Company | <input type="checkbox"/> |
| Any Other (Please specify) | <input type="checkbox"/> |

Provide Details:

KCES's Institute of Management and Research, Jalgaon is permanently self-financing Institute

6. Vision of the Institution:

“Committed to provide value based, quality, professional and technical education to the students and empowering them with the required skillsets and competencies to face challenges of the fast changing global environment.”

7. Mission of the Institution:

- To provide necessary technical and professional education with a view to uplifting the lives of rural and urban students
- To create a conducive platform for students to develop their skills and knowledge
- To encourage innovation and research aptitude among students
- To inculcate global ethics and human values in all the learners

8. Details of all the programs offered by the institution:

Program Name	Year of Start	Intake at the start of the program	Increase in intake if any(from the start)	Year of increase	AICTE Approval	Accreditation Status*
MBA	1986	60	60+60 (2 nd Shift)	1994,2010	Yes	Applying first time
MCA	1999	60	—	—	Yes	Not Eligible
Integrated MBA	2014	60	—	—	Yes	Not Eligible
Integrated MCA	2014	60	—	—	Yes	Not Eligible

2. Programs to be considered for Accreditation vide this application

S. No.	Program Name	Current Year Sanctioned Intake	Current Year Admitted Nos.
1	Master in Business Administration	120 (Regular)	120 (Regular)
		60 (2 nd Shift)	60 (2 nd Shift)

9. Contact Information of the Head of the Institution and NBA coordinator

i. Head of the Institution:

Name: Prof. Shilpa Kiran Bendale

Designation: Director

Mobile No: 94239 73215

Email id: director@imr.ac.in

ii. NBA Coordinator:

Name: Dr. Parag Arun Narkhede

Designation: Associate Professor

Mobile No: 94227 78876

Email id: paragnarkhede@yahoo.com



PART B

Criteria Summary

Name of the Program: Master of Business Administration

Criteria No.	Criteria	Mark/Weightage
1	Vision, Mission & Program Educational Objectives	50
2	Governance, Leadership & Financial Resources	100
3	Program Outcomes & Course Outcomes	100
4	Curriculum & Learning Process	125
5	Student Quality and Performance	100
6	Faculty Attributes and Contributions	220
7	Industry & International Connect	130
8	Infrastructure	75
9	Alumni Performance and Connect	50
10	Continuous Improvement	50
	Total	1000



CRITERION 1

Vision, Mission & Program Educational Objectives (50)

1.1. Vision and Mission of the institute

Vision of the Institution:

“Committed to provide value based, quality, professional and technical education to the students and empowering them with the required skillsets and competencies to face challenges of the fast changing global environment.”

Mission of the Institution:

- To provide necessary technical and professional education with a view to uplifting the lives of rural and urban students
- To create a conducive platform for students to develop their skills and knowledge
- To encourage innovation and research aptitude among students
- To inculcate global ethics and human values in all the learners

A. Vision and Mission Statements of the MBA Program

Vision:

“To become a preferred Institute in the field of Management, to enhance value based education among the young aspirants”.

Mission:

- To develop the rural and urban students to be professionally competent
- To inculcate values across all learning activities
- To provide opportunities to showcase analytical skills and innovative thinking
- To keep abreast students with changing global economy

B. Consistency of the Vision and Mission Statements

Consistency of Vision of the Department with the Institute	
Component of Vision Statement of Institute	Component of Vision Statement of Program
Committed to provide value based, quality, professional and technical education to the students and empowering them with the required skillsets and competencies to face challenges of the fast changing global Environment.”	To become a preferred Institute in the field of Management , to enhance value based education among the young aspirants”.

Consistency of Mission of the Department with the Institute	
Components of Mission Statement of Institute	Components of Mission Statement of Institute
To provide necessary technical and professional education with a view to uplifting the lives of rural and urban students	To develop the rural and urban students to be professionally competent
To create a conducive platform for students to develop their skills and knowledge	To inculcate values across all learning activities
To encourage innovation and research aptitude among students	To provide opportunities to showcase analytical skills and innovative thinking
To inculcate global ethics and human values in all the learners	To keep abreast students with changing global economy

1.2. PEOs statements for the MBA Program

Program Educational Objectives (PEO's) are established through a consultation process. PEO's are broad statements that describe the career and professional accomplishments, the student shall achieve in 2-3 years after their graduation.

PEO	Keywords	PEO Statements
PEO- 1	Practical Knowledge	Practice the management theories and concepts.
PEO- 2	Decision Making Skills	Acquire skills to handle decision making for achieving organizational goals
PEO- 3	Values and Ethics	Imbibe values and ethics in the individual for organizational conduct.
PEO- 4	Leadership Qualities	To develop leadership qualities & handle Managerial Environment

1.3. Dissemination among stakeholders

A. Publications and Dissemination

The Vision, Mission and PEOs are published at

1. Institute website: https://imr.ac.in/Academic_Dept_Management.php
2. Departmental News Letters
3. Institution/Department Information brochures
4. Displayed in Faculty room
5. Displayed on notice boards in the Common Area & Corridor
6. Displayed in class room
7. Displayed in Library
8. Displayed in placement office
9. Displayed in computer center.
10. Displayed in Research & Innovation Lab

B. Process of Dissemination among Stakeholders



The Vision, Mission, along with the Program Education Objectives is a typical beacon for the effective functioning of the Institute. It is thus very critical that these be appropriately displayed and conveyed amongst the stakeholders and our Institution practices the following initiatives to communicate:

a) Internal Stakeholders:

Sr. No.	Target Group	Dissemination Methods
1.	Management (KCE Society)	Institute's Website, News Letters and In meetings
2.	Governing Board Members	Institute's Website and News Letters and In meetings
3.	Students	Institute Web portal, ERP, Classrooms, Labs, Induction Program, Notice Boards, News Letters, Prospectus, WhatsApp Group
4.	Teaching and Non-teaching Staff	Faculty Meetings, Display posters in Staff rooms & Institute's Website, WhatsApp Group

a) External Stakeholders:



Sr. No.	Target Group	Dissemination Method
1.	Employers / Industries	Institute's Website, News Letters and interaction with Employers at the time of placement process, during meeting with HR in company, During Industrial Visit, During Industry Guest lecture, etc.
2.	Alumni	Institute's Website and Alumni Meetings, Alumni meet, Alumni guest lecture
3.	Parents	Parent's Meeting, News Letters and Institute's Website, Institute brochure
4.	Approving/Affiliating Bodies	Concerned portals

The Institute believes in communicating with stakeholders in all positivity as regards dissemination. The standard practice is to present the vision, mission and objectives in the form of PowerPoint presentations during meetings with external stakeholders. The Internal Stakeholders are well informed through display of Banners, Newsletters, Notice boards and during induction program.

C. Extent of awareness of Vision, Mission & PEOs among the stakeholder

S.N.	Particulars	Justification
1	Department News Letter	The Newsletter published in college website https://imr.ac.in/ImrCampusNewsLetter.php twice in year for KCES's Institute of Management and Research in houseuse. Department Vision, Mission and PEOs are always part of front page of Department News Letter.
2	Information Brochure	Department prepares Information Brochure is circulated among all students through. This Information brochure includes Vision, Mission and PEOs
3	Institute magazine	Institute Publishes Annual magazine to provide information about all Academic Activities and Non-Academic Activities of the year. This magazine is provided to all stakeholders at various meeting and it includes Vision, Mission and PEOs.
4	Institute Brochure	Institute Brochure is published once in a academic year and Disseminated to all stakeholders. This Brochure includes Vision, Mission and PEOs of all the Departments.
5	Website	Department Vision, Mission PEOs are available on https://imr.ac.in/Academic_Dept_Management.php
6	Printed Poster	Posters of Vision, Mission and PEOs are published and made available at Department Notice Board, Classrooms, Corridor and Common Area
7	Induction Program	Induction Programme is conducted to help students in getting familiarized with the institution as well as ethos. At the start of the induction, the incumbents learn about the institutional policies, processes, practices, culture and values, and their mentor groups are formed. In this Inductionlecture PPT is used to disseminate information about Vision,mission and PEOs to all the students of current Academic year.
8	FDP	Vision, Mission and PEOs are integral part of each faculty Development Program to get All faculty members aware.
9	Alumni Meet	Vision, Mission and PEOs are disseminated in Alumni meetalso through interaction with Alumni and Posters.

1.4. Formulation process

A. Formulation of process involved for defining Vision and Mission

- To keep the Vision and Mission of the MBA Program in tune with Institute's vision and mission and make it relevant to the changing scenario, IQAC Committee in the year 2018 decided to revise the programs Vision and Mission.
- A Review committee was formed and entrusted with the responsibility to draft revised Vision and Mission for the MBA Program.
- The views and suggestions from the stakeholders such as from the faculty, Alumni, Students, Industry experts, Academic experts and Parents are incorporated and discussed at length by the following Committee members -
 1. Prof. Dr. Shilpa Kiran Bendale (Chairman)
 2. Prof. Dr. Shubhada M Kulkarni (Member)
 3. Dr. Vishal Sandanshive (Member)
 4. Dr. Parag Arun Narkhede (Member)
 5. Mr. Anil Kumar Marthi (Member)
- The committee articulated the Vision and Mission for the MBA Program of the Institution.
- Brainstorming was done on the Vision and Mission with Management Faculty members.
- The draft is made and forwarded to IQAC.
- The Vision and Mission of the MBA Program were then discussed and finalized in the IQAC Meeting. A copy of the same is sent back to review committee as feedback. The date on which the last meeting was organised for the above purpose is 18/04/2020.
- The changes in Vision and Mission statements is disseminated to all stakeholders

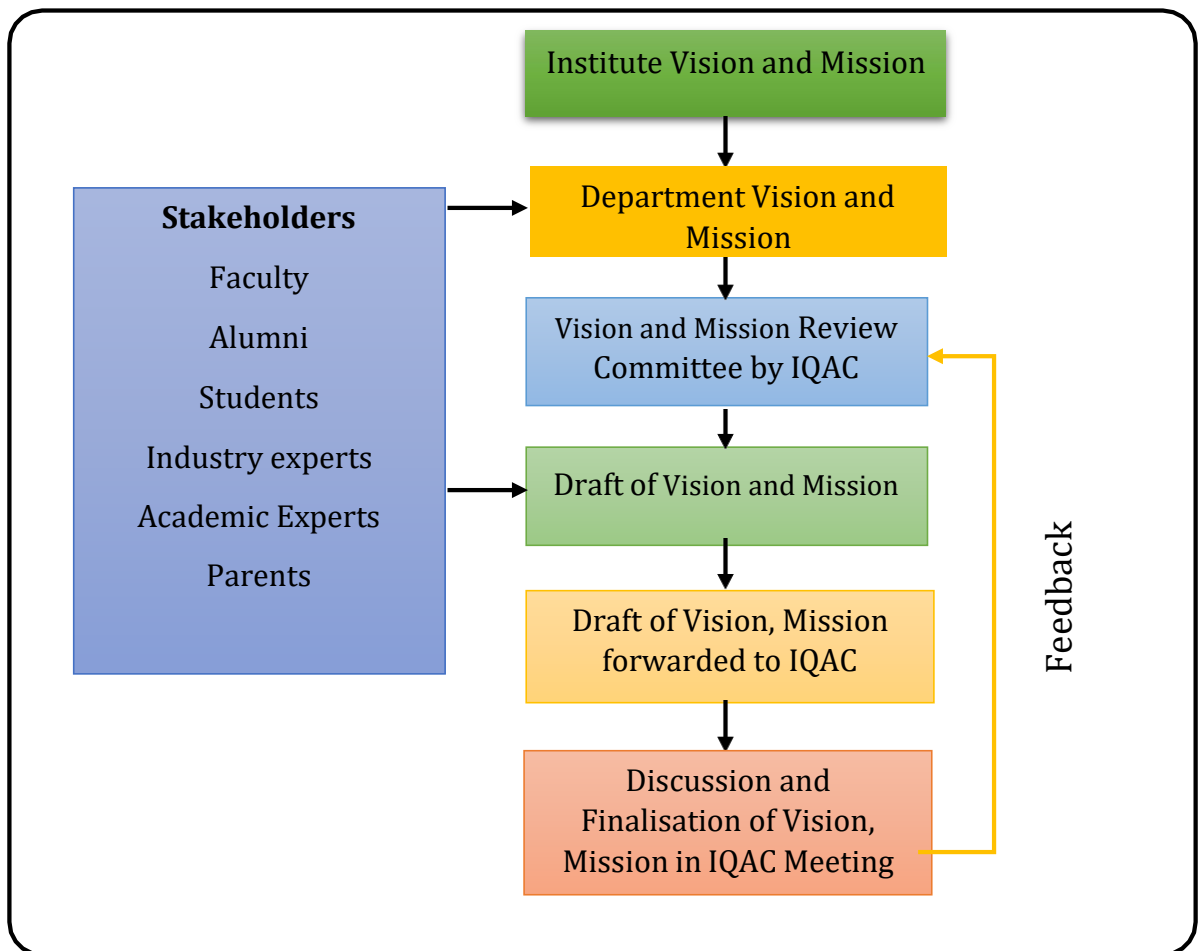


Figure 1.1: Formulation Process of Vision and Mission

B. Process involved in defining the Program Educational Objectives of the program

The Institute provides Management education to aspirants from this region which is predominantly semi-urban and rural. There is a reasonable challenge to establish and provide education which can significantly cater to the needs of such students.

We at IMR have come out with a novel conception to integrate the program outcomes proposed by the NBA and finding the right mix in line with the Institute's as well as the Program Vision and Mission statement to establish the Program Educational Objective.

Process for defining the PEO's of the Department

- Step 1.** The academic planning committee provided the PEO statements proposed by the NBA in alignment with the Vision and Mission statements of the Institute and Department.
- Step 2** The PEO statements were discussed with the faculty in the departmental meeting.
- Step 3.** Faculty members were requested to discuss the PEO statements in their respective classes' student's groups. Draft of PEO statements was displayed on the notice board.
- Step 4.** The Academic committee reviewed the Draft PEO and framed the final statement.
- Step 5.** The Director along with the HOD, Coordinator and faculty member dwelve into all considerations and finalized the Program Educational Objective.
- Step 6.** The Program Educational Objectives are disseminated predominantly amongst the The Program Educational Objectives is disseminated predominantly amongst the Internal Stakeholders.

1.5. Consistency of PEOs with the Mission

A) Matrix of a PEOs and elements of Mission statement

PEO Statements	Professional competency	Values in Learning	Analytical skills	Global Economy
PEO1: Practice the Management theories and concepts	3	3	2	2
PEO2: Acquire skills to handle decision making for achieving organizational goals	3	3	3	3
PEO3: Imbibe values and ethics in the individual for organizational conduct	3	3	2	1

PEO4: Develop leadership qualities & handle Managerial environment	3	3	2	2
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1: Slight (Low) 2: Moderate (Medium) 3: Substantial (High)

B) Justification of co-relation parameters of the above matrix

PEO1 : Practice the Management theories and concepts		
Mission	Value	Justification
To develop the rural and urban students to be professionally competent	3	The mission is in line with the Program outcome and relevant in the context of the geographic location of the Institute and the demographic constituent of the students getting admitted. There is every need for them to be groomed to be professionally competent
Mission	Value	Justification
To inculcate values across all learning activities	3	The region in which the institute exists is socially very conservative, the teaching incorporates real life examples based on values practiced, in the best interest of the individual and society. In addition the activities planned and executed are scrutinized by faculty to ensure acceptable practices.
To Provide opportunities to showcase analytical skills and innovative thinking	2	The institute exposes students to compete in various programs, events, outlined in the course curriculum and provides a platform to develop problem solving skills and hence fosters innovative thinking in order to be ahead of the competition with respect to analytical abilities.

To keep abreast students with changing global economy	2	The students have sufficient content available in the form of study material to contribute to their general understanding. Added to this the institute coordinates with faculty in organizing various Co-curricular & Extra-curricular programs on topics of current relevance.
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PEO2 : Acquire skills to handle decision making for achieving organizational goals

Mission	Value	Justification
To develop the rural and urban students to be professionally competent	3	Decision making and professionalism go hand in hand, the program enables the students handle situations through case studies and real life situations enabling them develop the skills required to be appropriately competent
Mission	Value	Justification
To inculcate values across all learning activities	3	The teaching learning atmosphere is in tune with the demographic requirements and keeps abreast with the sentiments and values of the community, hence all examples and exposure provided to students inculcate ethics & values
To provide opportunities to showcase analytical skills and innovative thinking	3	The institute ensures that students are exposed to situations to fortify their skills along with theoretical knowledge by organizing various competitions like Manager's day & Entrepreneurs day. They are forced to come out with innovative concepts in these competitions.

To keep abreast students with changing global economy	3	The skills obtained through successful organizing of University level and Inter-collegiate level events expose them to the latest trends thereby keeping them abreast of global happenings.
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PEO3: Imbibe values and ethics in the individual for organizational conduct.

Mission	Value	Justification
To develop the rural and urban students to be professionally competent	3	The program outcome plays a relatively significant role in developing the lives of students, with a comprehensive approach to professionalism
To inculcate values across all learning activities	3	The Geo-Demographic mix provides sufficient opportunities to inherit values practiced by elders and help them develop a similar view point.
To provide opportunities to showcase analytical skills and innovative thinking	2	The student experience at the campus shall invoke values considering the ambience and the way courses are taught to always practice proper ethics and values while conducting business
Mission	Value	Justification
To keep abreast students with changing global economy	1	The program gives little scope to values vis-a-vis global economic conditions, however, the faculty propagate the importance of values and ethical practice even at a global level.

PEO4 : Develop Leadership Qualities & handle Managerial Environment

Mission	Value	Justification
To develop the rural and urban students to be professionally competent	3	The teaching learning atmosphere and the exposure provided to students develop

PEO4 : Develop Leadership Qualities & handle Managerial Environment		
Mission	Value	Justification
		leadership qualities which in turn makes lives more pleasant to the students of the region.
To inculcate values across all learning activities	3	The students of the institute initiate to undertake socially relevant programs such as providing winter clothing to the poor & needy, visiting old age homes to relieve them from their depression.
To provide opportunities to showcase analytical skills and innovative thinking	2	Students are involved in all activities enabling them take lead, in the process develop managerial skills. Special events sharpen their entrepreneurial skills.
To keep abreast students with changing global economy	2	They are encouraged to participate in competitions held at various IIM's across India, and our students have proven to be at par by winning prizes at various levels. These events require the students to think global.

CRITERION 2

Governance, Leadership & Financial Resources (100)

2.1. Governance and Leadership

2.1.1. Governance Structure and Policies

2.1.1.1. Governing Structure

Governing Structure

The Institute has a well-defined and decentralized organization structure. The roles and responsibilities are clearly defined, and the entire organizational structure is displayed at a prominent place. The Khandesh College Education Society's, Institute of Management and Research, Jalgaon has a well-defined Governing Structure which is as follows:

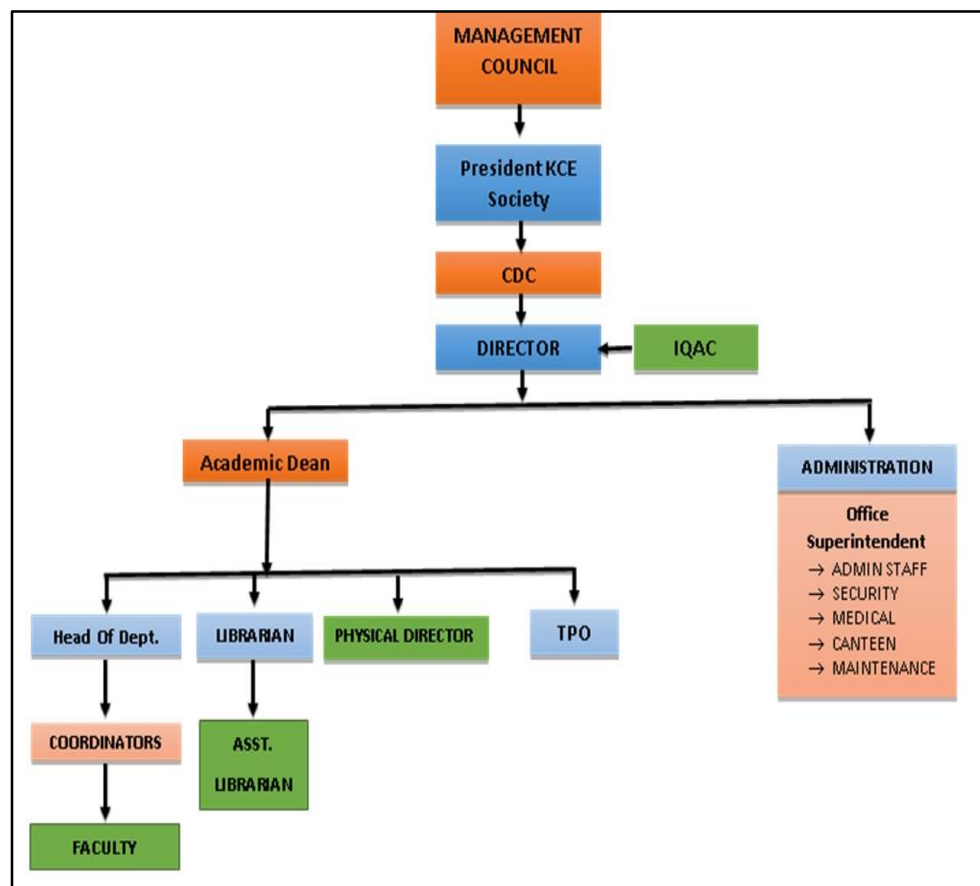


Figure 2.1: Governing Organization Structure

KCE Society's Management Council

The KCE Society's Management Council is the Governing body of the KCES's Institute of Management and Research, Jalgaon. The meetings of Management council are held monthly. The Members of KCE Society's Management council are as follows-

Sr No.	Member	Role
1.	Shri. Nandkumar G Bendale	President
2.	Adv. Prakash B Patil	Vice President
3.	Adv. Sitaram S Phalak	Secretary
4.	Shri. D.T.Patil	Treasurer
5.	Adv. Pramod N Patil	Joint Secretary
6.	Shri. Harish S Milwani	Member
7.	Shri. Sudhir G Bendale	Member
8.	Prof. Charudatta S Gokhale	Member
9.	Shri. Laxmikant T Chaudhari	Member
11.	Dr. Minakshi V Waykole	Member
12.	Dr. Harshwardhan A Jawale	Member
13.	Shri. Shrikant S Maniyar	Member
14.	Dr. S. N. Bharambe	Ex Officio Member

Following are the functions and responsibilities of the Management Council:

1. The Khandesh College Education Society's Management Council is the custodian of the Institution. The President and Management Council Members provide guidance and support for the development of the institute.
2. Periodically evaluate Vision and Mission of the Institution
3. Ensure implementation of the strategic plan
4. Ensure the optimal utilization of resources
5. Approve budgetary provisions
6. Develop and Implement appraisal system for faculty members
7. Encourage teaching and non-teaching staff for achieving Institute mission.

College Development Committee:

The College Development Committee (CDC) looks after the Academics and Administration of the Institute. The Frequency of the meetings of CDC is 4 times a year. The CDC is formed in accordance with the rules provided under clause 97 (1) of



Maharashtra Public Universities Act 2016. The Members of CDC of the KCES's Institute of Management and Research are as follows:

Sr No.	Member	Designation / Criterion	Role
1.	Mr. Nandkumar G. Bendale	Chairperson of the management	President
2.	Adv. Pramod Patil	Joint Secretary of the management	Secretary
3.	Mr. D.T. Patil	Treasurer of the management	Member
4.	Shri. Harish Milwani	Five local members, nominated by the management in consultation with the principal, from the fields of education, industry, research and social service of whom at least one shall be alumnus	Member
5.	Prof. D.G. Hundiware		Member
6.	Prof. S.O. Dahad		Member
7.	Mr. Nandu Advani		Member
8.	Prof. Shilpa K. Bendale	Head of the institution - Member - Secretary	Member
9.	Mrs. Tanuja Fegade	Co-ordinator, Internal Quality Assurance Committee of the college	Member
10.	Dr. Mamata Dahad	One Head of Department, to be nominated by the principal or the head of the institution	Member
11.	Dr. Parag Narkhede	Three teachers in the college or recognized institution, elected by the full-time amongst themselves out of whom at least one shall be woman	Member
12.	Mrs. Anupama Chaudhari		Member
13.	Mr. Uday Chatur		Member
14.	Mr. M.R. Waykole	One non-teaching employee	Member

Following are the functions and responsibilities of the College Development Committee:

1. Prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and enable college to foster excellence in curricular, co-curricular and extra-curricular activities
2. Decide about the overall teaching programmes or annual calendar of the college

3. Recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts
4. Take review of the self-financing courses in the college, if any, and make recommendations for their improvement
5. Make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college
6. Make specific recommendations to the management to foster academic collaborations to strengthen teaching and research
7. Make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process
8. Make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college
9. Prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval
10. Formulate proposals of new expenditure not provided for in the annual financial estimates (budget)
11. Make recommendations regarding the students' and employees' welfare activities in the college or institution
12. Discuss the reports of the internal quality assurance committee and make suitable recommendations
13. Frame suitable admissions procedure for different programmes by following the statutory norms
14. Plan major annual events in the college, such as annual day, sports events, cultural events, etc.
15. Recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution
16. Consider and make appropriate recommendations on inspection reports, local inquiry reports, audit report, report of national assessment and accreditation council, etc.
17. Recommend the distribution of different prizes, medals and awards to the students
18. Prepare the annual report on the work done by committee for the year ending on the 30th June and submit the same to the management of such college and the university

19. Perform such other duties and exercise such other powers as may be entrusted by the management and the university

Internal Quality Assurance Committee (IQAC):

The Internal Quality Assurance Committee (IQAC) plans, guides and monitors quality assurance and quality enhancement in all the academic activities of the Institute. The Frequency of the meetings of IQAC is at least once every quarter i.e. minimum 4 times in a year. The Members of IQAC of the KCES's Institute of Management and Research are as follows:

Sr No.	Member	Composition Category	Role
1.	Prof. Dr. Shilpa K Bendale	Head of the Institution	Chairman
2.	Mr. D.T. Patil	Management Representative	Member
3.	Dr. Varsha Pathak	Teachers Representative	Member
4.	Dr. Parag Narkhede		Member
5.	Dr. Mamata Dahad		Member
6.	Mr. Uday Chatur		Member
7.	Dr. Anupama Chaudhari		Member
8.	CA.Dr. Shweta Chordiya		Member
9.	Dr. Nishant Ghuge		Member
10.	Mr. Murlidhar. R. Waykole	Administrative officer	Member
11.	Mr. Punit Sharma	T & P Officer	Member
12.	CA. Smita Bandukwala	Local Community	Member
13.	Miss Ghrushmarani Gayakwad	Student	Member
14.	Pawan Sonar	Student	Member
15.	Mr. Yogesh Sarode	Alumni/ Industrialist	Member
16.	Mr. Sudip Rane	Employer/ Industrialist	Member
17.	Mrs. Tanuja K. Fegade	Senior Teacher	Coordinator

Following are the functions and responsibilities of the Internal Quality Assurance Committee:

1. Development and application of quality benchmarks/parameters for various academic and administrative activities of the institution;

2. Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process;
3. Arrangement for feedback response from students, parents and other stakeholders on quality-related institutional processes;
4. Dissemination of information on various quality parameters of higher education;
5. Organizing inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;
6. Documentation of the various programmes/activities leading to quality improvement;
7. Acting as a nodal agency of the Institution for coordinating quality-related activities, including adoption and dissemination of best practices;
8. Development and maintenance of institutional database through MIS for the purpose of maintaining /enhancing the institutional quality;
9. Development of Quality Culture in the institution;
10. Preparation of the Annual Quality Assurance Report (AQAR) as per guidelines and parameters of NAAC, to be submitted to NAAC.

2.1.1.2. Service Rules

The Institute is approved by AICTE, recognized by the State Government and affiliated to KBC North Maharashtra University. The service rules as applicable and as amended from time to time by these authorities are followed by the Institute. The Service rules are made available on the website of the Institute. Faculty and staff are also advised to refer website of appropriate authorities for detailed Information. The Leave Policy is available on the ERP Logins of the Faculty members

2.1.1.3. Policies

The Institute has a set of Governance policies like the Quality Policy, Research Policy, Library Policy, Training and Placement Policy, Faculty Development policy, Leave Policy, Fee Concession Policy. To cite a few -

Quality Policy: “Committed to provide value based education with global outlook and interpersonal development in the field of Management & Computer Application.”



Fee Concession Policy: “No student shall discontinue education for economic reasons.” The Institute provides concession in fees to the poor and needy

Research Policy: “Provide support to inquisitive minds.” To extend requisite support to the faculty, students and researchers in all aspects in pursuit of their quest for knowledge.

Library Policy: “Knowledge and Resource dissemination to all.” The Institute facilitates the library to be used by all stakeholders.

The Institute has well defined procedure and elaborate code of conduct to be followed by students, teaching and non-teaching staff. The same is available on Institute website.

Awareness about policies among the faculty members:

Copy of policies and code of conduct is provided to faculty members through their ERP login and on the Institute’s website.

Awareness among the Students:

- a. Sessions are kept during Induction Program of the students where Policies related to their area is shared by MBA coordinator; Training & Placement Officer; Student Welfare officer; Librarian; Physical Director; etc.
- b. Copy of code of conduct is provided to students through their ERP login and on the Institute’s website.

2.1.1.4. Strategic Plan

Phase I (2016-17 to 2018-19)		
Strategic Goals	Strategic Plan	Extent of Achievement
Upgradation of teaching staff i.e. Capacity Building	<ul style="list-style-type: none">• Promoting Higher Education among the esteemed faculty members.• Encouraging faculty members for their research work in Indexed and Peer reviewed Journals• Promote Consultancy and revenue generation• Organize FDP and workshops for faculty members• Adopting new teaching pedagogy	Achieved

Phase I (2016-17 to 2018-19)		
Strategic Goals	Strategic Plan	Extent of Achievement
	<ul style="list-style-type: none"> Promoting and sponsoring faculty for FDP, workshops, conferences, etc. 	
Establish and Strengthen IQAC Cell	<ul style="list-style-type: none"> To set up IQAC by 2016-17 	Established in academic year 2016-17.
Accreditation of the Institute	<ul style="list-style-type: none"> To get accreditation from NAAC by 2018-19 NBA Accreditation by 2019-20 	NAAC Accreditation obtained NBA is in Process
Recognition as Research Centre	<ul style="list-style-type: none"> Set up Research Centre and get it recognized from KBC North Maharashtra University, Jalgaon. 	Proposal submitted in 2018-19 and obtained recognition for commerce and management from University in Nov. 2019
Promote Academia Industry Interface	<ul style="list-style-type: none"> Inviting corporates for guest lectures Academic tours to Corporate Providing platform for corporate meets 	Achieved
Infrastructure Development	<ul style="list-style-type: none"> Establishment of Computer Center for Research and Incubation. Replacement of Computers with latest configurations. 	Achieved

Phase II (2019-20 to 2021-22)		
Strategic Goals	Strategic Plan	Extent of Achievement
NBA Accreditation	<ul style="list-style-type: none"> Apply for NBA Accreditation process for eligible Courses 	<ul style="list-style-type: none"> In Process

Phase II (2019-20 to 2021-22)		
Strategic Goals	Strategic Plan	Extent of Achievement
Autonomy of the Institute	<ul style="list-style-type: none"> • Application for Permanent affiliation to the University. • Go for Autonomy of the Institute 	<ul style="list-style-type: none"> • In Process
Quality Enhancement in Teaching and learning	<ul style="list-style-type: none"> • FDP's on SWAYAM and NPTEL Portal • Activity based teaching-learning 	<ul style="list-style-type: none"> • Total 5 Courses out of 31 courses enrolled on SWAYAM is completed
Reforms in Examination and Evaluation	<ul style="list-style-type: none"> • Conduct of Online Internal Examinations 	<ul style="list-style-type: none"> • Achieved
Strengthening Placement	<ul style="list-style-type: none"> • Setting up training and placement network with corporates. 	<ul style="list-style-type: none"> • In Process
Promoting Research and Consultancy	<ul style="list-style-type: none"> • Ensure research publications of faculty members in reputed national and international journals • Improve consultancy activities amongst faculty members 	<ul style="list-style-type: none"> • A Workshop on how to Publish quality research papers has been conducted
Developing Infrastructure	<ul style="list-style-type: none"> • Develop infrastructure as per changing need of the time. 	<ul style="list-style-type: none"> • In Process (Construction of additional floor is in final phase)
National and International Collaborations	<ul style="list-style-type: none"> • Establish collaborations with reputed national and international organizations 	<ul style="list-style-type: none"> • Achieved

Phase II (2019-20 to 2021-22)		
Strategic Goals	Strategic Plan	Extent of Achievement
Scale up Academia Industry Interface	<ul style="list-style-type: none"> More involvement of corporates to enhance teaching learning process 	<ul style="list-style-type: none"> Achieved

2.1.2. Faculty Empowerment

2.1.2.1. Faculty Development Policies

The Institute has well defined faculty development policy to ensure that the faculty can deliver performance to meet the standards

- The Institute organizes Faculty Development Programs, Workshops and Conferences for the development of Faculty Every Year.
- Apart from this, the Institute also encourages faculty to participate in FDPs, Workshops, Conferences/Seminar organized by other institutions & universities. The Institute Provides Duty Leaves, Reimbursement of registration fees and one side travel expenses to the faculty members.
- Institute has policy to give Incentive to faculty members and students for publishing paper in a Scopus listed/ Web of Science listed Journal
- Each Faculty member of the Institute is encouraged to register for online FDP's on SWAYAM and NPTEL Portal. Institute reimburses the cost of certificate examination.
- Each faculty member of the institute is encouraged for upgradation of skills by motivating for higher education, Pursuing Ph.D., NET, SET.
- As per the Faculty development policy, the faculty members qualifying members Ph.D are provided with 2 Increments in the Salary.

In addition to these following facilities are available for faculty members

- Institute provides Study leave for faculty member pursuing Ph.D.
- The classes are scheduled in such a way to allow sufficient time for the faculty members to carry out administrative tasks and pursue their research

- Institute provides all the required support facilities (Computers, Printers, Statistical Software's) to the faculty members for their research purpose.
- Institute has also group health insurance scheme for the faculty members.

Table 1.1 List of faculty development programs organized

Sr. No	Name of Program	Dates
1.	5 Days FDP on "Industry 4.0: Challenges before Management Education"	25 to 29 th Oct 2021
2.	International E- Conference on "Transforming Through Reinvention in the Current Emerging Global Order 2020"	28 October 2020
3.	FDP on "How to publish quality research papers" by Dr Kavita Suryawanshi	26 October 2020
4.	Faculty Development program on "Pedagogy in Management and computer science education" in post covid era	12 & 13 June 2020
5.	A Seminar on Intellectual Property Rights by Prof. Bhushan Chaudhari	24 January 2020
6.	Workshop on LMS by Mr. Yogesh chaudhari and Mr. Dhanpal Waghulde	02 & 03 August 2019
7.	FDP on Teaching Pedagogy by Dr. Srinivasa and Dr. Sukhmeet Kalsi	22 & 23 July 2019
8.	One day seminar on Intellectual Property Rights by Adv. Atul Suryawanshi and Adv. Shrikant Bhusari	19 July 2019
9.	National Conference- NCRTMCSA 2019	04 April 2019
10.	Workshop on how to write good research papers and publish in reputed journals by Ms. Seema Sant	08 Sept 2018
11.	FDP on Case Writing and Case Study teaching by Dr. Meera Kulkarni	01 Sept 2018
12.	National Conference – NCRTMCSA 2018	09 & 10 Feb 2018
13.	Workshop on Employability Skills by Mr. Madhukar Talele	13 Jan 2018

14.	Workshop on Research Methodology by Dr. Sachin Kamble Dr. Rahul Khandelwal, Dr. Rajagopal. Dr. Ramprakash nayar, Dr. Prasad Khanzode	17 & 18 Nov 2017
15.	FDP on Teaching Pedagogy by Dr. Suresh Chari	01 October 2016

2.1.2.2. Decentralization, Delegation of Power and Collective decision making

The Institute emphasizes the effectiveness of decentralization. The Director before start of the academic year practices an exercise to determine the roles, responsibilities, Portfolios and Teaching assignments allocated to faculty members.

There are various aspects which need to be monitored for effective working of the Institute. In this regard, the following faculty members are given the authority to handle the responsibilities. This helps gather requirements to address any given issues and thus promote the practice of collective decision making

Sr No.	Name of Faculty	Designated Role	Major Responsibilities
1	Prof. Shilpa Bendale	Director MBA	<ul style="list-style-type: none"> Overall Academic and Administrative Strategic Planning of the department
2	Mrs. Tanuja Fegade	Academic Dean	<ul style="list-style-type: none"> Academic Planning, Implementation, Monitoring, evaluation and Action Taken.
3	Dr. Mamata Dahad	HOD Management Department & Incharge Alumni Relations	<ul style="list-style-type: none"> Academic Planning and Monitoring of the Management Department Maintaining Alumni Relations
4	Dr. Parag Narkhede	Coordinator MBA & Head of Research Center of Commerce & management	<ul style="list-style-type: none"> Planning and Execution of the Academic activities of the MBA Program Plan & Monitor the Activities of Research Centre in commerce and Management

Sr No.	Name of Faculty	Designated Role	Major Responsibilities
5	Dr. Anupama Chaudhari	Incharge FDP & E Learning	<ul style="list-style-type: none"> Planning and conduct of Faculty Development Programs and collection of records of faculty members attending FDP Promoting Students for E-Learning Programs
6	CA. Dr. Shweta Chordiya	Incharge, Examination and Evaluation	<ul style="list-style-type: none"> Planning and conduct of Internal Examinations
7	Mr. Anilkumar Marthi	Incharge, Mentor Mentee Program	<ul style="list-style-type: none"> Allocation of Mentors to the students and collection of Mentorship records
8	Dr. Nishant Ghuge	Incharge, NISM Certifications	<ul style="list-style-type: none"> Motivate students for appearing for NISM Certification examinations and organise training for the same
9	Dr. Shama Saraf	Incharge, Events and Activities and Coordinator of Entrepreneurship development cell	<ul style="list-style-type: none"> Monitor Events and Activities of the Institute and look after media promotion and publicity Promote entrepreneurship development by facilitating the budding entrepreneurs through entrepreneur development activities
10	Mr. Swapnil Kate	Student Welfare officer	<ul style="list-style-type: none"> Coordinate the implementation of students welfare activities of the University and the Institute
11	Mr. Punit Sharma	Training and Placement Officer	<ul style="list-style-type: none"> Training and Placement of the students Enhance Industry Institute Interaction
12	Mrs. Priyanka Kharare	Incharge, Hostel	<ul style="list-style-type: none"> Coordinate the students availing hostel facilities
13	Mr. Dhanpal Waghulde	Incharge, ERP & Web development	<ul style="list-style-type: none"> Updating Data on the Website and coordinating with the ERP Team

The Director of the Institute and the Head of the Department has been delegated with the financial power as follows:

Sr. No.	Name	Designation	Financial Powers (Rs.)
1)	Prof. Shilpa Bendale	Director	20,000
2)	Dr. Mamata S. Dahad	Head of Department of Management	10,000

At Students Level

The students are involved in all the activities undertaken by the institute. The activities are co-curricular, extra-curricular and cultural in nature. There are student representatives who are given charge to plan, organize and conduct various events. Faculty members guide these students on all aspects to make the events successful. The students are given a free hand in planning and implementing their ideas during the conduct of any program/event.

2.1.3. Effective Governance Indicators

2.1.3.1. Grievance Redressal Mechanism

The Institute has its own Grievance Redressal Committee, Anti Ragging Committee and Internal Complaints Committee. All the committees are formed as per the norms prescribed by the AICTE, New Delhi and KBC North Maharashtra University, Jalgaon. The student complaints are handled by the respective committees.

Suggestion box is placed at appropriate location. Online grievance system is available on Institute's website. The web-admin checks the website for online grievances. Institute has policy to handle the same within 15 days from the date of receipt of complaints.

Following are the committees for academic year 2021-22:

Grievance Redressal Committee

Grievances Redressal committee deals with all types of grievances, complaints and malpractices including those received from Students, Faculty and other Stakeholders.

Sr. No	Member Name	Role
1)	Prof. Shilpa K. Bendale	Chairman
2)	Dr. Varsha Pathak	Secretary
3)	Mr. S.N. Khan	Member
4)	Ms. Priyanka Kharare	Member
5)	Miss. Ruhi Kalbande	Student Representative
6)	Miss. Sumedh Phade	Student Representative

Anti-Ragging Committee

Anti- Ragging Committee is formed as per the norms of AICTE. The main function of the committee is the prevention and prohibition of ragging in the institute.

Sr. No	Member Name	Role
1)	Prof. Shilpa K. Bendale	Chairman
2)	Mr. Swapnil Kate	Secretary
3)	Dr. Parag Narkhede	Member
4)	Dr. Varsha Pathak	Member
5)	Mr. Ravindra S. Kapadne	Police Representative
6)	Mr. P. D. Borole	Civil Administration Representative
7)	Ms. Munira Tarwari	Media Representative
8)	Mr. Pankaj Vyavhare	NGO Representative (Alumni)
9)	Mrs. Priyanka Barhate	Parent Representative
10)	Mr. Shubham Kulkarni	Student Representative
11)	Miss. Pooja Dhande	Student Representative

The committee members give surprise visits to hostel from time to time. No cases have been reported till date.

Internal Complaints Committee (ICC)

IMR is committed to providing safe academic and working environment to all students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee (Previously known as Women Anti-harassment Committee) has been established by the Institute

Sr. No	Member Name	Role
1)	Prof. Dr. Shilpa K. Bendale	Chairman
2)	Dr. Mamata Dahad	Secretary
3)	Dr. Shama Saraf	Member
4)	Ms. Rupali Narkhede	Member
5)	Mr. M.R. Waykole	Member
6)	Ms. Nilima Patil	Member
7)	Ms. Vaishali Vispute	NGO Representative
8)	Miss. Ghrushmarani Gayakwad	Student Representative
9)	Miss. Tejal Kadam	Student Representative

SC/ST/OBC Committee

The SC/ST/OBC Committee to protect the interests of students of the reserved category in the Institute

Sr. No	Member Name	Role
1)	Prof. Shilpa K. Bendale	Chairman
2)	Ms. Priyanka Kharare	Secretary
3)	Mr. Ghanshyam Ramteke	Member
4)	Mr. Yogesh Patil	Member
5)	Mr. Samadhan Bundhe	Member

Minority Redressal Cell

As per the requirement of AICTE/DTE, the Institute has constituted the Minority Cell to provide an environment that support diversity and respects everyone regardless of colour, religious belief or cultures and also commits to ensuring protection of everyone including minorities and acting as per the provisions of constitution of India in such matters.

Sr. No	Member Name	Role
1)	CA. Dr. Shweta Chordiya	Coordinator
2)	Mr. S. N. Khan	Member
3)	Mr. Uday Chatur	Member
4)	Ms. Deepali Patil	Member

2.1.3.2. Transparency

To maintain transparency, information of the policies, rules, processes, is made readily available to the stakeholders on the Institute's website

https://imr.ac.in/institute_policies.php

All the information pertaining to the Admissions, timetables, Session Plans, Assignments, Event Reports are made available in the ERP.

The information is disseminated to students, faculty members and staff through websites, ERP and WhatsApp Groups.

2.1.3.3. Leader and Faculty Selection Process

The leader and faculty members are selected by the procedure as prescribed by the AICTE and Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon. Following Figure shows the steps involved in the recruitment and selection process. All

the recruitment is conducted in fair and transparent manner. Following diagram shows the process of recruitment.



2.1.3.4. Stability of the academic leaders

The Stability of the academic leaders of the institute can be seen from their long term tenures. The tenure is mentioned below:

Sr No	Name	Designation	Position Served	Tenure	No of Years
1.	Prof. Shamkant Deshpande	Director	Director	01/08/1986 to 07/02/2007	21 Years
2.	Prof. Trinath Dash	Director	Director	01/07/2007 to 31/07/2008	01 Years
3.	Prof. Vivek Katdare	Director	Director	23/02/2010 to 30/04/2017	07 Years
4.	Prof. Shilpa Bendale	Director	Director	26/05/2017 to till date	3.5 Years
5.	Mrs. Tanuja Fegade	Assistant Professor	Academic Dean	01/01/2021 to till date	1.1 Years
6.	Prof. Shubhada Kulkarni	Professor	HOD-Management	20/09/1986 to 30/11/2021	35 Years
7.	Dr. Mamata Dahad	Assistant Professor	HOD-Management	01/12/2021 to till date	02 Months

The institute has a stable leadership and there has been no instances of key positions being vacant in the past. The institute proposes to further motivate the staff by honoring

them with a gift and a citation in commemoration of their long service and commitment towards the organization.

2.2. Financial Resources

2.2.1. Budget Allocation, Utilization, and Public Accounting at Institute level (40)

Table No. 2.2.1 a

Total Income at Institute level For CFY 2021-22 (Upto January 2022)					
Income					Total Income (Rs)
Fee Received	Grant received from Govt	Grant received from industry	Other Sources (Specify)		
1,98,15,089	0	0	Seminar & Industrial Visit Fee	24,100	2,05,58,279
			Research & Development Fee	5,81,800	
			Research Fee	1,23,000	
			Other Income	14290	

Total Income at Institute level For CFYm1 2020-21					
Income					Total Income (Rs)
Fee Received	Grant received from Govt	Grant received from industry	Other Sources (Specify)		
1,63,17,844	0	0	Seminar & Industrial Visit Fee	13,744	1,65,53,385
			Electricity Deposit Refund	2,10,918	
			Other Income	10,879	

Total Income at Institute level For CFY m2 2019-20					
Income					Total Income (Rs)
Fee Received	Grant received from Govt	Grant received from industry	Other Sources (Specify)		
2,63,89,491	0	0	Consultancy Fee	15,20,850	2,83,68,423
			Seminar & Industrial Visit Fee	1,99,000	
			Workshop Fee	93,600	
			Research Fee	27,000	
			Other Income	1,38,482	

Total Income at Institute level For CFYm3 2018-19					
Income					Total Income (Rs)
Fee Received	Grant received from Govt	Grant received from industry	Other Sources (Specify)		
2,18,32,087	0	0	Education and Training Fee	9,000	2,21,22,023
			Prospectus Fee	7,700	
			Seminar and Industrial Visit Fee	51,750	
			Interest	23,026	
			Workshop Fee	1,32,200	
			Other Income	66,260	



Table 2.2 (2.2.1 b) Budgeted and Actual Expenses

Items	Budgeted in CFY 21-22 (Rs)	Budgeted in CFY m1 (20-21) (Rs)	Actual Expenses in CFYm1 (20-21) (Rs)	Budgeted in CFYm2 (19-20) (Rs)	Actual Expenses in CFYm2 (19-20) (Rs)	Budgeted in CFYm3 (18-19) (Rs)	Actual Expenses in CFYm3 (18-19) (Rs)
Infrastructure built up	1,13,50,000	1,22,50,000	1,08,57,559	19,10,000	23,17,632	9,25,000	8,59,301
Library	3,00,000	4,25,000	1,45,313	1,25,000	3,07,882	1,25,000	98,783
Computer Labs and Software	8,75,000	9,75,000	2,56,350	4,75,000	2,14,751	40,50,000	39,31,078
Teaching and Non-Teaching Staff Salary	1,52,00,000	1,76,50,000	1,00,69,795	1,76,00,000	1,50,27,449	1,71,00,000	1,52,86,618
Research	1,00,000	75,000	-----	75,000	48677	75,000	47,240
Training and Travel	75,000	1,35,000	60667	1,35,000	99,052	1,35,000	1,10,533
Placement Activities	50,000	1,00,000	41858	1,00,000	68,916	50,000	4,887
Entrepreneurship	300000	5,00,000		5,00,000	12,850	5,00,000	30,638
Co-Curricular			78280		1,88,635		55,079
Extra-Curricular			2000		2,56,200		1,99,127
Alumni	50,000	50,000	-----	50,000	26,544		
Miscellaneous Expenses	75,000	50,000	40941	50,000	35,070	50,000	35,461
Others	71,26,000	91,15,160	62,03,685	96,70,160	86,80,946	98,79,160	1,09,12,416
Total	3,55,01,000	4,13,25,160	2,77,56,448	3,06,90,160	2,72,84,604	3,28,89,160	3,15,71,161

2.2.1.1. Adequacy of budget allocation

The Management ensures that the institute has enough funds to meet its financial needs. The provisions in the budget are made as per the financial needs of the institution. The historical data of various heads is considered for allocation of funds.

As can be analyzed for the 'Table 2.2.1(b)' mentioned above, the actual expenditure has always been under control.

2.2.1.2. Utilization of allocated funds

It can be observed from 'Table 2.2.1(b)' mentioned above that the average utilization of the budgets is around 80% to 90 % over the last 3 years. However there is a provision for additional budget in the form of supplementary budget if required.

2.2.1.3. Availability of the audited statements on the Institute's Website

The audited statements of the accounts of last 4 years are made available on the institute's website

Year	Link
2020-21	https://imr.ac.in/Documents/Audited_Financial_Statements/MBA2020-21.pdf
2019-20	https://imr.ac.in/Documents/Audited_Financial_Statements/MBA%202019-20.pdf
2018-19	https://imr.ac.in/Documents/Audited_Financial_Statements/MBA%202018-19.pdf
2017-18	https://imr.ac.in/Documents/Audited_Financial_Statements/MBA%202017-18.pdf
2016-17	https://imr.ac.in/Documents/Audited_Financial_Statements/MBA%202016-17.pdf

CRITERION 3

Program Outcomes & Course Outcomes (100)

Table 3.1 Course and PO Correlation table

POs	Courses*
PO1. Apply knowledge of management theories and practices to solve business problems.	101(H), 102(L), 103(M), 104(H), 105(M), 106(H), 107(M), 108(M), 201(L), 202(M), 203(M), 204(M), 205(M), 206(H), 207(M), 208(M), 301(H), 304(M), 305(M), 306(M), 307(M), 308(L), 401(M), 402(M), 404(M), 405(M), 406(M), 407(H), 408(H)
PO2. Foster Analytical and critical thinking abilities for data-based decision making.	101(H), 102(M), 103(M), 104(M), 105(L), 106(H), 107(), 108(H), 201(H), 202(L), 203(M), 204(L), 205(L), 206(H), 207(M), 208(M), 301(M), 302(M), 303(L), 304(M), 305(M), 306(M), 307(M), 308(L), 401(M), 402(M), 403(L), 404(M), 405(M), 406(M), 407(H), 408(M)
PO3. Ability to develop Value based Leadership ability.	101(H), 102(M), 104(M), 106(H), 107(H), 203(L), 204(L), 206(H), 207(M), 301(M), 303(L), 304(L), 305(L), 306(L), 307(L), 308(M), 401(M), 402(M), 403(L), 404(M), 405(M), 406(L), 407(H), 408(M)
PO4. Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.	101(M), 102(H), 103(H), 104(M), 105(M), 106(M), 107(M), 108(M), 201(L), 202(M), 203(H), 204(M), 205(M), 206(L), 207(M), 208(M), 301(H), 302(L), 303(L), 304(M), 305(M), 306(M), 307(M), 308(M), 401(M), 402(L), 403(L), 404(H), 405(M), 406(M), 407(M), 408(M)
PO5. Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.	101(M), 102(M), 103(M), 104(H), 105(L), 106(M), 107(M), 201(L), 202(L), 203(M), 204(M), 205(M), 206(H), 207(M), 208(M), 301(M), 302(M), 303(L), 304(M), 305(M), 306(M), 307(M), 308(M), 401(M), 402(M), 403(L), 404(M), 405(M), 406(M), 407(H), 408(M)

3.1. Attainment of Program Outcomes

3.1.1. Describe the assessment tools and processes used to gather the data upon which the evaluation of Program Outcome is based

The various direct and indirect assessment tools used to evaluate POs and the frequency with which the assessment processes are carried out are listed in tables below.

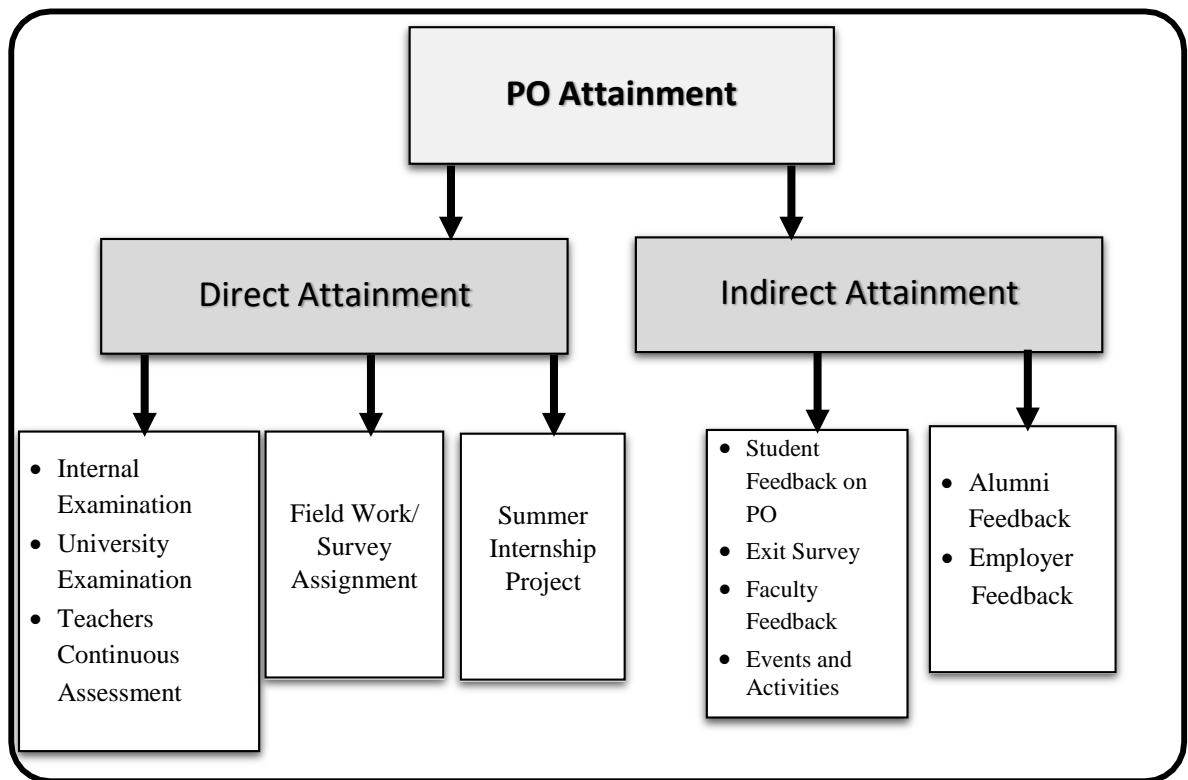
Table 3.2 Direct and Indirect PO Assessment Tools

Direct (80% weightage)	Medium	Course Type	Assessment Tools		Minimum Frequency
	CO Assessment	Theory	Internal Evaluation	Internal mid Tests	Twice per Course/Semester
				Assignments	One per Course/sem.
				Continuous Internal Evaluation	Per Course/sem.
			University Exam		One per Course/Semester
		Practical	Internal Evaluation	Daily	Every lab
				Internal Lab exam	One per course
			University Exam		One per course
		Filed Work /Survey Assignment	Internal Evaluation		Once (At the end of 3 rd Semester)
			University Exam		Once (At the end of 3 rd Semester)
		Summer Internship Project	Internal Evaluation		Once (At the end of 4 th Semester)
University Exam			Once (At the end of 4 th Semester)		
Indirect (20% Weightage)	Surveys	Student Feedback (Exit Survey)			At the end of 2 nd year
		Student feedback on POs			Once in a year
		Faculty Feedback			Once in a year
		Alumni Feedback			Once in a year
		Employer Feedback			Once in a year
		Feedback on Events and Activities			Once in a year

PO Attainment through Events and Activities

Program Outcomes		Attained through Events & Activities	Attained through Cells/ Clubs
PO1	Apply knowledge of management theories and practices to solve business problems	Managers Day (Conquiz. Envivo-case study, Strata game) Entrepreneurs Day (B-Plan, Product display and sales counter, Round Table) PowerPoint presentations in classroom	
PO2	Foster Analytical and critical thinking abilities for data-based decision making.	MS-Excel, Case Study, Data Analysis Workshops, Aptitude Training	
PO3	Ability to develop value based leadership ability.	Yoga and Meditation, Sports events, social awareness projects, Interaction with Jalgaon Runners Group & Mountaineers Winter Clothing Donation, Blood Donation, Nirmalya Sankalan Tree Plantation	Rotaract Club
PO4	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business	Guest Lectures, Class room Assignments. Managers Day (Conquiz. Envivo-case study, Strata game) Entrepreneurs Day (B-Plan, Product display and sales counter, Round Table).	Placement Cell, Entrepreneurship Development Cell
PO5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to team environment.	Managers Day (Conquiz. Envivo-case study, Strata game) Entrepreneurs Day (B-Plan, Product display and sales counter, Round Table), Make- Intern Workshops, Group Discussion, Synergy, Kridavedh.	Rotaract Club, Placement Cell

Process for evaluating the attainment of Program Outcomes:



Course Outcomes for the individual courses are designed. Then they are mapped to the Program Outcomes. The attainment of Course outcomes is calculated for each individual course by concerned subject teacher. The assessment tools for the Course outcome attainment are internal examinations (conducted twice in a semester), End semester University examination (conducted at the end of the semester) and Teacher's continuous Internal Evaluation through assignments and activities like participation in class discussion, case studies, guest lectures, group presentations etc. This is done for all the courses. The average of Course outcomes addressing a PO is calculated. In addition to this, Summer Internship program and Project Reports are also mapped to Program outcomes. This provides the direct attainment level of Program Outcomes. The indirect attainment level of POs is determined based on Student Feedback, Faculty Feedback, Events and Activities (Co-curricular and extracurricular) Alumni Feedback, Employer Feedback.

DIRECT ATTAINMENT OF POs:

A. Course Outcome attainment:

Since we are an affiliated Institute, The University prescribes the guidelines for assessments of all courses which are divided in two broad components, Internal Assessment and End Semester University Examination; weightage is in the ratio 40:60 respectively.

The distribution of marks is as given below:

Distribution of marks: equal weightage to each unit

Table 3.3 distribution of marks

UNIT	Internal Examination (IE-1)	Internal Examination (IE-2)	Assignment	End Semester University Examination	TOTAL
1	10			60	
2	10				
3		10			
4		10			
5			20		
6					
	20		20	60	100

(New Syllabus 2021)

Internal Examination:

Two mid semester internal examinations (IE) are conducted for each course. IE-1 is based on the syllabus of Unit-1 & Unit-2, whereas IE. -2 covers the syllabus of Unit-3 & Unit-4. The duration of the IE is 1 hour and the maximum marks for the examination are 20 marks. Best of the two internal exam is considered in the final evaluation of the student.

Teacher's Assessment:

Teacher's assessment is based on the activities assigned by the Respective Course Teacher. The course Faculty has the discretion of deciding the activity for assessment. The formats for the same are decided well in advance. Assignments based on Unit -5 and Unit-6 as well as Continuous internal evaluation through classroom discussion, Case study, Presentations, Role Play etc.

University Examination:

End semester University Examination (Based on All 6 Units) is conducted for the courses. Maximum marks are 60 and time allotted is 3 hours.

B. Summer Internship Program

Summer Internship Program (SIP) is an important component of MBA Program which requires the student to work in an Industry or conduct a custom study on any of the Industry requirements which shall provide him/her the corporate exposure. The period for SIP is not less than 8 weeks during vacation falling after the end of 2nd Semester, typically from the 1st week of June till the last week of July every year, within this period student must complete the SIP. It carries 100 marks and the credit is 4.

C. Field Work/ Survey Assignment:

Each student shall undergo a fieldwork/ Survey Assignment while in the 3rd Semester, individually or in groups of two; based on social issues and problems as mentioned in University Syllabus clause 11. It carries 100 marks and the credit is 4.

3.1.2. POs attainment levels

The attainment levels of PO is obtained by computing the Direct and Indirect attainment and then weighed against the values assigned in the ratio 80:20 to Direct and Indirect assessments as prescribed in NBA guidelines.

The Components of Direct and Indirect assessment and their relative scores and weightages are illustrated below:

A. Direct Assessment (80% Weightage)

1. Internal I and Internal II Scores
2. Assignment Scores
3. Continuous Internal Evaluation Scores
4. University Scores

Table 3.4 POs Attainment Levels Batch 18-20

Subject code	PO1	PO2	PO3	PO4	PO5
101	2.46	2.46	2.45	2.46	2.47
102	2.31	2.30	2.32	2.30	2.29
103	2.50	2.53	2.51	2.52	2.51
104	2.37	2.37	2.39	2.37	2.36
105	2.46	2.46		2.46	2.46
106	2.07	2.06	2.04	2.03	2.07
107	2.60	2.61	2.60	2.59	2.60
108	1.58	1.59	1.56	1.59	1.58
201	2.06	2.06	2.08	2.05	2.05
202	2.38	2.40	2.27	2.37	2.39
203	2.46	2.45	2.46	2.46	2.45

Subject code	PO1	PO2	PO3	PO4	PO5
204	2.02	2.02	2.03	2.03	2.02
205	1.94	1.95		1.94	1.94
206	2.46	2.47	2.44	2.46	2.44
207	2.39	2.39	2.37	2.36	2.39
208	2.51	2.49	2.52	2.50	2.47
301	2.46	2.46	2.49	2.47	2.47
302	2.47	2.50	2.51	2.45	2.50
303	2.53	2.53		2.53	2.53
304A	2.47	2.47	2.47	2.48	2.46
304B	2.55	2.54	2.54	2.55	2.55
304C	2.58	2.58	2.58	2.58	2.58
304D	1.46	1.48	1.44	1.47	1.49
304E	2.54	2.54	2.55	2.52	2.52
304F	1.98	1.97	2.00	1.99	1.99
304G	2.59	2.59	2.57	2.59	2.59
305A	2.39	2.39		2.39	2.39
305B	2.60	2.60	2.60	2.60	2.60
305C	2.61	2.61	2.60	2.60	2.62
305D	1.03	1.05	1.02	1.06	1.04
305E	2.59	2.59	2.59	2.59	2.59
305F	1.82	1.81	1.82	1.82	1.84
305G	2.60	2.59	2.59	2.59	2.60
306A	2.52	2.52	2.52	2.52	2.52
306B	2.00	2.01	2.04	2.00	2.02
306C	2.59	2.60	2.59	2.59	2.59
306D	0.96	0.97	0.96	0.96	0.98
306E	2.53	2.51	2.53	2.55	2.54
306F	0.85	0.82	0.81	0.81	0.82
306G	2.53	2.51	2.60	2.53	2.50
307A	2.18	2.18	1.87	2.18	2.18
307B	2.46	2.45	2.45	2.45	2.45
307C	2.60	2.60		2.60	2.60
307D	1.04	1.05	1.05	1.05	1.04
307E	2.55	2.54	2.55	2.54	2.55
307F	1.83	1.83	1.83	1.83	1.82
307G	2.53	2.51	2.47	2.52	2.53
308	2.80	2.77	2.77	2.78	2.80
401	2.47	2.45	2.44	2.44	2.46

Subject code	PO1	PO2	PO3	PO4	PO5
402	2.59	2.59	2.59	2.59	2.59
403	2.59	2.59	2.59	2.59	2.59
404	2.54	2.54	2.54	2.54	2.54
405A	2.51	2.49	2.49	2.47	2.49
405B	2.51	2.52	2.51	2.50	2.51
405C	2.57	2.57	2.57	2.57	2.57
405D	2.64	2.63	2.64	2.64	2.64
405E	2.68	2.68	2.68	2.68	2.68
405F	2.22	2.25	2.19	2.25	2.24
405G	2.64	2.64	2.64	2.64	2.64
406A	2.53	2.52	2.53	2.53	2.53
406B	2.48	2.49	2.51	2.48	2.48
406C	2.58	2.58	2.58	2.58	2.58
406D	2.63	2.63	2.63	2.63	2.63
406E	2.62	2.62	2.62	2.62	2.62
406F	2.61	2.62	2.60	2.61	2.61
406G	2.60	2.60	2.59	2.59	2.60
407A	2.41	2.41	2.41	2.41	2.41
407B	2.57	2.57	2.57	2.57	2.57
407C	2.96	2.96	2.96	2.96	2.96
407D	2.96	2.96	2.96	2.96	2.96
407E	2.97	2.98	2.97	2.96	2.97
407F	3.00	3.00	3.00	3.00	3.00
407G	2.40	2.40	2.42	2.42	2.40
408	2.80	2.77	2.77	2.78	2.80
Direct PO Attainment (=AVG*SETPO/3)	1.90	1.78	1.40	1.70	1.68
Indirect PO attainment	2.30	2.33	2.22	2.34	2.36
Total PO attainment (80%Direct + 20% Indirect)	1.98	1.89	1.56	1.83	1.82

Table 3.5 POs Attainment Levels Batch 19-21

Subject code	PO1	PO2	PO3	PO4	PO5
101	2.54	2.54	2.54	2.54	2.54
102	2.47	2.48	2.49	2.47	2.46
103	2.62	2.61	2.63	2.63	2.62

Subject code	PO1	PO2	PO3	PO4	PO5
104	2.61	2.61	2.60	2.61	2.61
105	2.52	2.50		2.52	2.52
106	2.52	2.52	2.50	2.52	2.50
107	2.37	2.38	2.37	2.37	2.37
108	2.58	2.57	2.61	2.59	2.56
201	2.56	2.55	2.55	2.52	2.57
202	2.44	2.42	2.44	2.44	2.36
203	2.47	2.51	2.47	2.46	2.59
204	2.47	2.51	2.47	2.47	2.57
205	2.55	2.54		2.55	2.55
206	2.48	2.47	2.47	2.48	2.49
207	2.54	2.54	2.52	2.54	2.55
208	2.49	2.47	2.45	2.47	2.47
301	2.62	2.62	2.61	2.62	2.62
302	2.49	2.53	2.51	2.47	2.55
303	2.92	2.92	2.92	2.92	2.92
304A	2.43	2.44	2.43	2.43	2.43
304B	2.44	2.44	2.44	2.44	2.44
304C	2.20	2.20	2.20	2.20	2.20
305A	2.49	2.49	2.49	2.49	2.49
305B	2.58	2.58	2.58	2.58	2.58
305C	2.64	2.63	2.63	2.65	2.64
306A	2.62	2.62	2.63	2.63	2.63
306B	2.56	2.54	2.50	2.55	2.51
306C	2.45	2.46	2.46	2.46	2.45
307A	2.52	2.54	2.59	2.52	2.52
307B	2.59	2.58	2.59	2.59	2.58
307C	2.55	2.56	2.56	2.56	2.56
308	2.62	2.62	2.62	2.61	2.55

Subject code	PO1	PO2	PO3	PO4	PO5
401	2.40	2.40	2.39	2.38	2.40
402	2.45	2.42	2.42	2.46	2.42
403	2.43	2.43	2.43		2.43
404	2.43	2.46	2.46	2.42	2.43
405A	2.34	2.36	2.35	2.36	2.35
405B	2.44	2.44	2.44	2.44	2.44
405C	2.55	2.55	2.55	2.54	2.55
406A	2.37	2.37	2.37	2.37	2.37
406B	2.56	2.56	2.56	2.57	2.56
406C	2.41	2.42	2.42	2.42	2.42
407A	2.41	2.41	2.41	2.41	2.41
407B	2.88	2.88	2.88	2.88	2.88
407C	2.96	2.96	2.96	2.96	2.96
408	2.90	2.90	2.90	2.90	2.90
Direct PO Attainment (=AVG*SETPO/3)	1.81	1.71	1.39	1.69	1.65
Indirect PO attainment	2.54	2.55	2.46	2.51	2.48
Total PO attainment (80% Direct + 20% Indirect)	1.96	1.89	1.62	1.87	1.83

B. Indirect Assessment (20% Weightage)

Indirect measures include perspectives, input, and other indicators (from students or others) that provide evidence related to student learning. Indirect measures are used to measure the qualitative aspects of student learning. Feedbacks from students (exit survey), and employer are considered as an important tool of indirect assessment. Feedback regarding assessment of program outcomes is taken through online and offline questionnaires. The various types of Feedback obtained from the stakeholders on Po's are:

- Student Feedback on PO
- Exit Survey,
- Faculty Feedback,

- Events and Activities (Co-curricular and extracurricular)
- Alumni Feedback,
- Employer Feedback.

3.2.Course Outcomes

3.2.1. Describe the assessment tools and processes used to gather the data upon which the evaluation of Course Outcome is based

The following assessment tools are used:

- Internal Examination.
- Teacher's assessment through Assignment and Continuous Internal Assessment.
- End Semester University Examination.

The distribution of marks is as given below:

Distribution of marks: equal weightage to each unit

Table 3.6 Distribution of marks

UNIT	Internal 1 Based on CO1 & CO2	Internal 2 Based on CO3 & CO4	Assignment Based on CO5 & CO6	CIE Based on CO1 to CO6	University	TOTAL
1	10			10	60	
2	10					
3		10				
4		10				
5			10			
6						
	20		10	10	60	100

Internal Examination:

Two mid semester internal examinations are conducted for each course. IE-1 is based on the syllabus of Unit-1 & Unit-2, whereas IE. -2 covers the syllabus of Unit-3 & Unit-4. The duration of the IE is 1 hour and the maximum marks for the examination are 20 marks. Best of the two internal exam is considered in the final evaluation of the student.

Teacher's assessment:

Teacher's assessment is based on the activities assigned by the Respective Course Teacher. The course Faculty has the discretion of deciding the activity for assessment. The formats for the same are decided well in advance. Assignments based on Unit -5 and Unit-6 as well as Continuous internal evaluation through classroom discussion, Case study, Presentations, Role Play.

University Examination:

End semester University Examination (Based on All 6 Units) is conducted for the courses. Maximum marks are 60 and time allotted is 3 hours.

Indirect tools for CO attainment:

At the end of the course individual faculty collects feedback on attainment of CO from the students.

3.2.2. Record the attainment of Course Outcomes of all courses with respect to set attainment levels**Table 3.7 CO Attainment Levels Batch 18-20**

Subject code	CO1	CO2	CO3	CO4	CO5	CO6
101	2.46	2.50	2.43	2.36	2.51	2.49
102	2.29	2.24	2.30	2.31	2.33	2.36
103	2.47	2.58	2.47	2.41	2.58	2.57
104	2.39	2.31	2.32	2.37	2.43	2.39
105	2.49	2.51	2.40	2.35	2.51	2.49
106	2.12	1.87	2.09	2.10	2.10	2.08
107	2.53	2.55	2.60	2.67	2.66	2.58
108	1.65	1.66	1.43	1.48	1.65	1.65
201	2.06	2.00	1.99	2.06	2.15	2.12
202	2.30	2.38	2.27	2.38	2.50	2.49
203	2.48	2.47	2.47	2.47	2.42	2.41
204	2.01	2.05	2.01	1.93	2.06	2.06
205	1.93	1.86	1.91	1.38	2.03	2.03
206	2.27	2.47	2.40	2.40	2.49	2.56
207	2.28	2.56	2.22	2.29	2.54	2.43
208	2.56	2.40	2.51	2.34	2.56	2.55
301	2.35	2.38	2.53	2.59	2.49	2.44
302	2.40	2.45	2.48	2.40	2.55	2.55
303	2.57	2.53	2.48	2.41	2.59	2.59
304A	2.42	2.47	2.41	2.42	2.53	2.51
304B	2.59	2.42	2.59	2.52	2.60	2.59
304C	2.33	2.50	2.60	2.58	2.65	2.63

Subject code	CO1	CO2	CO3	CO4	CO5	CO6
304D	1.26	1.54	1.26	1.58	1.58	1.59
304E	2.59	2.59	2.27	2.59	2.60	2.60
304F	1.90	1.11	1.90	1.80	1.11	1.11
304G	2.62	2.60	2.59	2.36	2.57	2.59
305A	2.35	2.46	2.35	2.39	2.39	2.41
305B	2.65	2.60	2.48	2.60	2.63	2.65
305C	2.66	2.66	2.60	2.63	2.54	2.53
305D	0.83	1.01	0.94	1.10	1.16	1.15
305E	2.59	2.59	2.59	2.59	2.59	2.59
305F	1.68	1.89	1.90	1.68	1.90	1.90
305G	2.58	2.60	2.58	2.59	2.60	2.62
306A	2.55	2.54	2.47	2.53	2.53	2.51
306B	1.52	1.92	2.04	2.02	2.04	2.04
306C	2.62	2.58	2.62	2.50	2.60	2.62
306D	0.78	0.88	1.04	0.88	1.10	1.09
306E	2.59	2.59	2.59	2.28	2.59	2.59
306F	0.72	0.72	0.94	0.72	0.94	0.94
306G	2.40	2.60	2.38	2.60	2.61	2.58
307A	2.17	2.18	2.18	2.18	1.87	1.86
307B	2.31	2.59	2.24	2.45	2.62	2.54
307C	2.50	2.66	2.55	2.63	2.65	2.63
307D	1.15	0.93	0.83	1.10	1.14	1.15
307E	2.59	2.27	2.59	2.60	2.60	2.59
307F	1.89	1.68	1.68	1.90	1.90	1.90
307G	2.37	2.58	2.39	2.57	2.59	2.61
308	2.80	2.78	2.75	2.80		
401	2.27	2.25	2.58	2.41	2.58	2.57
402	2.61	2.57	5.59	2.62	2.59	2.57
403	2.58	2.52	2.61	2.59	2.61	2.63
404	2.55	2.43	2.54	2.53	2.59	2.59
405A	2.49	2.42	2.59	2.25	2.60	2.39
405B	2.42	2.40	2.31	2.58	2.57	2.58
405C	2.62	2.61	2.60	2.55	2.52	2.52

Subject code	CO1	CO2	CO3	CO4	CO5	CO6
405D	2.66	2.64	2.64	2.62	2.62	2.64
405E	2.68	2.68	2.68	2.68	2.68	2.68
405F	2.68	2.68	2.36	2.47	1.24	1.24
405G	2.65	2.62	2.65	2.65	2.62	2.65
406A	2.39	2.38	2.58	2.52	2.61	2.65
406B	2.37	2.25	2.56	2.52	2.58	2.58
406C	2.58	2.60	2.50	2.52	2.65	2.64
406D	2.64	2.62	2.64	2.64		
406E	2.68	2.68	2.36	2.68	2.68	2.68
406F	2.68	2.68	2.47	2.47	2.68	2.68
406G	2.44	2.62	2.65	2.65	2.62	2.65
407A	2.26	2.24	2.56	2.26	2.57	2.58
407B	2.58	2.56	2.56	2.58	1.13	1.14
407C	2.94	2.96	2.96	2.96		
407D	2.94	2.96	2.96	2.96		
407E	3.00	3.00	2.88	3.00		
407F	3.00	3.00	3.00	3.00		
407G	2.65	2.30	2.65	2.65	2.08	2.08
408	2.80	2.78	2.75	2.80		
Direct CO Attainment	2.35	2.35	2.39	2.35	2.32	2.31

Table 3.8 CO Attainment Levels Batch 19-21

Subject code	CO1	CO2	CO3	CO4	CO5	CO6
101	2.59	2.59	2.58	2.48	2.52	2.49
102	2.49	2.43	2.42	2.48	2.52	2.49
103	2.65	2.64	2.58	2.64	2.63	2.60
104	2.54	2.64	2.58	2.64	2.63	2.60
105	2.59	2.59	2.47	2.43	2.52	2.49
106	2.49	2.48	2.42	2.43	2.63	2.60
107	2.38	2.38	2.26	2.43	2.42	2.39
108	2.65	2.48	2.58	2.59	2.63	2.60
201	2.50	2.59	2.59	2.60	2.54	2.49

Subject code	CO1	CO2	CO3	CO4	CO5	CO6
202	2.50	2.54	2.43	2.34	2.38	2.33
203	2.34	2.33	2.54	2.60	2.65	2.60
204	2.34	2.33	2.59	2.55	2.65	2.60
205	2.60	2.59	2.43	2.55	2.59	2.55
206	2.34	2.33	2.59	2.60	2.54	2.49
207	2.50	2.49	2.49	2.55	2.65	2.60
208	2.28	2.27	2.54	2.60	2.59	2.55
301	2.66	2.65	2.59	2.55	2.65	2.60
302	2.47	2.35	2.57	2.56	2.58	2.56
303	1.80	1.70	1.70	1.70	1.80	1.80
304A	2.45	2.36	2.45	2.46	2.44	2.46
304B	2.44	2.44	2.44	2.44	2.44	2.44
304C	2.20	2.20	2.20	2.20	2.20	2.20
305A	2.50	2.51	2.25	2.56	2.57	2.55
305B	2.56	2.59	2.56	2.63	2.55	2.60
305C	2.66	2.63	2.61	2.63	2.66	2.62
306A	2.63	2.62	2.63	2.63	2.62	2.62
306B	2.55	2.63	2.41	2.42	2.62	2.60
306C	2.30	2.31	2.51	2.39	2.60	2.62
307A	2.39	2.74	2.42	2.73	2.41	2.42
307B	2.39	2.63	2.62	2.63	2.62	2.60
307C	2.51	2.55	2.56	2.57	2.56	2.60
308	2.66	2.65	2.59	2.55		
401	2.26	2.42	2.41	2.42	2.43	2.41
402	2.42	2.31	2.46	2.47	2.42	2.48
403	2.42	2.31	2.46	2.47	2.42	2.48
404	2.47	2.70	2.72	2.26	2.24	2.26
405A	2.41	2.41	2.40	2.40	2.24	2.26
405B	2.44	2.44	2.44	2.44	2.44	2.44
405C	2.56	2.57	2.48	2.56	2.56	2.56

Subject code	CO1	CO2	CO3	CO4	CO5	CO6
406A	2.39	2.41	2.39	2.39	2.32	2.31
406B	2.56	2.56	2.56	2.59	2.56	2.55
406C	2.45	2.40	2.42	2.44	2.39	2.39
407A	2.42	2.40	2.40	2.42		
407B	2.88	2.88	2.88	2.88		
407C	2.95	2.97	2.96	2.96		
408	2.90	2.90	2.89	2.90		
Average CO Attainment	2.49	2.50	2.50	2.52	2.50	2.49

The attainment levels are set as following -

- Attainment level 1- (1): The number of students scoring 50% or more in the average percentage
- Attainment level 2- (1.5): The number of students scoring 55% or more in the average percentage
- Attainment level 3- (2): The number of students scoring 60% or more in the average percentage
- Attainment level 4- (2.5): The number of students scoring 65% or more in the average percentage
- Attainment level 5- (3): The number of students scoring 70% or more in the average percentage

The attainment level is measured in terms of the actual percentage of students getting the set percentage of marks which is depicted here under.

Table 3.9 CO attainment Sheet (104 HRM 2019-20)

						40%	60%	80%	20%	
COURSE OUTCOME	IE1	IE2	BEST of IE 1 & IE 2	Assignment	Continuous Internal Evaluation	Average Internal	Average External	Direct CO ATTAINME	Indirect CO ATTAINME	TOTAL CO ATTAINME
CO1	2.00	0.00	0.00	2.00	0.00	1.50	1.17	3.00	2.27	2.88
CO2	3.00	0.00	0.00	1.50	0.00	1.50	1.00	3.00	2.20	2.77
CO3	0.00	3.00	2.00	2.00	0.00	1.50	1.17	3.00	2.27	2.54
CO4	0.00	3.00	2.00	2.00	0.00	1.50	1.17	3.00	2.27	2.80
CO5	0.00	0.00	0.00	0.00	2.50	1.50	1.33	3.00	2.33	2.83
CO6	0.00	0.00	0.00	0.00	2.50	1.50	1.33	3.00	2.33	2.61

CRITERION 4

Curriculum & Learning Process (125)

4.1. Curriculum

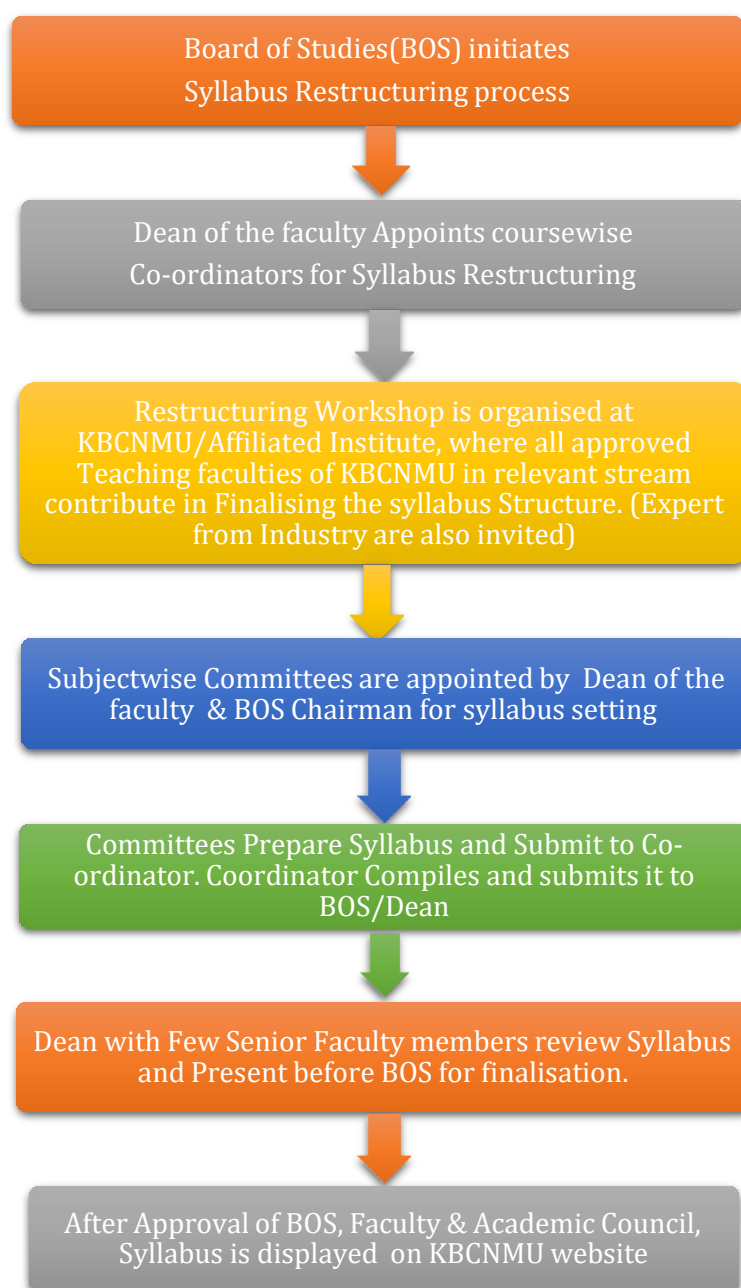
The institute is pioneer in Management Education, in Khandesh region. For first five years, it was affiliated to Pune University. After establishment of North Maharashtra University, it is affiliated to NMU. The prescribed curriculum of the University is adhered and implemented as per norms and guidelines of the affiliating university.

4.1.1 Process for Designing Program Curriculum:

Keeping in view the latest industry trends, digital economy and market requirements, the curriculum is designed, collecting input from all the key stakeholders of the management education such as industry, academia, and alumni, benchmarking with Indian B Schools. The curriculum focuses on the alignment of MBA program curriculum with University's Vision and Mission. The curriculum emphasizes on management education with adequate number of specializations.

Following Procedure is followed at North Maharashtra University for designing the program curriculum

Process Flowchart of NMU for Syllabus Designing /Restructurings



Process used to identify extent of compliance of the University curriculum for attaining the Program Outcomes (10)

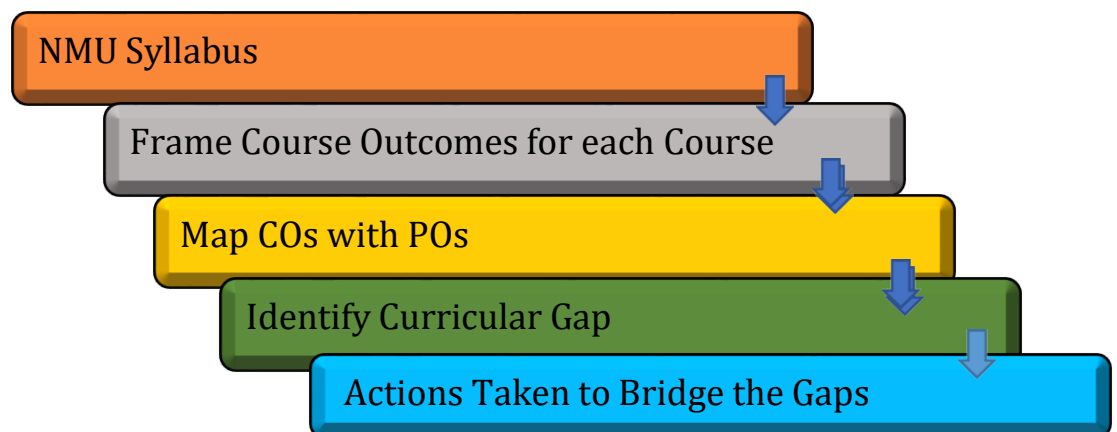
The Institute completely adheres to the Syllabus of its affiliating University i.e. KBCNMU. It is taken care that, the syllabus will be completed in the designed schedule in Nature and Spirit.

- Curriculum compliance is systematic analysis of curriculum, prescribed by University, to identify the degree of competency of syllabus and its contents for attaining the Program Outcomes. Being the oldest in the region, institute has experienced faculty members, who play a major role in syllabus restructuring

process. It has always contributed for the betterment of management studies and the students. The Institute has members in various Board of Studies, in Commerce & Management Faculty. These faculty members are involved in the process of updating syllabus in line with the recent corporate trends. Other faculty members are also approved faculty of KBCNMU, thus actively involved in Syllabus restructuring. This provides a platform to align the university syllabus with the Program Outcomes, at primary level.

- The old syllabus of MBA that was applicable to the years 2019-20 and 2020-21 did not consist Course outcomes so they were formulated by faculty members after rigorous discussions in faculty meetings. The Revised syllabus that is applicable to the year 2021-22 consist of Course Outcomes for each course

Process flowchart of NMU Syllabus to bridging the Gaps:



- The procedural training towards Outcome Based Education (OBE) was imparted to the Faculty members. The institution provides adequate resources for effective delivery of the curriculum. Teachers provide strong support in developing students beyond curriculum. Learning material is also made available to the students by the faculty members on ERP.
- A systematic and continuous evaluation of the courses is in place. The process encompasses Internal Tests, Assignments, and active Participation in Co-Curricular Activities like Industrial visits, Guest Lectures, Management Events

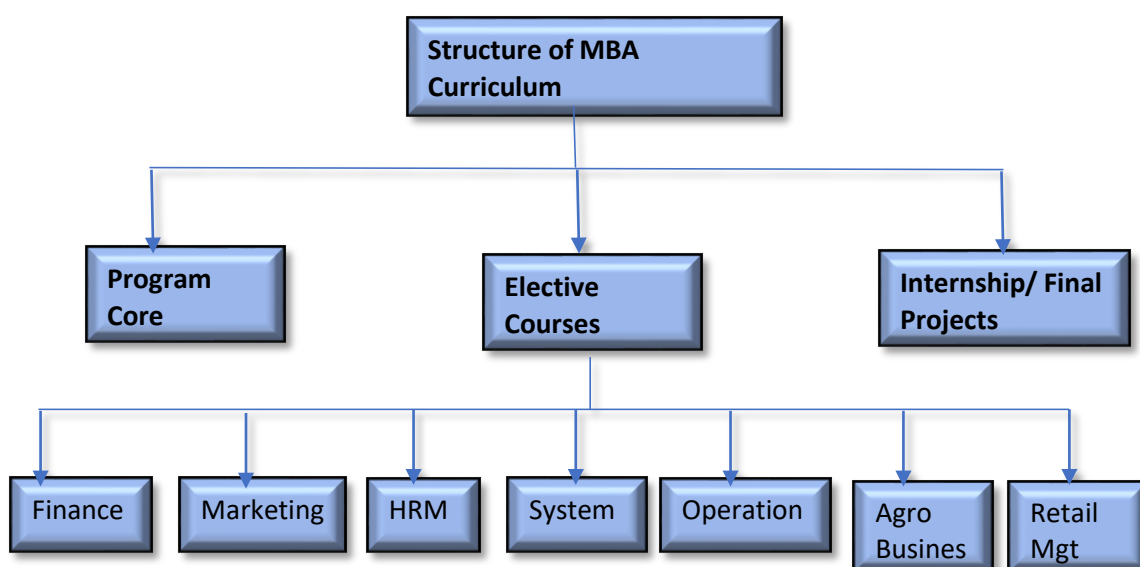
etc. Summer Internship Projects give a valuable experience and on the Job training to the students. With Social Project/field Assignment, students become aware about Social issues and identify solutions. The entire Teaching – Learning process is aimed towards attainment of the Program Outcomes.

Structure of the Curriculum:

The Curriculum Consists of 32 Courses for academic year 19-20 and 20-21. The Composition is as Follows:

- No. of Core Courses- 23
- No. of Specialization Courses- 7
- Field Work - 1
- Specialization Project – 1.
- Each semester has 8 Courses of 4 credits each, thus comprising 32 credits for each Semester i.e. 128 credits for whole MBA Degree Course.

Structure of Curriculum



Semester I

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
101	Management Science	60		60	4
102	Corporate Communication Skills	60		60	4
103	Managerial Economics	60		60	4
104	Human Resource Management	60		60	4
105	Business Accounting & Costing	60		60	4
106	Organizational Behavior -I	60		60	4
107	Corporate Social Responsibility	60		60	4
108	Statistics and Quantitative Methods	60		60	4

Semester II

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
201	Business Research Methods	60		60	4
202	Information Technology For Managers	60		60	4
203	Global Economic Scenario	60		60	4
204	Marketing Management	60		60	4
205	Financial Management	60		60	4
206	Organizational Behavior– II	60		60	4
207	Services Management	60		60	4
208	Operations Management	60		60	4

Semester III

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
301	Strategic Management	60		60	4
302	Management Information Systems	60		60	4
303	Legal Aspects Of Business	60		60	4



Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
308	Field Work/ Survey Report		60	60	4

Semester III

Electives: Finance (A)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
304	Banking and Investment Management	60		60	4
305	Tax Management	60		60	4
306	Strategic Financial Management	60		60	4
307	Tally and Advanced Excel	30	30	60	4

Marketing (B)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
304	Product and Brand Management	60		60	4
305	Consumer Behavior and Service Marketing	60		60	4
306	Sales and Distribution	60		60	4
307	Global Marketing Management	60		60	4

Human Resource Management (C)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
304	Industrial Relations and Labour Welfare	60		60	4
305	Human Capital Management and Development	60		60	4
306	Strategic Human Resource Management	60		60	4
307	Labour Laws	60		60	4

Production and Operations Management (D)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
304	World Class manufacturing and Process Management	60		60	4
305	Management of Technology	60		60	4
306	Logistics and Supply Chain Management	60		60	4
307	Operations Research	60		60	4

International Business Management (E)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
304	International Business	60		60	4
305	International Logistics and Supply Chain Management	60		60	4
306	Export Import Management	60		60	4
307	International Marketing Management	60		60	4

Agro Business Management (F)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
304	Agro Business Management	60		60	4
305	Management of Agro Based Industries	60		60	4
306	Management in Finance and Agri-Business	60		60	4
307	Agricultural Marketing	60		60	4

Information Technology and Systems Management (G)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
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304	HTML and Website Management	60		60	4
305	Computer Networks	30	30	60	4
306	RDBMS	60		60	4
307	Software Engineering	60		60	4

Retail Management (H)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
304	Introduction to Retail Management	60		60	4
305	Retail Promotion and Consumer Behavior	60		60	4
306	Retail Supply Chain Management	60		60	4
307	Mall Management	60		60	4

Semester IV

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
401	Business and Government	60		60	4
402	Innovation Management	60		60	4
403	Indian Commercial Laws	60		60	4
404	Entrepreneurship and Project Management	60		60	4
408	Project Report and Viva-Voce		8 weeks	8 Weeks	4

Semester IV

Electives: Finance (A)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
405	Financial Derivatives	60		60	4
406	International Financial Management	60		60	4
407	Case Studies in Financial Management	60		60	4



Marketing (B)

Course	Course Title	Lecture Hours	Practical	Total	Credits
Code				Hours	
405	Marketing Research and Business Analytics	60		60	4
406	Retail Management and Digital Marketing	60		60	4
407	Case Studies in Marketing	60		60	4

Human Resource Management (C)

Course	Course Title	Lecture Hours	Practical	Total	Credits
Code				Hours	
405	Performance and Compensation Management	60		60	4
406	International HRM	60		60	4
407	Case Studies in HRM	60		60	4

Production and Operations Management (D)

Course	Course Title	Lecture Hours	Practical	Total	Credits
Code				Hours	
405	Industrial and Productivity Management	60		60	4
406	International Quality Management	60		60	4
407	Case Studies in Production and operations Management	60		60	4

International Business Management (E)

Course	Course Title	Lecture Hours	Practical	Total	Credits
Code				Hours	
405	International HRM and Diversity Management	60		60	4

406	International Marketing Management	60		60	4
407	Case Studies in IBM	60		60	4

Agro Business Management (F)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
405	Rural Development	60		60	4
406	Agro Entrepreneurship and Project Management	60		60	4
407	Case Studies in Agro-Business Management	60		60	4

Information Technology and Systems Management (G)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
405	Information System Audit	60		60	4
406	ICT and Business Application	60		60	4
407	Software Project Management	60		60	4

Retail Management (H)

Course Code	Course Title	Lecture Hours	Practical	Total Hours	Credits
405	International Retailing	60		60	4
406	Information Technology in Retail Management	60		60	4
407	Case Studies in Retail Management	60		60	4

Core Courses:

Core Courses Comprise of basic subjects of Management. Semester I and Semester II consists of 16 Core Courses. Semester III & IV consists of 3 and 4 Core Courses respectively.



Specialization/ Elective Courses:

The Curriculum consists of 8 different specializations. The student has to choose specialization in the second semester and has to undergo summer training of 8 weeks related to opted specialization. Further the student has to study seven subjects of the respective specialization in semester III and IV.

Specialization (Any One)	
A	Financial Management
B	Marketing Management
C	Human Resource Management
D	Production and Operations Management
E	International Business Management
F	Agro Business Management
G	Information Technology and Systems Management
H	Retail Management

Field Work / Survey Report:

To develop Social Awareness among students, Field work is made a part of curriculum. Field Work on some social issue has to be undertaken by the students during III Semester. The report is submitted, Viva Voce is undertaken and marks are allotted at the end of III Semester.

Summer Internship Project:

The SIP commences after completion of II Semester (During vacation falling after the end of first year). The Project Report is submitted, Viva Voce is undertaken and marks are allotted in IV Semester.

Summary of Total Marks and Credits:

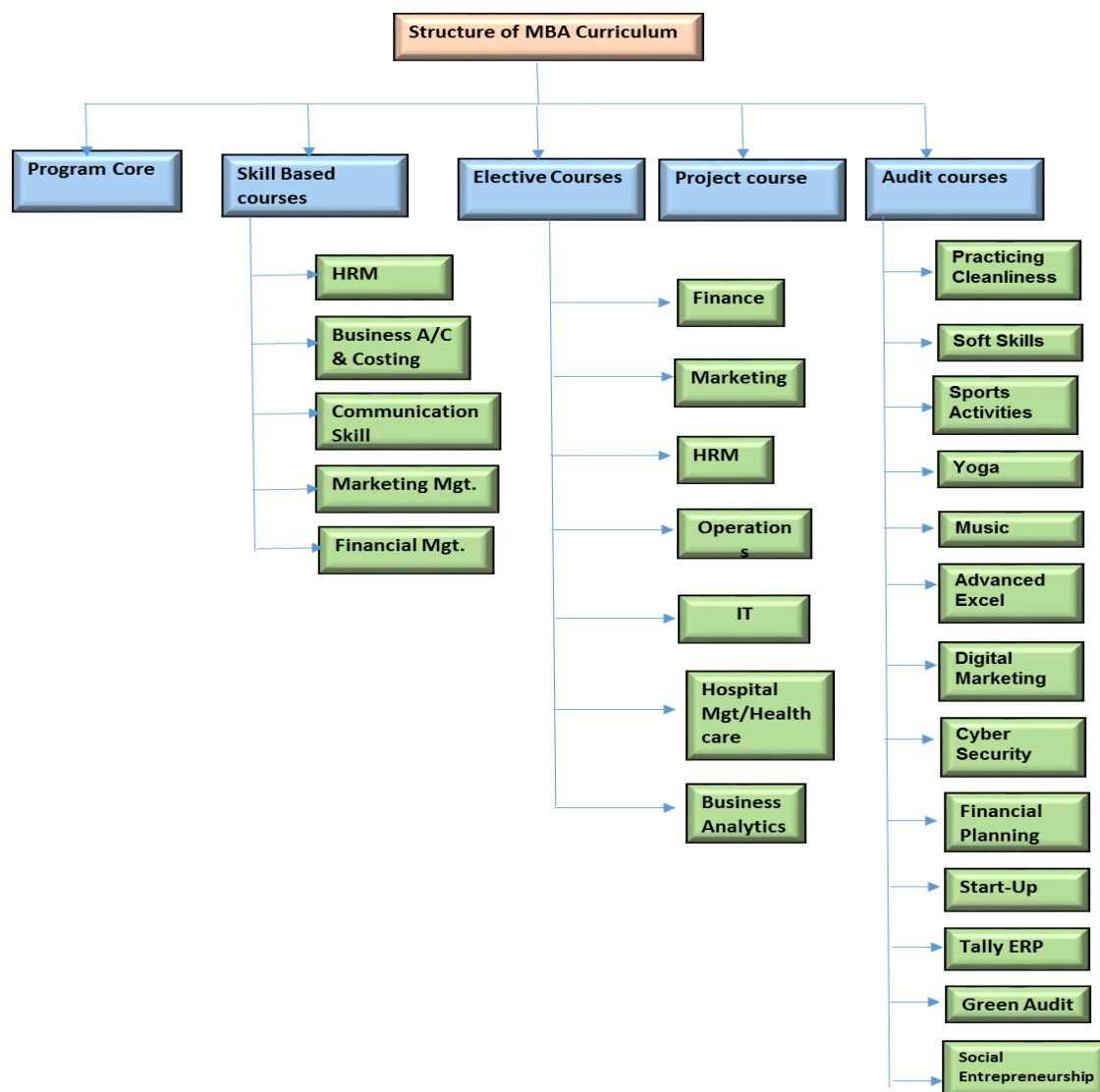
Sr. No.	Semester	Total Hours	External Assessment	Internal Assessment	Total Marks	Credits
1.	I	480	480	320	800	32
2.	II	480	480	320	800	32
3.	III	420	420	280	700	28
4.	Field Work		60	40	100	4
5.	IV	420	420	280	700	28

6.	SIP	8 Weeks	60	40	100	4
	Total		1920	1280	3200	128

MBA syllabus has been revised in the academic year 2021-22. The Curriculum consists of 32 Courses. The Composition is as Follows:

- No. of Core Courses- 15
- No. of Skill Based Courses- 5
- No. of Specialization Courses- 7
- Specialization Project – 1.
- Audit Courses- 4
- Each semester has 8 Courses of 4 credits each, thus comprising 32 credits for each Semester i.e. 128 credits for whole MBA Degree Course.

Following table denotes Structure of Curriculum (w. e. f 2021-22)



Semester I

Paper	Paper Name	Credits	Internal Marks	External Marks	Total Marks
101	Management Science	4	40	60	100
102	Organizational Behaviour	4	40	60	100
103	Managerial Economics	4	40	60	100
104	Human Resource Management	4	40	60	100
105	Business Accounting and Costing	4	40	60	100
106	Operations Management	4	40	60	100
107	Communication Skill	4	40	60	100
AC101	Practicing Cleanliness	2	100		100

Semester II

Paper	Paper Name	Credits	Internal Marks	External Marks	Total Marks
201	Business Ethics & CSR	4	40	60	100
202	Business Research Methods	4	40	60	100
203	Indian Economy and Policy	4	40	60	100
204	Marketing Management	4	40	60	100
205	Financial Management	4	40	60	100
206	Computer applications in Business	4	40	60	100
207	Business Analytics	4	40	60	100
AC 201/ 2/3/4	AC-201: Soft Skills,	2	100		100
	AC-202: Sports Activities				
	AC-203: Yoga, AC-204: Music				

Semester III

Paper	Paper Name	Credits	Internal	External	Total
301	Strategic Management	4	40	60	100
302	Management Information Systems & Ecommerce	4	40	60	100
303	Legal Aspects of Business	4	40	60	100



Paper	Paper Name	Credits	Internal	External	Total
304	Specialization-I	4	40	60	100
305	Specialization-II	4	40	60	100
306	Specialization-III	4	40	60	100
307	Specialization-IV	4	40	60	100
AC 301/ 2/3/4	AC-301: Advanced Excel AC-302: Cyber Security AC-303: Digital Marketing AC-304: Financial Planning	2	100		100

Semester IV

Paper	Paper Name	Credits	Internal	External	Total
401	Design Thinking and Innovation Management	4	40	60	100
402	Entrepreneurship and Project Management	4	40	60	100
403	Indian Commercial Laws	4	40	60	100
404	Specialization-V	4	40	60	100
405	Specialization-VI	4	40	60	100
406	Specialization -VII	4	40	60	100
407	Specialization VII (Project Viva-Voce)	4	50	50	100
AC 401/2/3/4	AC-401: Start-up AC-402: Tally ERP AC-403:- Green Audit AC-404:- Social Entrepreneurship	2	100		100

Summary of Distribution of Credits

Sr. No	Type of course	Sem I	Sem II	Sem III	Sem IV
1	Core	16	12	12	12
2	Skill based	12	8	--	--
3	Elective	--	--	16	12
4	Project	--	--	--	4
5	Audit	2	2	2	2
6	Total Credits	30	30	30	30

Subject Type	Core	Skill based	School Elective	Project	Audit	Total
Credits	60	20	28	4	8	120

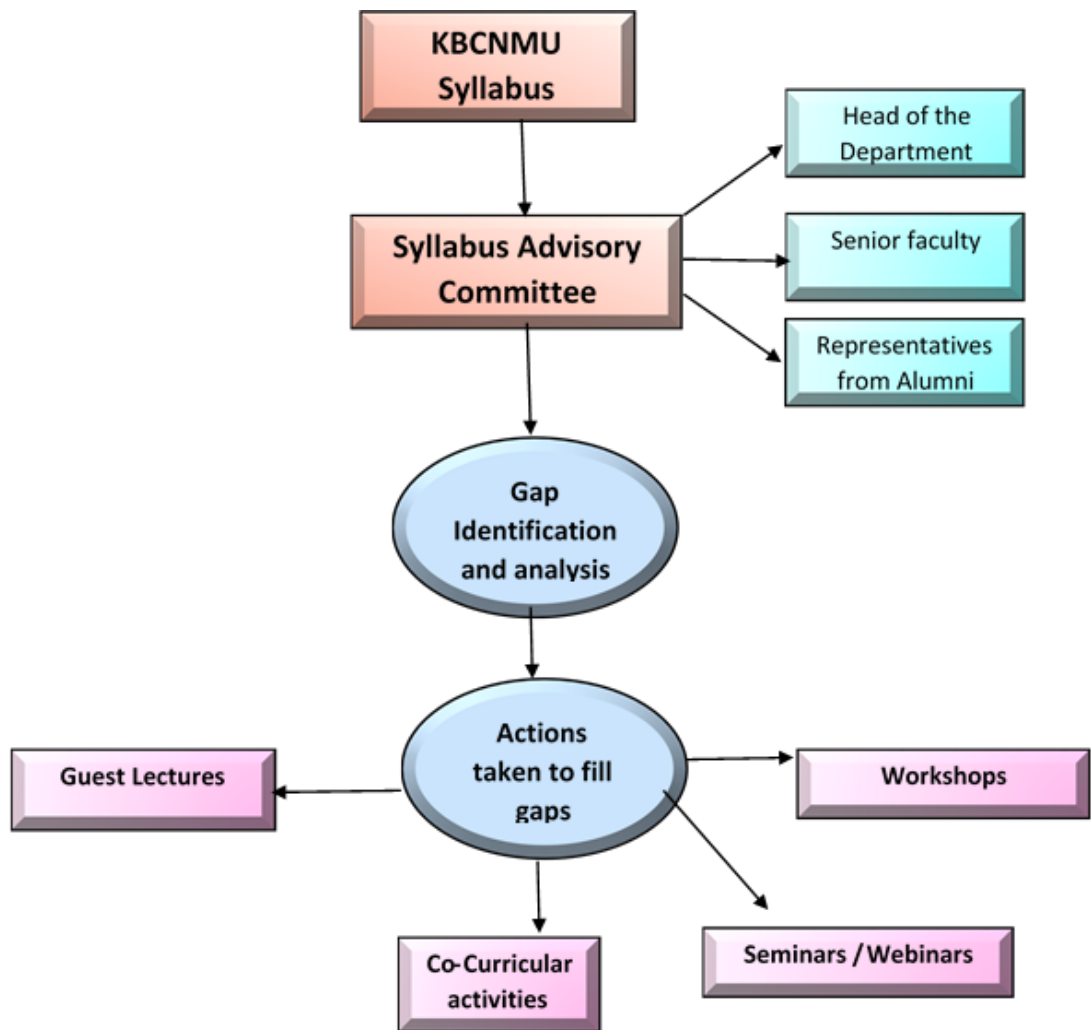
Notes:

- i) The Performance of students is evaluated on the basis of two components- Internal Assessment and External Assessment. Continuous Internal Assessment carries 40 % Marks and External Semester End Assessment carries 60 % Marks.
- ii) Internal assessment includes two internal exams and minimum one assignment
- iii) External Assessment for all the courses is conducted by University.

4.1.2 Appropriateness of Gaps identified and actions taken to bridge the gap (15)

- KCES's Institute of Management and Research, Jalgaon is affiliated to KBC North Maharashtra University, Jalgaon. The prescribed course curriculum and evaluation formats of university are followed by the Institute. Due to this sometimes it becomes harder to attain the program outcomes. So Syllabus Advisory Committee (SAC) is framed which comprises of Head of the Department, senior faculty members, representatives from Alumni and Industry Experts. The committee carries out the study to reveal whether the syllabus and its contents intentionally and systematically provide students with opportunities to attain the appropriate knowledge, skill and attitudes. This process helps to identify the gap between university curriculum and program outcomes. The corrective measures to tackle the curricular gap are divided into appropriate activities in the institute.
- The process for identification of Curricular Gaps and PO attainment is described in following diagram

Identification of Curricular Gaps and actions taken



In order to develop the students for holistic purpose, the institute conducts activities and events to bridge the gaps in the curriculum.

PO1: Apply knowledge of management theories and practices to solve business problems.

A blend of classroom teaching and activities such as Managers Day, Entrepreneurs Day, PowerPoint presentations in classroom are conducted in order to gain hands-on experience.

PO2: Foster Analytical and critical thinking abilities for data-based decision making.

In order to develop the skills of interpretation and analysis of data the institute conducts various activities and workshops on MS-Excel, Case Study, Data Analysis Workshops, Aptitude Training

PO3: Ability to develop Value based Leadership ability.

The institute provides a platform for students to participate in activities that helps them to develop leadership skills. The activities such as Yoga and Meditation, Sports events, social awareness projects, Interaction with Jalgaon Runners Group & Mountaineers Winter Clothing Donation, Blood Donation, Nirmalya Sankalan are organized by students.

PO4: Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.

The institute organizes events like Guest Lectures, Class room Assignments. Managers Day, Entrepreneurs Day to aware the students to the various global, economic, legal and ethical aspects of business

PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

The institute endeavors to develop among the student community, an ability to not only lead others but also to contribute effectively to the achievement of organizational goals through its activities and events.

Following table reveals Gaps identified and actions taken to bridge the Gaps

Table 4.1 Gaps Identified and Action taken 21-22

Sr. No	Relevance to POs	Gaps Identified	Action taken to bridge the Gaps	Date	Topic	Resource Person with designation
1	PO1-PO5	Exposure to Real Corporate World		25-09-2021	Cyber Security, Expectations Vs Reality	Mr. Anshul Tayal (Cyber Security Expert), Mr. Subodh Jadav
				30-10-2021	How to crack job interview and how to survive in corporate world	Mr. Vinayak Padalkar

Sr. No	Relevance to POs	Gaps Identified	Action taken to bridge the Gaps	Date	Topic	Resource Person with designation
				26-11-2021	Careers in IT Industry – Changing era	Mr. Nitin Mahajan, CEO Yipee Technology Pvt. Ltd.
				31-12-2021	Careers in IT Industry – preparing for future	Mr. Yash Salunke, Sr. Executive
2	PO1, PO2, PO3, PO4, PO5	Exposure to Analytical and critical thinking abilities	Online Workshop	7/8/2021	Research for Market Development	1. Mr. Raman Sachan, Program Manager, Servify Research and Market Development, 2. Dr. Sourabh Chowdhuri, VP Servify Head distributions India
3	PO1, PO3, PO4, PO5	Exposure to Communication & Leadership Skills	Workshop	17/12/2021 & 18/12/2021	Online HR Conclave	1. Mr. Vansraj Dangi 2. Mr. Sarath Krishnan 3. Shikha Jain 4. Subodh Jadhav 5. Nitu Suvarna
			Guest Session	18/02/2021	Timeless Management Principles of Shivaji	Mr. Shubhankar Atre
			Workshop	25/02/2022	Yuva Sansad	In Asso. With Nehru Yuva Kendra Speaker : 1. Mr. Arunbhai Gujrathi, Past President, State Legislative Assembly 2. MP Mr Unmesh Patil 3. MLA Mr Suresh Bhole 4. MLA Mr Sanjay Savkare 5. Collector Mr. Abhijit Raut 6. SP Mr. Pravin Munde
4	PO4	Exposure to Economic Aspects of Businesses	Guest session	4/12/2021	Vibrant Indian Economy- A way Ahead	CA Pankaj Dara
			Live Streaming	01-02-2022	Budget 2022: Live Streaming	
			Guest session	03-02-2022	Budget 2022: Post Budget session	CA Pankaj Dara
			Webinar	26-02-2022	Introduction to the Share market	Prof. Ashjaque Shaikh, Founder UpTrend Academy

Sr. No	Relevance to POs	Gaps Identified	Action taken to bridge the Gaps	Date	Topic	Resource Person with designation
5	PO3, PO5	Exposure to value based leadership	Workshop	08-01-2022	Clean Village – Green Village	In Asso. With Neharu Yuva Kendra 1. Anil Bhokare 2. Mr. Ashwin Zala 3. Manoj Govindwar 4. Mr. Jaydeep Patil
				13/01/2022	Upliftment From Dumping Grounds to schools	Mr. Adwait Dandwate, Founder, Vardhishnu

Table 4.2 Gaps Identified and Action taken 20-21

Sr. No	Relevance to POs	Gaps Identified	Action taken to bridge the Gaps	Date Month Year	Resource Person with designation
1.	PO1, PO2, PO4, PO5	Exposure to Analytical and critical thinking abilities	Workshop on Softskills Development	15/12/2020 to 31/12/2020	Sneha Pawar, Monalisa Somwanshi, Trainers, Edubridge
2.	PO1, PO3, PO4, PO5	Exposure to Communication & Leadership Skills	Webinar on Personality Development	08/10/2020	Ms. Sharada Chowdhuri Trainer
			Workshop on Startup and IPR	02/11/2020	Mr. Abhijit Bhand, Founder & CEO, Kannad Lab
3.	PO3	Exposure to Value based Leadership Skills	Webinar on Rural Entrepreneurship	10/10/2020	In Association with MGNCRE's Dr. Mahesh Chopade
4.	PO4	Exposure to Economic Aspects of Business	Commodity Derivatives Market	12/09/2020	Aleen Mukharjee, Niraj Shukla, Ram Gopal Yadav Anuradha Sing, NICR, NCDEX Group Co.

Table 4.3 Gaps Identified and Action taken 19-20

Sr. No	Relevance to POs	Gaps Identified	Action taken to bridge the Gaps	Date Month Year	Resource Person with designation
1.	PO1, PO2, PO4, PO5	Exposure to Analytical and critical thinking abilities	Workshop on SPSS Software	10/08/2019	Dr. Parag Narkhede
			Aptitude Training	17/08/2019	Mr. Puneet Sharma
			Two days workshop on MS Office and Social Media Security	02/06/20 & 03/06/20	Prof. S. N. Khan, Prof. Amol Pande Prof. Rupali Narkhede
2.	PO1, PO3, PO4, PO5	Exposure to Leadership Skills	HR Conclave	31/08/2019	1. Dr. Rajesh Jawlekar, Corporate HR, Endurance Technologies, 2.Mr. Sunil Sutawane. GM-HR &A, Garware Polyster, 3.Mr. Deepak Chaudhari, Country head, Haldex India and 4. Mr. Pramod Parulkar, GM
			Workshop on Campus to Corporate	23/09/2019 to 27/09/2019	Mr. Arvind, Trainer, Make Intern
			9 th Entrepreneurs Day 2019	23/10/2019	University Level Event
			Guest Lecture on “Startup and Entrepreneurship	04/02/2020	Soniya kabra, founder, Buu-Pass, Kenya (Social Entrepreneur)
			10 th Managers Day 2020	11/02/2020	University Level Event
			Webinar on Startup Opportunities during Lockdown	27/04/20	Mr. Rahul Narvekar, CEO, The India Network & Startup Studio
			Webinar on Survival to Revival	26/05/20	Mr. Anand Dubey, Director, Marketing & Strategy, Asia Pacific Region, Alves Group of Companies.
			Webinar on Seven Skills to win the new world	18/07/2020	Ahmed Abbas Naqvi, CEO & Cofounder,

Sr. No	Relevance to POs	Gaps Identified	Action taken to bridge the Gaps	Date Month Year	Resource Person with designation
					Sparknext as well as Gozoop
3.	PO3	Exposure to Value based Leadership Skills	Guest Lecture on “Zindagi na Milegi Dobara”	13/07/2019	Mr. Mohan Palesha, Motivational Speaker
			Workshop on Mindful Growth: Pursuit of Trailblazing and Mindset Development	23/08/2019	Ms. Harshada Kulkarni
			Value Based Politics	04/03/2020	Mr. Bhaskar Pere Patil, Member, Adarsh Gram Samiti, Maharashtra state
			Delighted Minds- Learning for Professionals	06/06/20	Mr. Nandan Pradhan, Executive Director, MCON Rasayan Pvt. Ltd and Alumni
4	PO4	Exposure to Economic Aspects of Business	Live Streaming of Budget	01/02/2020	
			Training on NISM Certifications 1. Mutual fund module 2. Derivatives module	6/03/2020 & 7/03/2020	Mr. Rohit Mishra, Alumni and National Trainer at HDFC Mutual Funds

4.1.3 Components of Curriculum: (For Academic years 2019-20 and 2020-21)

Course Component	Curriculum Content (% of total No. of Credits of the program)	No. of Contact Hours	Total No. of Credits
Program Core (Compulsory Subjects)	71.88 %	1380	92
Program Electives (Specialisation Subjects)	21.88 %	420	28
Summer Internships Project	3.13 %	8 Weeks	4
Field Work/Survey Report	3.13 %		4
Total			128

Components of Curriculum: (For Academic year 2021-2022)

Course Component	Curriculum Content (% of total No. of Credits of the program)	No. of Contact Hours	Total No. of Credits
Program Core (Compulsory Subjects)	50.00%	720	60
Skill Based	16.67%	240	20
Program Electives (Specialisation Subjects)	23.33%	336	28
Project	3.33%	8 Weeks	4
Audit	6.67%	96	8
Total	100%		120

4.1.4. Overall quality and level of program curriculum

Though Program Outcomes are substantially attained through Course Curriculum, the Institute has broadly created a set of activities, initiatives and events for the Gaps identified supporting Program Outcomes. The table below specifies all such initiatives by the institute:

PO's	Program Outcomes	Supported by Events and Activities
PO:1.	Apply knowledge of management theories and practices to solve business problems	Managers Day (Conquiz. Envivo-case study, Strata game) Entrepreneurs Day (B-Plan, Product display and sales counter, Round Table)
PO:2.	Foster Analytical and critical thinking abilities for data-based decision making.	MS-Excel, Case Study, Data Analysis Workshops, Aptitude Training
PO:3.	Ability to develop value based leadership ability.	Yoga and Meditation, Sports events, social awareness projects, Interaction with Jalgaon Runners Group & Mountaineers, Blood donation, Tree Plantation, Winter clothing donation.
PO:4.	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.	Managers Day (Conquiz. Envivo-case study, Strata game) Entrepreneurs Day (B-Plan, Product display and sales counter, Round Table), Guest Lectures
PO:5.	Ability to lead themselves and others in the achievement of	Managers Day (Conquiz. Envivo-case study, Strata game)

PO's	Program Outcomes	Supported by Events and Activities
	organizational goals, contributing effectively to team environment.	Entrepreneurs Day (B-Plan, Product display and sales counter, Round Table), Make- Intern Workshops

4.2 Learning Processes

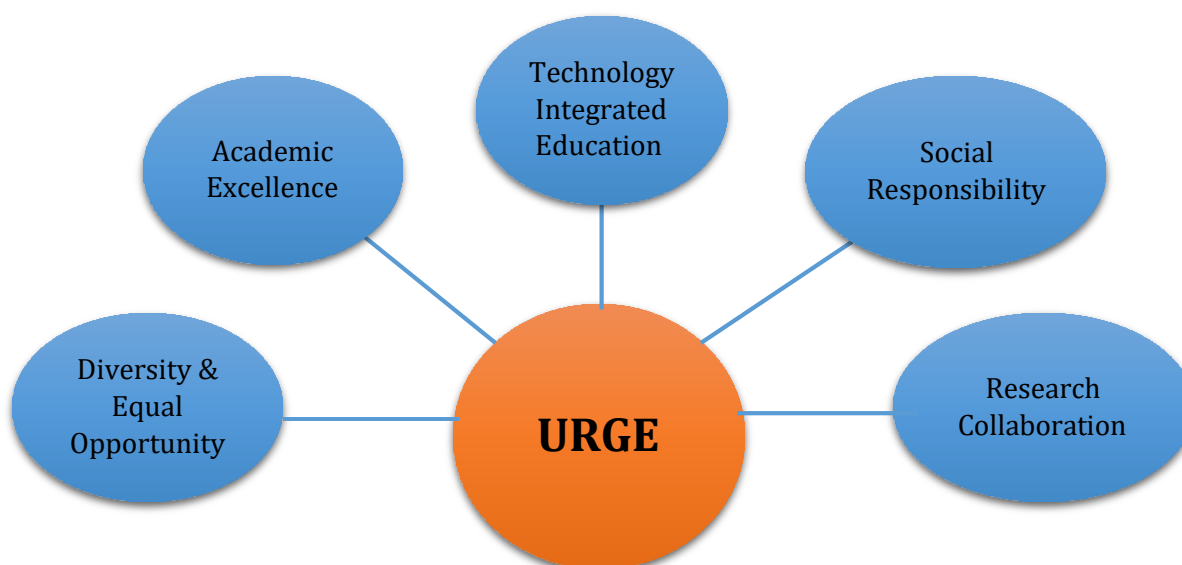
Management Education at IMR is more about transforming the student than mere classroom learning. The institute predominantly caters to the needs of prospective students from the surrounding rural areas of Khandesh region. It is our observation over a period of years that the immense potential, these young minds possess need to be channelized properly in order to assure them a living of their choice and dreams. Our Vision is a reflection of this motive.

Imparting quality professional education, providing a conducive environment to develop skills and knowledge, ignite a passion and a natural flair for Research and Innovation, while inculcating ethics and human values forms the core of our mission statement.

Our core values practiced at the institute include Excellence, Technology Integrated Education, Providing an excellent research environment, Social responsibility, Diversity & equal opportunity.

Today our Institute boasts of an overwhelming Alumni base, who have excelled in their lives, and hold commendable positions across various states, as well as in countries like the USA, UK, & Middle East to name a few. This very fact encourages us to proclaim our capabilities to uplift students of this semi-urban & rural background towards global environment and employability.

Learning Process at KCES IMR revolves around the core values of the Institute focusing on **Uplifting Rural students towards Global Employability (URGE)**



- Academic Excellence: Committed to maintain academics excellence through quality education, extra-curricular activities, interpersonal development and superior administration.
- Technology Integrated Education : To face the modern day corporate challenges, committed to enhance the technical skills and knowledge by integrating effective laboratory, advanced classrooms and quality technical education.
- Research Collaboration: Providing an excellent research environment, through Research Centre integrating with National & International research institutes.
- Social Responsibility: Enriching & nourishing values and ethics amongst students to become responsible citizens for the development of society and country.
- Diversity & equal opportunity: Keeping diversified atmosphere to provide an equal opportunity to all by believing in moral thoughts, humanity and open minded ideology. The girls and boys are given equal opportunities in Participation in all events and activities.

4.1.2 Describe Processes followed to improve quality of Teaching & Learning

As our institute is affiliated to KBCNMU, we follow the curriculum prescribed by the University. All courses have their own course outcomes. Each course outcome is

mapped to relevant PO's. Achieving course outcomes is the direct way of accomplishing program outcomes. In this context, the teaching-learning process and assessment methods are implemented in such a way to achieve the CO's.

Teaching-Learning process is crucial part of outcome based education. It implements as a set of activities engaging with students to enable them to acquire the knowledge, skills and attitudes. The quality improvement of teaching learning process is customized by the following activities:

A. Adherence to Academic Calendar

- **Academic Calendar**

Preparation of the academic calendar for the next academic year begins before the end of every semester. A comprehensive academic calendar is prepared by the committee comprising Director, Course Coordinators, Cultural Head and Physical Director. The academic calendar covers the list of examination dates, seminars, conferences, guest lectures, workshops, industrial visits, holidays, vacation dates, festivals, etc. Academic calendar provides the total effective working days available in a given semester. Thus the academic calendar monitors the effective delivery of the program with academic inputs. Program coordinator prepares the time table as per the academic calendar prior to the start of the semester and is uploaded on ERP also displayed on notice boards. The faculties plan their respective course delivery, academic and co-curricular activities in line with the academic calendar.

- **Teaching Plan**

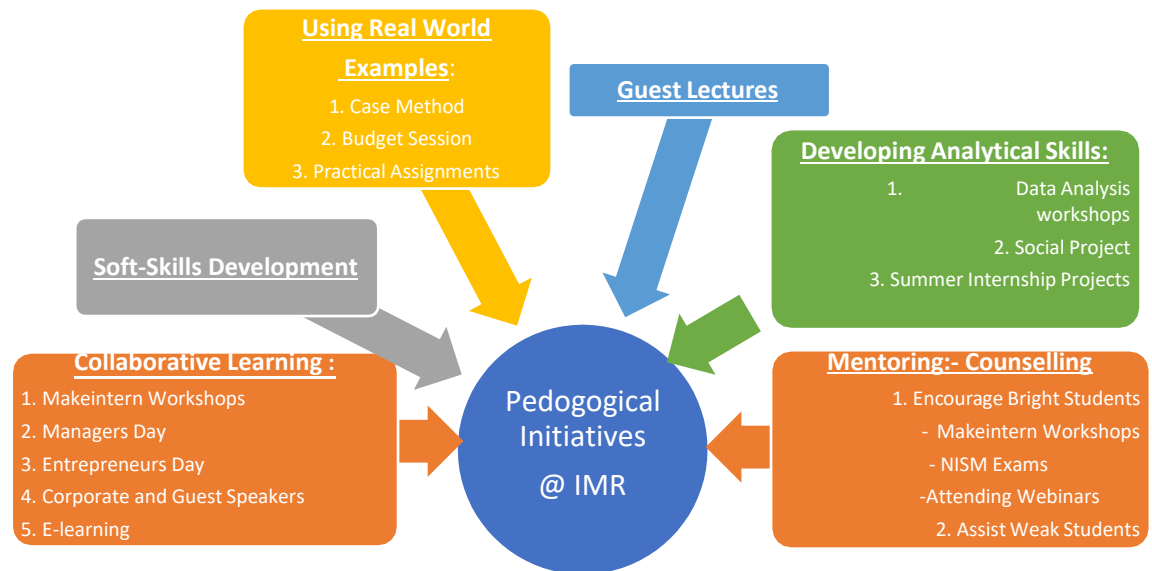
A class-wise timetable is prepared for the next semester and distributed in advance to all the members of faculty. The Teaching plan is prepared by individual teachers, verified by the Course Coordinator and then implemented. The teaching plan includes the following aspects:

- (a) Topics to be covered in each session
- (b) Teaching and learning practices to achieve learning outcomes (Pedagogy)
- (c) Activities to be planned (case studies, workshops, lab sessions, role play etc)
- (d) Learning resources to be given to the students
- (e) Course outcomes

Academic Dean, 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.

B. Improving instructional methods and using pedagogical initiatives

1. Pedagogical Initiatives @ KCES IMR:



i) Collaborative Learning:

Collaborative learning is an educational approach to teaching and learning that involves groups of students working together to solve a problem, complete a task, or create a product. Further the institute promotes collaborative learning among students through its following flagship activities:

- **Make- intern Workshops** (A route to participate in IIM B Plan Competition):

Institute organizes workshop in Collaboration with Make- intern. Make- intern is an intermediary which works in association with IIMs. The national trainers from Make- intern provide training to the students. KCES' IMR is the Zonal Center in the region for Make-intern. It gives an opportunity to the students of Jalgaon to participate in Business Plan competition held at IIMs.

Teams participate in B Plan Competition held at various IIMs for the last three years and, team - KCES IMR won first prize in 2018-19, amongst 66 teams which participated from all over India.

- **Entrepreneurs Day:**

The Institute organizes Entrepreneurs Day in collaboration with Institute of Chartered Accountants of India (ICAI), Jalgaon to promote the entrepreneurship among the students, Business Plan Competition is organized where students can

participate in groups and demonstrate their ideas as well as Models. The best participants are given prizes. This activity is conducted annually and is in its 9th year.

- **Manager's day:**

Manager's day is organized in the institute focusing on developing communication, Coordination and Team Building skills amongst students. It consists of Business Quiz, Case Study Competition and Management Games. The students actively participate in groups and experience the importance of management concepts practically.

- **E-Learning initiatives**

The faculty of the institute has developed blogs as e-learning initiatives. In this blog, the faculty updates respective subject study material, research papers, articles and current updates. Blogs are developed by faculty in their respective areas, such as, Finance, Marketing, Human Resources, and General Management

After the outbreak of Covid-19 Pandemic, the faculty of the institute resorted to Microsoft Teams App for online lectures. The learning management system of Microsoft Teams provides authorised login to the students allows the students to view their session timings, connect the faculty with students, Use Microsoft 365 applications, Share the Teaching material with learners etc .

- ii) **Soft skills Development:**

The institute organizes various workshops for personality development, Communication Skills, presentation and interpersonal skills etc. The Soft Skills course from the curriculum also help the students to prepare for the corporate selection process including group discussions and interviews as well as to be effective in corporate life.

- iii) **Real World Examples:**

The experienced faculty of the institute use real-life examples in the classroom to make learning interesting and meaningful. Case studies and Budget Sessions are used as a teaching tool in the institute.

- **Case Method**

The case method of teaching requires students to study the case, comprehend the business situation, analyse the problem and come up with alternative solutions. Case Method requires active participation in classroom discussions, written analysis and oral presentations.

The case discussion may be conducted either by forming groups of students or by throwing open the issue to the Class for discussion. The faculty observes the contribution of every member of the group.

▪ **Budget Sessions:**

Live Budget session is shown to the students on the date of declaration of Indian Budget and then the same is discussed with industry experts.

▪ **Practical Assignments:**

The subject teacher provides assignments on topics of practical relevance and guides them.

iv) Guest Lectures:

The Institute provides an opportunity to learn from eminent personalities from the industry. Our Alumni visit the campus for sharing their experiences with the students. This adds value to students in acquiring knowledge in latest trends and challenges faced by different industries.

v) Developing Analytical Skills

The students learn data analysis from subjects like Research Methodology and Quantitative Techniques. Further following efforts are taken to improve analytical abilities of students:

▪ **Data Analysis Workshops**

The institute has legal ‘SPSS - Data Analysis Software’. The workshops on ‘Business Analytics’, ‘SPSS’ are conducted in the institute for the benefit of students.

▪ **Social Project :**

Every student has to undertake a Survey on Social aspect in his third Semester. The data is collected, analysed and report is prepared for the same. It gives them an opportunity to work on Social issues developing them to be socially responsible.

▪ **Summer Training:**

At the end of second semester, all students have to undergo summer training of minimum 8 weeks with an industrial, business or service organization by taking a project study. The Faculty assist them to apply the theory to practical situation. This is evaluated at the end of the fourth semester.

vi) Mentoring :

Mentoring and counselling is one of the major contributors for student development. It helps to gain an insight into students problems, related to various



issues. It also helps to align the expectations of the students and design a path for their future growth.

C. Methodologies to support weak students and encourage bright students

Encouraging Bright Students: The students are provided opportunities to compete at various national and international level competitions, such as NISM Exams, International B-Plan championships and attending webinars on various subjects. The students are given special privileges such as extended retention facilities for library book, issue of extra reference books. In addition to this they have an additional facility of availing financial support towards any registration charges applicable in any of the events/ programs being participated. Meritorious students are felicitated in Annual Gathering of the institute

- Assisting weak Students: The students are given assistance and remedial coaching in the areas of their respective weakness. Typically, assistance to weak students is in the form of additional mentoring, identifying the underlying reasons for poor performance leading to remedial sessions.

D. Student feedback of teaching learning process and actions taken

Feedback of the student is taken at the end of each term to understand the effectiveness of learning, relevance of the topics taught and teaching processes employed. The feedback form is handed over to the faculty by the Dean's office to help the faculty improve on the suggestions given

E. Other Support to Learning Process:

The Institute undertakes following procedural and practical methods for improving the curriculum teaching and learning practices:

- The Director conducts a meeting of the faculty before the start of every session to identify innovative and suitable teaching methods during the course.
- The institute provides newer technological resources in order to modify and improvise the traditional modes of teaching/learning to make the process student-centric.
- The Library of institute has a large collection of Academic Books, Reference Books, CDs, DVDs and other audio-visual study materials that aid in supplementing the curriculum. Further it is regularly upgraded with new books and e-learning material as per demand of faculty and students.

- Members of the faculty are encouraged to attend Seminars, Workshops and FDPs, to keep track of the latest developments and trends.
- The members of the faculty are required to invite the experts and industry professionals as guest faculty in order to supplement their teaching practices
- The institute promotes faculty initiative on industry visits for complimenting practical learning.
- Students take up Summer Internship Projects (SIPs) in industries in their specialization subjects, for practical exposure, which provides valuable work experience and are exposed to real job situations.
- The institute conducts regular programs and events in which practicing managers, entrepreneurs, and motivational speakers provide insight to students on current business environment and the likely issues and opportunities in near future.
- Social projects improve the students' understanding on social issues and groom towards socially responsible behavior.

All these aspects, made our curriculum experiential, and learning more meaningful.

4.2.2. Quality of continuous assessment and evaluation processes

A. Process for internal semester question paper setting and evaluation and effective process implementation

As per university norms Evaluation of the student is done as follows:

- The evaluation of the student shall be divided into two parts viz. Internal Assessment and End Semester examination with a weightage in the ratio of 40:60.
- In order to pass the examination the candidate has to obtain at least 40% marks, that is 16 marks out of 40 marks (Internal) 24 marks out of 60 (External) for all courses except Project report & Viva-voce.
- Minimum marks for passing the Project Report and Viva Voce i.e. the minimum marks to be obtained in internal examination and external Viva Voce shall be 50% each.

Particulars	Marks
Internal Test I	10
Internal Test II	10

Attendance, Behavior and classroom participation	10
*Assignments	10

**Assignments consist of Paper Presentation, Special activities, Practical, Presentations of Case Study, Group Discussions, Active participation in Event Management, Industrial Visit, Placement Activities, Institutional Branding Activities, etc.*


- The Institute follows the guidelines in nature and spirit. However, for providing more practice to the students and more coverage of syllabus, the institute follows the pattern of two internal tests of 20 marks each. Best of the two test marks are considered for final evaluation.
- The final internal assessment is on the basis of examination, performance, participation and other specific contributions by the students.
- The assessment and evaluation is linked to Course Outcomes which are mapped with the Program Outcomes. In order to bring in transparency in the process, students are given sufficient opportunity to examine their answer sheets and grievances if any, are resolved by respective subject teacher in consultation with Head of the Department.
- Online Internal Exams: As per the guidelines issued by Government, the students are not allowed to attend the classes physically during Pandemic; both the internal Exams as well as Assignments were taken online. The affiliating university also issued guidelines for changed examination pattern.

B. Process to ensure questions from outcomes/ learning levels perspective

- The faculty members take responsibility to set internal question papers and evaluate them based on pre-set requirements for each course.
- While arriving at assessment tools and for setting question papers, faculty members keep in mind the expected course outcomes for each course and adequate weightage is given to its alignment with Program Outcomes
- Assessment components like assignments, case studies, class tests, presentations etc., are prepared to follow the Course Outcomes determined for each course

C. Evidence of COs coverage in class test

Roll No-


KCES's Institute of Management and Research, Jalgaon
Master of Business Administration (MBA) Sem.: I (A.Y. 2019-20)
Internal Test :- II (Nov.-2019)
Course Code & Course Name:- 101: Management Science
Time : 1 Hr **Max Marks : 20**

Note :- All Questions are Compulsary


Q. 1	Demonstrate the Indian Management practices in details, with suitable examples. <div style="text-align: center;">OR</div> Illustrate the challenges face by the Indian Managers and they are handling the challenges.	10 Marks	CO3
Q. 2	How would you use TWOS matrix for organizational analysis? <div style="text-align: center;">OR</div> How would you use Benchmarking theories to your overall development?	10 Marks	CO4

Kutney
Subject Teacher

mu
Exam Coordinator

6


Roll No. _____


KCES's Institute of Management and Research, Jalgaon
Master of Business Administration (MBA) Sem.: I (A.Y. 2019-20)
Internal Test :- I (Oct-2019)
Course Code & Course Name:- 101: Management Science
Time : 30 Min **Max Marks : 20**

Please ✓ on appropriate Option


Q. 1	1. Management and administration are. A) Same B) Different C) Partly same and partly different D) Same and different	1 Mark each
	2. The Practice of Management written by _____. A) Peter F Drucker B) Terry C) Louis Allan D) Hendry Fayol	
	3. What is nature of management? A) Versatile B) Multidisciplinary C) Disjointed D) Procedural	
	4. Henry Fayol, F.W. Taylor belongs to which of the following school of management? A) Neoclassical School B) Modern School C) Classical School D) 4. Early Perspective	

Roll No. _____


KCES's Institute of Management and Research, Jalgaon


5. Derivation of Principles of Management is a matter of (i) _____ and their application is a matter of (ii) _____. A) (i) art (ii) science B) (i) science (ii) art C) (i) art (ii) discipline D) 4. (i) discipline (ii) science	1 Mark each
6. Which of the following statement justifies understanding of Principles of Management helps in taking scientific decisions: A) Adherence to these principles add to knowledge and understanding of managerial situations B) Principles emphasis logic rather than blind faith C) Principles of management are at the core of the management theory D) Principles are guidelines that can be modied as per the changing environment	
7. In the words of _____, "_____ means knowing exactly what you want men to do and seeing that they do it in the best and cheapest way". A) Henry Fayol, Management B) W. Taylor, Scientific Management C) Harold Kootitz, Administrative Management D) W. Taylor, Management	
8. Even a small production activity like loading pigs of iron into boxcars can be scientifically planned and managed. This can result in tremendous saving of human energy as well as wastage of time and materials.	

Roll No. _____


KCES's Institute of Management and Research, Jalgaon


Q. 2	A) Harmony does not discord B) Science not Rule of Thumb C) Initiative D) Development of each person to his or her greatest efficiency and prosperity	1 Mark each
	9. Which is not principles of Peter Drucker? A) MBO B) Nature of Management C) Organization structure D) Discipline	
	10. " Authority is undermined, discipline is in jeopardy, order disturbed, and stability threatened". Above statement is the violation of one of the principles of management. A) Unity of direction B) Discipline C) Unity of command D) 4. Stability of personnel	
	11. What is the correct sequence of the following functions of a manager in an organisation? 1. Motivation 2. Controlling 3. Organizing 4. Planning Select the correct answer using the codes given below. A) 4,3,2,1 B) 4,3,1,2 C) 3,4,2,1 D) 3,4,1,2	
	12. Which of the following management functions are closely related? A) Planning and Organizing B) Staffing and Control C) Planning and Control	

Roll No. _____


KCES's Institute of Management and Research, Jalgaon

D) Planning and Staffing	1 Mark each
13. Which one of the following statement is correct? A) Planning and controlling are essentially one and the same. B) Controlling is a part of the planning process. C) Controlling is a substitute for planning D) A control process is meaningless without pre-set goals.	
14. The span of management means _____. A) A good organisation should consist of departments B) Authority of each person must be clearly defined C) Each Subordinate should have one superior D) manager can supervise a limited number of executives	
15. The following steps are involved in the process of organizing 1. Forming supportive objectives 2. Delegating to the head of each group the authority 3. Necessary to perform the activities 4. Establishing enterprise objectives The correct sequence of these steps is A) 3,1,2,4 B) 4,1,2,3 C) 1,3,4,2 D) 1,3,2,4	
16. In line and staff organisation, the authority lies in A) Line	

Roll No.



KCES's Institute of Management and Research, Jalgaon

	B) Staff C) Both line and staff D) None of the above	
	17. Which of the following functions is known as the essence of management? A) Planning B) Organising C) Co-ordinating D) Control	
	18. 'Control' function of management cannot be performed without _____. A) Planning B) Organising C) Staffing D) Motivation	
	19. The main advantage of functional organisation is A) Specialisation B) Simplicity C) Expert advice D) Experience	

D. Quality of Assignment and its relevance to Cos :

Assignments are an integral part of the continuous assessment process to ensure that students apply and analyses the knowledge to raise the level of learning and application. All assignments are framed and mapped with COs and Bloom's taxonomy as per the sample assignment format shown below.

Roll No.


KCES's Institute of Management and Research, Jalgaon
 Master of Business Administration (MBA) Sem: I (A.Y. 2020-21)
 Assignment (C3-15-20)
 Course Code & Course Name: 306-C Strategic Human Resource Management
 Time : 1 Hr Max Marks :20

	Discuss Application Software for HR Practices		CO5
1.	Identify the Future Challenges of HR	10 Marks	CO6

Signature of Subject Teacher _____ Approved by Exam Coordinator / MBA coordinator _____

4.2.3. Quality of student reports/dissertation

A. Identification of projects and allocation methodology to faculty members

The Institute has designed a set of guidelines for the purpose of Summer Internship Project Reports for the students. These guidelines are made available on the institute website. The process of allocation and finalization of Field Work and Summer Internship Projects consists of following steps:

Field Work /Survey Report:

- The students are guided about the Field Work in second semester
- They submit name of their partner at the start of third semester
- MBA Co-ordinator allots the faculty guides to the students
- Students take guidance from faculty time to time and finalise their reports

Summer Internship Project:

- The student are Provided counselling about various specialisations, skills needed and future prospects in particular specialisation in second semester
- They submit their specialisation to the MBA Co-ordinator
- MBA Co-ordinator allots the project guides based on specialisation
- The Project topic and type of the organization is chosen by the students in consultation with faculty guides
- Students take guidance from faculty time to time and finalise their reports

B. Types and relevance of the reports and their contribution towards attainment of POs.

Quality of students project report is ensured through a continuous assessment process by the internal project guide. Quality of the summer internship project is assessed and monitored at regular intervals. Students are equipped to develop and present a quality project report. A format of the student report/ dissertation is distributed to the students in advance.

C. Process for monitoring and evaluation

Rubrics have been formulated for internal evaluation of marks. The Internal evaluation of Students reports is done on the basis of following:

- Objectives & Research Methodology – 10 Marks
- Literature Review & Theoretical Background – 5 Marks
- Data Analysis & Findings -15 Marks
- Presentation – 10 Marks

The external evaluation is done as per University Norms.

D. Process to assess individual and team performance :

Students performed individually in Summer Internship Project and in Group of two in field Work. Students individual as well as team performance is evaluated by forming judgement when they meet their project guides for guidance as well as during their separate viva-voce at the time of internal and external evaluation

Field Work is removed from new MBA syllabus w.e.f. 2021-22.

As per the guidelines issued by KBC NMU, Jalgaon, the affiliating University, student has to submit the project reports as well as field work in soft copy and their Viva Voce are conducted using online platform through Zoom/ Whatsapp calls during Pandemic.

CRITERION 5

Student Quality and Performance (100)

Year	Sanctioned Intake	Gender	No. of students admitted							Total	Grand Total
			Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced		
CAY (2021-22)	180	M	121	00	00	67	54	121	00	121	204
		F	83	00	00	56	27	83	00	83	
CAYm1 (2020-2021)	180	M	80	00	00	61	19	80	00	80	153
		F	72	01	00	45	28	73	00	73	
CAYm2 (2019-20)	180	M	109	02	00	68	43	108	03	111	180
		F	67	02	00	44	25	69	00	69	

Table 5.1- Student Intake

Year of Entry		Total Number of Students Admitted	Number of Students who have completed	
			1 st Year	2 nd Year
CAY	2021-22	204	NA	NA
CAYm1	2020-21	153	152	NA
CAYm2 (LYG)	2019-20	180	171	162

5.1. Enrollment Ratio (Admissions)

Enrolment Ratio= Number of students admitted/ Sanctioned intake

Year	Total Number of Students	Sanctioned Intake	Enrollment Ratio #	Percentage
2021-22	204	180	1	100
2020-21	153	180	0.85	85
2019-20	180	180	1	100
Average			0.95	95

5.2. Success Rate (Students clearing in minimum time)

S.I. = Number of students completing program in minimum duration /
Number of students admitted

Average SI = Mean of Success Index (SI) for past three batches

Success rate = 10 × Average SI

Admitted in the Academic Year	Total Number of students Admitted	Pass Out the Academic Year	Number of students completing programme in minimum duration	Success Index
2021-22	204	2022-23	NA	NA
2020-21	153	2021-22	NA	NA
2019-20	180	2020-21	162	0.9
2018-19	180	2019-20	132	0.74
2017-18	180	2018-19	125	0.69
<i>Average Success Index</i>				0.78
Success Rate = (10 x Average Success Index)				7.77

5.3. Academic Performance (Percentage marks scored)

Academic Performance = Average API (Academic Performance Index)

API = (Mean of the percentage of marks of all successful students in final year/10))
x (number of successful students/number of students appeared in the examination)

Successful students are those who have passed in all final year courses.

Table 5.1. Academic Performance Index

Admitted in the Academic Year	Pass Out the Academic Year	Mean % of marks of all successful Students	Total Number of Successful students	Total Number of students appeared in the examination	API = X* (Y / Z)
		X	Y	Z	
2021-22	2022-23	NA	NA	NA	NA
2020-21	2021-22	NA	NA	NA	NA
2019-20	2020-21	8.92	162	166	8.71
2018-19	2019-20	7.93	132	156	6.71
2017-18	2018-19	6.47	125	165	4.91
Average API					6.77

5.4. Placement, Higher Studies and Entrepreneurship

Assessment Points = $30 \times \text{average placement}$; *N* is the total no. of students admitted in first year

Item		Year of Entry		
		CAYm1 (2020-21)	CAYm2 (2019-20)	CAYm3 (2018-19)
No. of students placed in companies or Government Sector	(x)	99	87	102
No. of students pursuing Ph.D. / Higher Studies	(y)	0	0	1
No. of students turned entrepreneur (In the areas related to management discipline)	(z)	18	17	16
Total	$x + y + z$	117	104	119
Placement Index	$(x + y + z) / N$	0.65	0.58	0.66
Average placement	$(P1 + P2 + P3) / 3$	0.63		
Assessment Points	$40 \times \text{Average placement}$	25.2		

5.4a. Placement Data

Name of the program: MBA (2019-21)

Sr No.	Name of Student Placed	Enrollment No.	Name of the Employer	Appointment Letter Date
1	Mona Suresh Ahuja	TP21/001	eClerx	10.05.2021
2	Kamini Kailas Patil	TP21/002	SBI Cap Securities	28.04.2021
3	Ketan Bharat Patil	TP21/003	HDB Financial Services	22.10.2021
4	Kunal Santosh Mahajan	TP21/004	Kotak Mahindra Bank	03.08.2021
5	Jagdish Namdeo Patil	TP21/005	Kotak Mahindra Bank	09.08.2021
6	Dhanraj Sanjay Sanap	TP21/006	Motilal Oswal Home Finance	12.06.2021
7	Ankita Anil Birari	TP21/007	Motilal Oswal Home Finance	12.06.2021
8	Bhavana Anil Purohit	TP21/008	HLF Services	26.07.2021
9	Kranti Sudhir Patil	TP21/009	HDB Financial Services	16.09.2021

Sr No.	Name of Student Placed	Enrollme nt No.	Name of the Employer	Appointme nt Letter Date
10	Vaibhav Badgujar	TP21/010	HDFC Securities	08.04.2021
11	Pranil Pravin Chaudhari	TP21/011	Cure Positive	03.02.2021
12	Pradyuman Ashok Mahajan	TP21/012	QUESS	12.08.2021
13	Kiran Rajesh Matani	TP21/013	HDB Financial Services	30.09.2021
14	Mansi Santosh Mahajan	TP21/014	HDB Financial Services	16.09.2021
15	Narendra Dinkar Wagh	TP21/015	HDB Financial Services	18.06.2021
16	Paras Vilas Patil	TP21/016	Alchemy Techsol India Pvt	21.04.2021
17	Shubham Sopan Patil	TP21/017	Acura Solutions	09.09.2021
18	Shubham Shrirang Patil	TP21/018	Religare	27.05.2021
19	Ravi Murlidhar Baviskar	TP21/019	HDB Financial Services	11.05.2021
20	Sanket Rajesh Vaidya	TP21/020	HDB Financial Services	07.06.2021
21	Rahul Dattatreya Varankar	TP21/021	HDB Financial Services	11.05.2021
22	Patil Ashwini Aadhar	TP21/022	Axis Bank	18.08.2021
23	Mohit Praful Chopda	TP21/023	Kotak Mahindra Bank	26.08.2021
24	Pooja Rajaram Borikar	TP21/024	Kotak Mahindra Bank	26.08.2021
25	Hemal Sonawane	TP21/025	Cure Positive	23.02.2021
26	Smita Sanjiv Patil	TP21/026	Bank Of India	30.08.2021
27	Pragati Nandusingh Rajput	TP21/027	SBI Cap Securities	28.04.2021
28	Rahul Pramod Borse	TP21/028	HDB Financial Services	09.11.2021
29	Dhananjay Mali	TP21/029	Golden Enterprises	04.05.2021
30	Raj Arun Patil	TP21/030	JustDial	27.10.2021
31	Ravi Murlidhar Baviakar	TP21/031	JustDial	27.10.2021
32	Ravina Ashok Devare	TP21/032	Axis Bank	18.08.2021
33	Rupali Ravindra Patil	TP21/033	Suryoday Small Finance Bank	26.10.2021
34	Ruchika Kiran Patil	TP21/034	eClerx	27.10.2021
35	Sagar Dilip Mahajan	TP21/035	Apollo Munich Health Insurance	01.06.2021
36	Vaibhav Prabhakar Mahajan	TP21/037	HDFC Life Insurance Company Ltd	30.03.2021
37	Sneha Zope	TP21/038	ICICI Prudential Life Insurance	01.10.2021
38	Twinkal Ramchandra Zope	TP21/039	Muthoot Finance	19.11.2021
39	Rupali Patil	TP21/040	ICICI Prudential Life Insurance	01.10.2021
40	Suvarna Khamabayte	TP21/041	Apollo Munich Health Insurance	01.06.2021
41	Harshal Govinda Shirole	TP21/042	Reliance Nippon Life Insurance	05.02.2020
42	Yogesh Ganesh Savakare	TP21/043	Reliance Nippon Life Insurance	05.02.2020
43	Dinesh Ganesh Jadhav	TP21/044	Religare	01.07.2021
44	Vishal Sanjay Kaurani	TP21/045	Vihaan Infotech	16.05.2021
45	Komal Kailas Shinde	TP21/046	State Street Syntel Services	22.01.2021
46	Thakur Akash Jamunadas	TP21/047	BIBA Construction	12.09.2021
47	Vishal Fatebahadur Singh	TP21/048	Religare	12.10.2021

Sr No.	Name of Student Placed	Enrollme nt No.	Name of the Employer	Appointme nt Letter Date
48	Sagar Shivaji Patil	TP21/049	Vihaan Infotech	16.05.2021
49	Aishwarya Namdeo Bagmare	TP21/050	Bajaj Allianz Life Insurance	23.01.2021
50	Pawar Gayatri Rajesh	TP21/051	Palod Distributors	24.04.2021
51	Bhushan Suresh Kumbhar	TP21/052	Junwei Electronic Pvt. Ltd. (VIVO)	23.12.2020
52	Kiran Vishwanath Jadhav	TP21/053	Junwei Electronic Pvt. Ltd. (VIVO)	23.12.2020
53	Vishakha Devidas Chaudhari	TP21/054	Palod Distributors	24.04.2021
54	Dinesh Sanjay Wankhede	TP21/055	NEXA Showroom	19.07.2021
55	Vaishali Shashikant Salunke	TP21/056	Ampug Solutions	18.11.2021
56	Damini Prabhu Baviskar	TP21/068	Kotak Mahindra Bank	03.08.2021
57	Devyani Patil	TP21/069	HDFC Bank	26.08.2021
58	Harshida Bharambe	TP21/070	Axis Bank	18.08.2021
59	Samadhan Prakash Fuse	TP21/071	Suryoday Small Finance Bank	15.10.2021
60	Vaishnavi Varma	TP21/075	HDFC Life Insurance Company Ltd	30.03.2021
61	Sachin Madhukar Patil	TP21/078	Jalgaon People's Co-op Bank	28.05.2021
62	Rishabh Vasudev Dara	TP21/079	Sai Infrastructure	29.06.2021
63	Sham Devidas Rathod	TP21/080	Kotak Mahindra Bank	05.08.2021
64	Paresh Bendale	TP21/081	Sai Infrastructure	04.07.2021
65	Uday Bhikari Bodade	TP21/082	Braodcast Engineering Consultant India Limited	25.11.2021
66	Vivek Mohan Patil	TP21/083	Jalgaon People's Co-op Bank	16.05.2021
67	Bhupendra Lawande	TP21/084	Raychem RPG	27.09.2021
68	Pawankumar Agrawal	TP21/085	Raychem RPG	09.10.2021
69	Pawankumar Agrawal	TP21/086	HDFC Securities	14.06.2021
70	Rupesh Uttam Patil	TP21/087	HDFC Securities	08.04.2021
71	Dhanashri Sanjay Tejkar	TP21/088	VYOM LABS PVT.LTD.	18.11.2021
72	Shreyash Annasaheb Kalmegh	TP21/089	HDFC Life Insurance Company Ltd	02.12.2021
73	Deven Gajanan Dandgaval	TP21/090	Quess	15.09.2021
74	Roshni Manohar Panpatil	TP21/091	Sara Multispeciality Hospital	04.04.2021
75	Amol Ashok More	TP21/092	Vlearn Classes	01.09.2021
76	Arbaj Pinjari	TP21/093	Square Yards Consulting Pvt. Ltd.	07.09.2021
77	Amol Ravindra chandsarkar	TP21/094	Spectrum	06.08.2021
78	Shlok Abhijit Bhandari	TP21/095	Walled City Hotels Pvt. Ltd.	01.12.2021
79	Prasad Bhambre	TP21/096	Shamli Polymers	01.08.2021
80	Sagar Patil	TP21/098	HDFC Securities	14.06.2021
81	Shubham Madhukar Patil	TP21/114	JustDial	06.02.2022

Sr No.	Name of Student Placed	Enrollme nt No.	Name of the Employer	Appointme nt Letter Date
82	Bhushan Hiralal Gujar	TP21/115	JustDial	06.02.2022
83	Puja Bhaskar Bhaviskar	TP21/116	Kotak Mahindra Bank	14.12.2021
84	Harshada Lalit Bhandarkar	TP21/117	HDB Financial Services	17.10.2021
85	Prasanna Nawal	TP21/118	Shriram Finance	01.04.2022
86	Navin Mukutrao Patil	TP21/119	eClerx	27.10.2021
87	Vikas Ramlal Rokade	TP21/120	HDFC Home Loans	22.10.2021
88	Ayush A.Gaud	TP21/121	SBI Cap Securities	24.05.2021
89	Shankar Patil	TP21/122	ICICI HFC	30.09.2021
90	Vaibhav Mahajan	TP21/123	Mahindra Home Finance	26.02.2022
91	Niraj Rajesh Bhutada	TP21/124	Blue drop Bio Energy	
92	Arundhati Sharma	TP21/125	Money Plus	14.03.2021
93	Kunali Yovraj Chaudhari	TP21/126	New Era Adhesive & Sealants Pvt. Ltd.	01.04.2022
94	Rameshwar Vishnu Sonawane	TP21/127	Suryoday Small Finance Bank	11.03.2022
95	Priyanka Shantilal Somani	TP21/128	State Street Syntel Services	19.03.2022
96	Om Sanjay Suryavanshi	TP21/129	Tupperware	05.03.2022
97	Gavande Nikhil Anil	TP21/130	Jalgaon People's Co-op Bank	10.03.2022
98	Nilesh Ashok Mali	TP21/131	Apollo Munich Health Insurance	27.03.2022
99	Lekha Manohar Wable	TP21/132	Mahindra Home Finance	14.03.2022

Table 5.4a

Name of the program: MBA (2018-20)

Sr No.	Name of Student Placed	Enrollme nt No.	Name of the Employer	Appointme nt Letter Date
1	Amol Charudutta Thorat	TP20/001	New Era Adhesive & Sealants Pvt. Ltd.	13.01.2020
2	Akash Shriram Padol	TP20/002	New Era Adhesive & Sealants Pvt. Ltd.	13.01.2020
3	Harish Shankarlal Talreja	TP20/003	WNS	18.06.2021
4	Mukesh Bhatu Patil	TP20/004	Moneta B2B	01.12.2020
5	Ketan Vilas Deshmukh	TP20/005	Fortune Integrated Assets Finance Ltd.	21.09.2020
6	Piyush Rakesh Agrawal	TP20/006	Samrat Traders	20.07.2020
7	Kasturi Madanlal Mundhra	TP20/007	Insights Success	25.03.2021
8	Shubham Bapurao Deore	TP20/008	SBI Cap Securities	23.03.2021
9	Vaishali Balu Deshmukh	TP20/009	SBI Cap Securities	23.03.2021
10	Vaishali Rajendra Neve	TP20/010	SBI Cap Securities	23.03.2021
11	Akshay Liladhar Sonawane	TP20/011	Apollo Munich Health Insurance	27.06.2019
12	Mansi Anup Agrawal	TP20/012	ICICI Prudential	19.03.2019
13	Saurabh Sanjay Kabra	TP20/013	Samrat Traders	20.07.2019
14	Nihar Sayyed Aarif	TP20/014	Vividhata Consulting	07.03.2019
15	Dipak Rajmal Patil	TP20/015	iTech Ecommerce LLP	31.12.2019
16	Aarti Rajendra Sonawane	TP20/016	Ganpati Hospital	18.08.2019
17	Mahendra Prakash Sonar	TP20/017	Ganpati Hospital	18.08.2019



18	Ajay Dilip Tayade	TP20/018	Ganpati Hospital	18.08.2019
19	Harshal Shantaram Sonawane	TP20/019	HLF Services	20.11.2020
20	Ravindra Anand Pawar	TP20/020	Motilal Oswal Home Loans	12.01.2021
21	Vaishnavi Verma	TP20/021	HDFC Life Insurance Company Limited	30.03.2021
22	Bhushan Hiralal Gujar	TP20/022	HDFC Life Insurance Company Limited	30.03.2021
23	Bhavana Ravindra Patil	TP20/023	HDFC Life Insurance Company Limited	30.03.2021
24	Yeole Deepak Arvind	TP20/024	Santronix	09.01.2021
25	Sachin Santosh Patil	TP20/025	Santronix	09.01.2021
26	Rajashree Pralhad Patil	TP20/026	Cure Positive	03.02.2021
27	Patil Avinash Yuvraj	TP20/027	Moneta B2B	01.12.2020
28	Jagdish Sanjay Patil	TP20/028	BIBA Construction	12.09.2019
29	Kalpesh Anil Patil	TP20/029	BIBA Construction	12.09.2019
30	Patil Khushboo Narendra	TP20/030	IRA International	26.07.2019
31	Nikita Pramod Patil	TP20/031	IRA International	26.07.2019

Sr No.	Name of Student Placed	Enrollment No.	Name of the Employer	Appointment Letter Date
32	Pournima Suresh Patil	TP20/032	Hotel Four Seasons Recreation	10.06.2019
33	Shubhangi Murlidhar Patil	TP20/033	Hotel Four Seasons Recreation	10.06.2019
34	Ujjwala Arun Patil	TP20/034	Hotel Four Seasons Recreation	10.06.2019
35	Vishal Arun Patil	TP20/035	Ganpati Hospital	18.08.2019
36	Yadnesh Bhausaheb Pawar	TP20/036	HDFC Home Loans	03.01.2020
37	Shivani Someshwar Phalak	TP20/037	ICICI Prudential	21.03.2020
38	Pawan Vilas Mahajan	TP20/038	Kotak Mahindra Bank	30.01.2020
39	Bhushan Reva Mahajan	TP20/039	Just Dial	19.06.2020
40	Sagar Sharad Jadhav	TP20/040	StateStreet Syntel Ser Pvt Ltd	22.01.2020
41	Rahul Rajesh Sonar	TP20/041	Apollo Munich Health Insurance	27.12.2019
42	Harshal Govinda Sapkale	TP20/042	Vihaan Infotech	19.12.2019
43	Nilesh Rajendra Sonawane	TP20/043	Geojit	11.12.2019
44	Swati Jagganath Sonawane	TP20/044	Reliance Life Insurance	05.02.2020
45	Dipak Samadhan Bhavare	TP20/045	Religare	07.02.2020
46	Vibha Jaywant Chaudhari	TP20/046	HLF Services	13.11.2019
47	Shubham Dinkar Dhatrak	TP20/047	Axis Bank	19.09.2019
48	Chhaya Shambhu Divekar	TP20/048	Ganpati Hospital	18.08.2019
49	Nilesh Kalidas Ingale	TP20/049	RSPL	05.03.2020
50	Vishal Hilal Gaikwad	TP20/050	Muthoot Finance	09.03.2020
51	Priyanka Rajendra Jadhav	TP20/051	Aditya Birla Sun Life Insurance	25.11.2019
52	Ayushi Anil Tripathi	TP20/052	Genpact India Pvt. Ltd.	22.03.2021
53	Aayush Arun Gaud	TP20/053	SBI Cap Securities	24.05.2021
54	Dipak Arvind Yeole	TP20/054	Kotak Mahindra Bank	31.08.2021
55	Prashant Anil Chaudhari	TP20/055	Kotak Mahindra Bank	31.08.2021
56	Dipali Kailas Birla	TP20/056	HDB Financial Services	30.09.2021
57	Amruta Rajendra Chaudhari	TP20/057	Alchemy Techsol India Pvt. LTD	21.04.2021
58	Nilesh Arun Bagul	TP20/058	Religare	27.05.2021
59	Hemal Charudutta Chaudhari	TP20/059	Kotak Mahindra Bank	31.08.2021
60	Shruti Pradeep Chaudhari	TP20/060	HDB Financial Services	30.09.2021
61	Bhushan Suresh Deoraj	TP20/061	Fortune Integrated Assets Finance Ltd.	21.09.2020
62	Prachi Naresh Deshmukh	TP20/062	IKYA Human Capital Solutions	12.08.2021
63	Varsha Vilas Kedare	TP20/063	Nirmal Seeds	27.03.2020

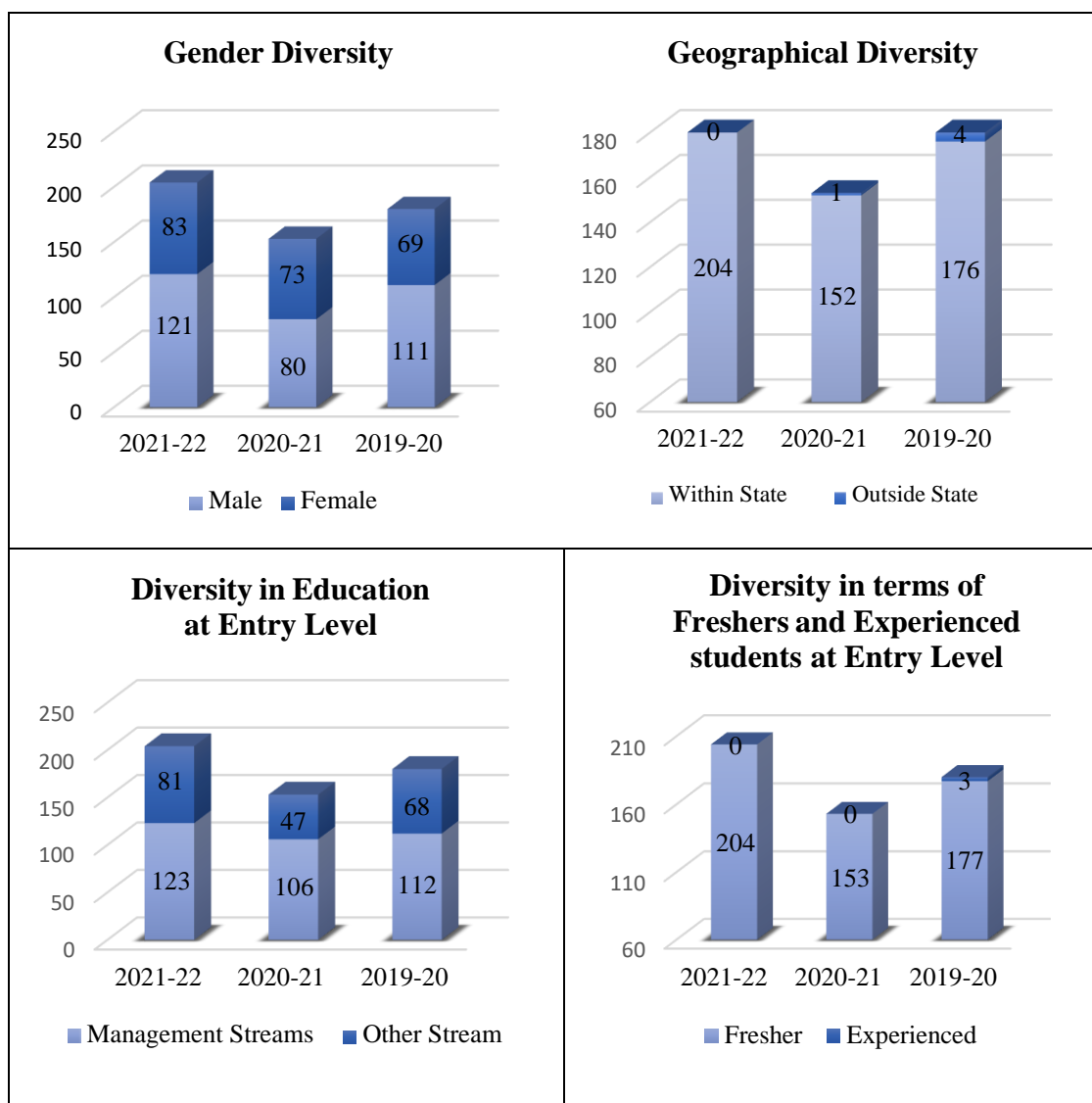
Sr No.	Name of Student Placed	Enrollment No.	Name of the Employer	Appointment Letter Date
64	Sapna Sanjay Khairnar	TP20/064	ICICI Bank	14.03.2019
65	Dhanashri Manoj Koli	TP20/065	ICICI Bank	14.03.2019
66	Purva Nishikant Kulkarni	TP20/066	BIBA Construction	19.12.2019
67	Kavita Sudhakar Kumavat	TP20/067	Multi Media Features Pvt Ltd	19.04.2021
68	Pooja Rajeev Marathe	TP20/068	Suryoday Small Finance Bank	15.07.2021
69	Madhuri Shantaram More	TP20/069	Suryoday Small Finance Bank	15.07.2021
70	Vikas Ramlal Rokade	TP20/071	HDFC Home Loans	22.10.2021
71	Dhanraj Sanjay Sanap	TP20/072	Kotak Mahindra Bank	26.08.2020
72	Kamlesh Baliram Patil	TP20/073	eClerx	10.05.2021
73	Khushbu Narendra Patil	TP20/074	Birla Sun Life Insurance	21.02.2020
74	Nikita Pramod Patil	TP20/075	SBI Cap Securities	16.04.2021
75	Sachin Santosh Patil	TP20/076	Kotak Mahindra Bank	26.08.2021
76	Kirti Pawan Samsukha	TP20/077	IKYA Human Capital Solutions	19.09.2021
77	Mahendra Prakash Sonar	TP20/078	Religare	27.07.2021
78	Poonam Balkrishna Thosare	TP20/079	Supreme Industries	15.05.2021
79	Vispute Akash Prakash	TP20/080	Supreme Industries	15.05.2021
80	Digambar SupaduTuke	TP20/081	Vihaan Infotech	19.04.2021
81	Neha Shantilala Patel	TP20/082	HDB Financial Services	18.10.2021
82	Chaitale Manoj Patil	TP20/083	HDB Financial Services	18.10.2021
83	Govinda Subhash Dange	TP20/084	Just Dial	27.12.2021
84	Dipak Samadhan Bhavare	TP20/085	Just Dial	27.12.2021
85	Manish Anil Mahajan	TP20/086	Just Dial	27.12.2021
86	Shubham Ashok Koli	TP20/087	WNS	18.06.2021
87	Kalpesh Pralhad Wagh	TP20/088	Bharat Financial Inclusion Limited	11.11.2020

Table 5.4a

5.5. Student Diversity

Year	Sanctioned intake	Gender	No. of students admitted							Total	Grand Total
			Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced		
CAY (2021-22)	180	M	121	00	00	67	54	121	00	121	204
		F	83	00	00	56	27	83	00	83	
CAY	180	M	80	00	00	61	19	80	00	80	153

Year	Sanctioned intake	Gender	No. of students admitted							Total	Grand Total
			Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced		
(2020-21)		F	72	01	00	45	28	73	00	73	
CAY (2019-20)	180	M	109	02	NA	68	43	108	03	111	180
		F	67	02	NA	44	25	69	00	69	



5.6. Professional Activities

5.6.1. Students' participation in Professional societies / chapters and organizing management events

Table 5.2. Students Organized Management Events

Sr.	Year	Event	No of Students Participated	Student Coordinator
1	2019-20	Managers Day	145	Kavya Baidmutha
				Akansha Jain
2	2019-20	9 th Entrepreneurs Day in association with Institute of Chartered Accountant of India, Jalgaon Branch and WICASA	107	Saurabh Kabra
				Aakansha S. Jain
3	2019-20	Campus to Corporate Workshop organized by Make Intern	35	Ankita Varma
				Amatulla Ali Asgar
4	2019-20	Poster Presentation Competition on social Issues by Rotaract Club IMR	20	Pranil Chaudhari, Ketan Patil
5	2019-20	Avishkar (In-house Competition)	12	Jagdish Patil, Ahuja Mona
6	2019-20	Blood Donation Camp organized with Golvalkar Blood Bank and YRC	45	Pranil Chaudhari, Swapnil Khadse, Jagdish Patil
7	2019-20	Emotions the Mantra of success By Pankaj Vyavhare Bhagirath Counselling Center	65	Ahuja Mona, Patil Jagdish, Patil Ketan
8	2019-20	Poster model Presentation-climate pe baat by Rotaract Club IMR	46	Pranil Chaudhari, Swapnil Khadse
9	2020-21	Webinar on Covid-19 Vaccination	102	Shubham Kulkarni Pardhi Pooja
10	2020-21	Budget 2021: Live Streaming and Post Budget Session	106	Ruhi Kalbhande Grushmarani Gaykwad Pawar Siddhant Sunil
11	2020-21	Blood Donation Camp	28	Bendre Akshay Jadhav Sayaji Bharambe Vaishnavi
12	2020-21	International Seminar on Data Driven Decision Making	164	Kulkarni Bhakti Agrawal Pooja
13	2020-21	Digital Payment app utilization by Rotaract Club IMR	10	Pranil Chaudhari, Swapnil Khadse, Jagdish Patil
14	2020-21	Webinar on Dry Land can be Dream Land organized with JalsRI Watershed	63	Nannaware Ashwini, Patil Archana, Patil Pooja

Sr.	Year	Event	No of Students Participated	Student Coordinator
		Servillience and Research Institute		
15	2020-21	National Webinar on "Navya Pidhichi Vachan Sanskruti" organized with Vallabhai Vallaji Vachanalay, Jalgaon	300	Kalbhande Ruhi, Kasar Aditi, Koli Akshay
16	2020-21	Workshop on Effective communication Skills for Digital Era under Enterprunership Development	142	Hemant Jawale, Gaurav Joshi, Dhole Vandana
17	2021-22	Budget 2022: Live Streaming	97	Chaudhari Kunali Sor Nilima
18	2021-22	Budget 2022: Post Budget Session	107	Varma Ankita Patil Shubham Agrawal Ayushi
19	2021-22	Youth Parliament	74	Kiran Devidas Patil, Krushna Arvind Patil, Milind Manohar Randhire, Ketan Hemant Sapkale, Shivani Dipak Chalke, Mansi Sunil Joshi, Vipul Ashok Bhangale, Mangesh Sunil Surulkar.
20	2021-22	Poster Presentation Competition	50	Akshay Jadhav, Pooja Patil
21	2021-22	Elocution and Debate Competition	20	Mangesh Surulkar Manoj Pawar
22	2021-22	National Youth Day Celebration	92	Krushna Patil, Rahul Patil, Divya Purohit
23	2021-22	Chhatrapati Shivaji Maharaj Jayanti Celebration	138	Krishna Patil Kiran Patil Milind Randhire

- Students participated in organizing university level events Managers Day and Entrepreneurs Day. These events are organized in association with **Institute of Chartered Accountants of India, WIRC, Jalgaon Branch.**
- Events organized in association with **Rotary Club of Jalgaon, IMR Rotaract Club of Jalgaon and Saturday Club.**



- Students regularly participated in social and business events organized by different associations, groups and industries.
- **Social, Health and Safety related awareness programs** organized by IMR students:
 - ✓ Blood Donation Camp in Association with Red Cross Society and Golvalkar Raktpedhi, Jalgaon
 - ✓ Karate Classes for Girls organized in association with KBC NMU, Jalgaon under the title of “SWAYAMSIDDHA Abhiyaan”
 - ✓ Nirmalya Sankalan program on occasion of Ganesh Visarjan in association with Rotary Club of Jalgaon and IMR Rotaract Club of Jalgaon
 - ✓ Jagar Desh Bhakticha program was organized in association with AASHA Foundation, Jalgaon.

5.6.2. Students’ publications

Table 5.3. Student Publications

Sr.	Name of Student	Year	Title of Publication	Publication Details
1.	Kasturi mundhara, Dr. Vishal sadanshive	2019-20	Impact of goods & service tax on trading business and registration	KCES’S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
2.	Bhagyashree Patil, Dr. Vishal sadanshive	2019-20	Working capital management	KCES’S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
3.	Ashwini ajit runwal, Swapnil kate	2019-20	A study of inventory management	KCES’S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5

Sr.	Name of Student	Year	Title of Publication	Publication Details
4.	Eheteshamuddin R Qazi, Nishant Ghuge	2019-20	A Study of Investor Preference Analysis while investing in Mutual Fund	KCES'S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
5.	Pooja Rajaram Borika, Nishant Ghughe	2019-20	A study on detail analysis of e-banking	KCES'S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
6.	Vaishali Neve, Nishant Ghughe	2019-20	Study of microfinance (self-help groups)	KCES'S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
7.	Pallavi Dilip Mahajan, Anil Kumar Marthi	2019-20	Usage of Retail Banking	KCES'S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
8.	Nida Khanam, shweta chordiya	2019-20	Income tax planning in jalgaon with Respect to salaried persons	KCES'S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
9.	Bhavana Ravindra Patil, Shweta Chordiya	2019-20	Study Of Non-Performing Assets	KCES'S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
10.	Madhuri s. More, swapnil kate	2019-20	Comparative analysis of financial position	KCES'S IMR Students Research Publication Vol. I, Issue I 1 March 2020 ISBN: 978-93-82795-99-5
11.	Shivani Someshwar Phalak, Mamata Dahad	2020-21	To study job satisfaction of employees from Kiran machine tools ltd	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021

Sr.	Name of Student	Year	Title of Publication	Publication Details
				ISBN: 978-93-85026-89-8
12.	Uday Bhikari Bodade, Anil Kumar Marthi	2020-21	A study on Market Analysis of Amoron Two-Wheeler Batteries in Pune	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
13.	Sachin Prakash Sonawane, Anil Kumar Marthi	2020-21	A study on Marketing Strategy for Hindustan Dorr-Oliver Ltd. (HE/PV) Division	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
14.	Rathod Sham Devidas, Anil Kumar Marthi	2020-21	A study on Social Media - A Key driver for Improving Sales of Mudra Web Solution	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
15.	Shaikh Aqsa Md. Zubair, Dr. Parag Narkhede	2020-21	A study on Training and Development at Royal Enfield	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
16.	Pooja Rajaram Borika, Anil Kumar Marthi	2020-21	A study on detail analysis of e-banking	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
17.	Prasad satish bhamare, Shweta Chordiya	2020-21	To study home loans at Indiabull consumer finance ltd. Jalgaon	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
18.	Ritesh Dnyaneshwar Konde Guided	2020-21	A Study on Training and Development of Executive in organization	KCES'S IMR Students Research Publication Vol. 2,

Sr.	Name of Student	Year	Title of Publication	Publication Details
	by Mamata Dahad			Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
19.	Smita Patil Guided by Mamata Dahad	2020-21	Human Resource Management In Banking Sector	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8
20.	Shlok Bhandari Guided by Mamata Dahad	2020-21	Street Food, Package Food and FSSAI.(Food safety and standard Authority of India.	KCES'S IMR Students Research Publication Vol. 2, Issue 2, 2 March 2021 ISBN: 978-93-85026-89-8

Continuous in house contribution coming up from all semester students in form of articles, research in the KCES's IMR "VYASTHAPAN".

CRITERION 6

Faculty Attributes and Contributions (220)

6.1. Student Faculty Ratio (SFR)

Table 6.1: Students – Faculty Ratio

Year	2021-22	2020-21	2019-20
MBA.1	204	153	180
MBA.2	150	169	161
Total No. of Students in the Department (S)	354	322	341
No. of Faculty in the Department (F)	24	23	20
Student Faculty Ratio (SFR)	14.75	14.00	17.05
Average SFR	15.27		

S: F ratio (SFR) = N/F; N = No. of Students; F = No. of faculty

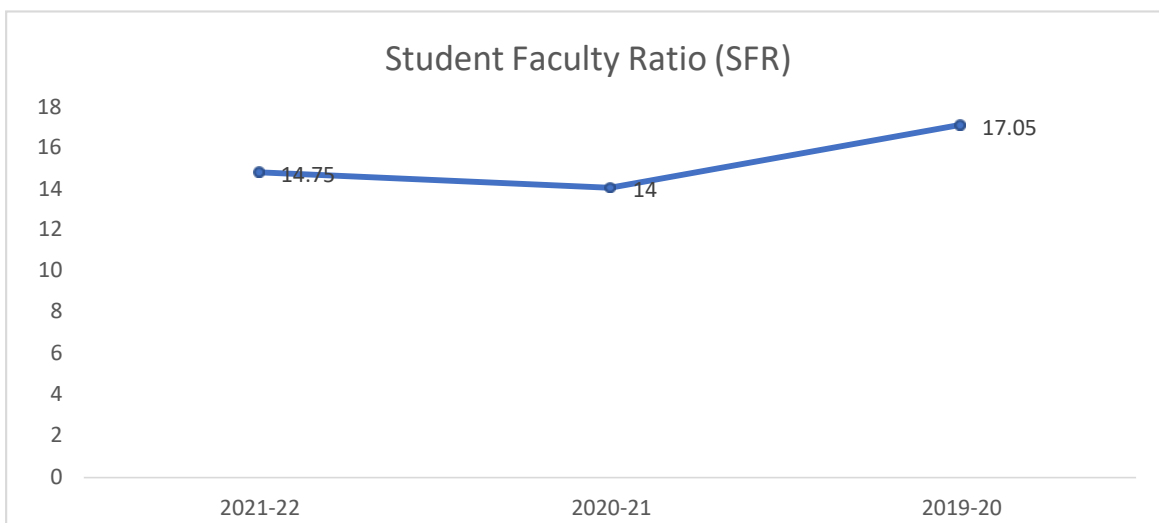


Figure. 6.1.1a: Yearwise Student Faculty Ratio

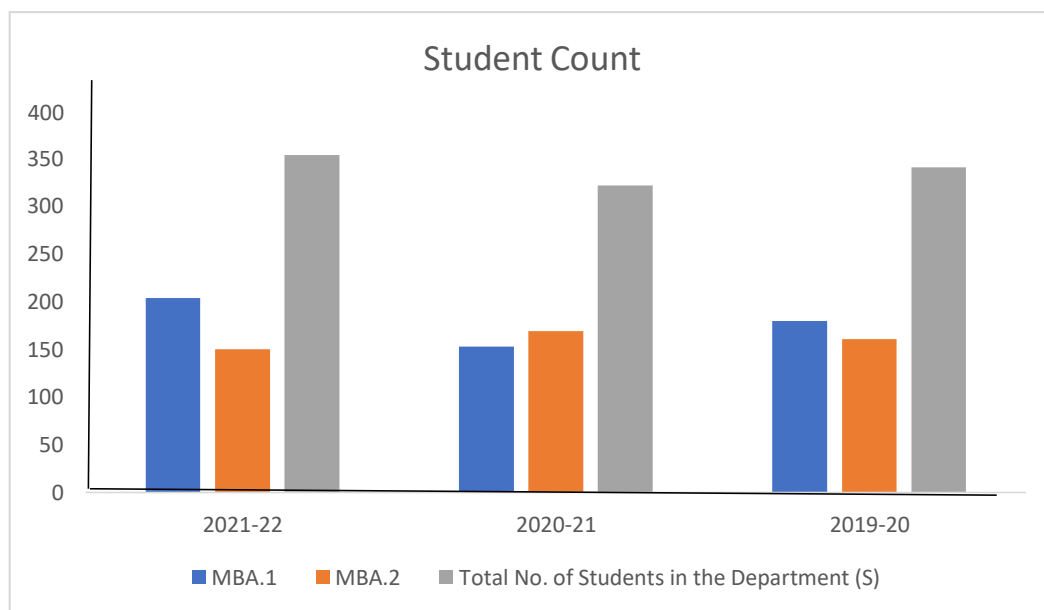


Figure. 6.1.1b: Yearwise Number of Students

The average Student Faculty Ratio for the Assessment Years (2019-20, 20-21 & 21-22) is 15.27 faculty members per student. Moreover, the institution is continuously being able to improve the SFR throughout the assessment years.

6.1.1. Provide the information about the regular and contractual faculty as per the format mentioned below:

Table 6.1.1: Regular and Contractual Faculty

AY	Total number of regular faculty in the department	Total number of contractual faculty in the department
2021-22	23	01
2020-21	22	01
2019-20	20	0

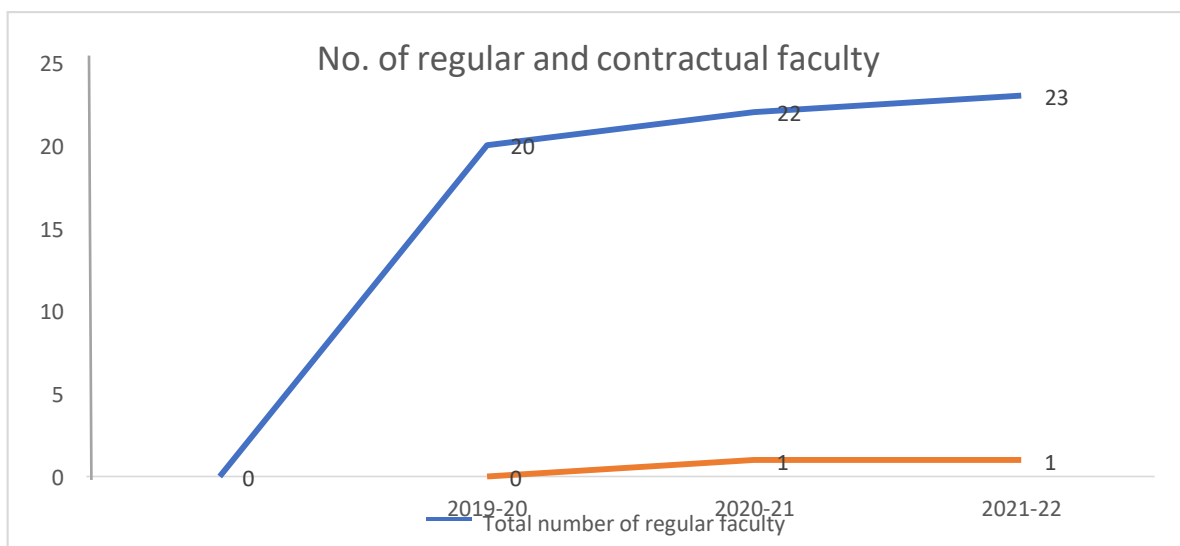


Fig. 6.1.1a Year wise Number of Regular Faculty

The requirement to have a minimum 75% of the total faculty to be regular faculty is met as the proportion of regular faculty to total faculty is 100% and all the faculty members are as per AICTE norms and standards.

6.2. Faculty Cadre

F1: Number of Professors required = $\frac{1}{9} \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1

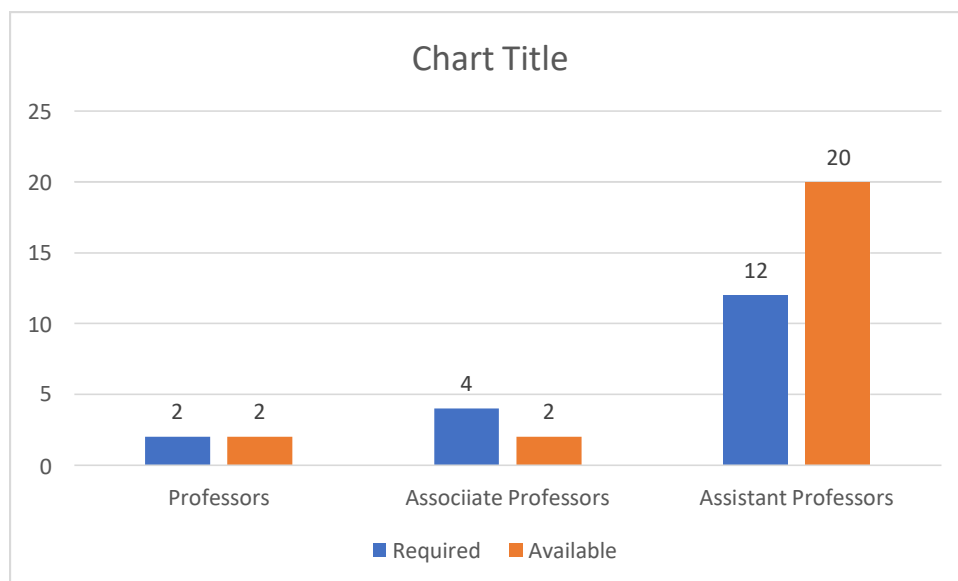
F2: Number of Associate Professors required = $\frac{2}{9} \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1

F3: Number of Assistant Professors required = $\frac{6}{9} \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1 The Faculty cadre proportion for reference is taken as 1(F1):2(F2):6(F3)

Table 6.2 Faculty Cadre

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
2021-22	2	2	4	2	12	20
2020-21	2	2	4	2	12	19
2019-20	2	2	4	2	12	16
Average number	RF1=2	AF1=2	RF2=4	AF2=2	RF3=12	AF3=20

$$\text{Cadre Ratio Marks} = ((AF1/RF1) + ((AF2/RF2)*0.6) + ((AF3/RF3)*0.4)*10$$



Three Year Average Cadre of Faculty

$$\text{Cadre Ratio Marks} = \left(\left(\frac{AF1}{RF1} \right) + \left(\frac{AF2 * 0.6}{RF2} \right) + \left(\frac{AF3 * 0.4}{RF3} \right) \right) \times 10$$

$$\text{Cadre Ratio Marks} = \left(\left(\frac{2}{2} \right) + \left(\frac{2 * 0.6}{4} \right) + \left(\frac{17 * 0.4}{12} \right) \right) \times 10 = 19$$

6.3. Faculty Qualification

Faculty Qualification assessment is calculated as

$$FQ = 1.5 \times \left[\frac{(10X + 4Y)}{F} \right]$$

Here: X= Number of regular faculty with Ph.D.,

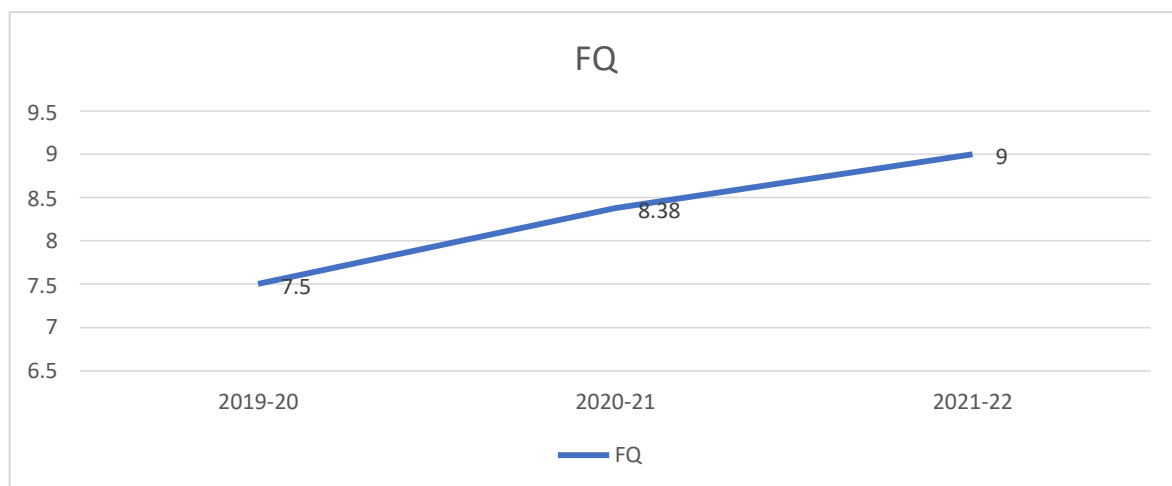
Y = Number of regular faculty with MBA,

F= Number of regular faculty required to comply 1:20 Faculty Student ratio (no. of faculty and no. of students required are calculated as per 6.1

Table 6.3 Faculty Qualification

Years	X	Y	F	FQ=1.5x[(10X+4Y)/F]
2021-22	10	11	24	9.00
2020-21	10	11	24	8.38
2019-20	10	10	24	7.50
Average Assessment				8.29

The average faculty qualification score (FQ) is found to be at 8.29



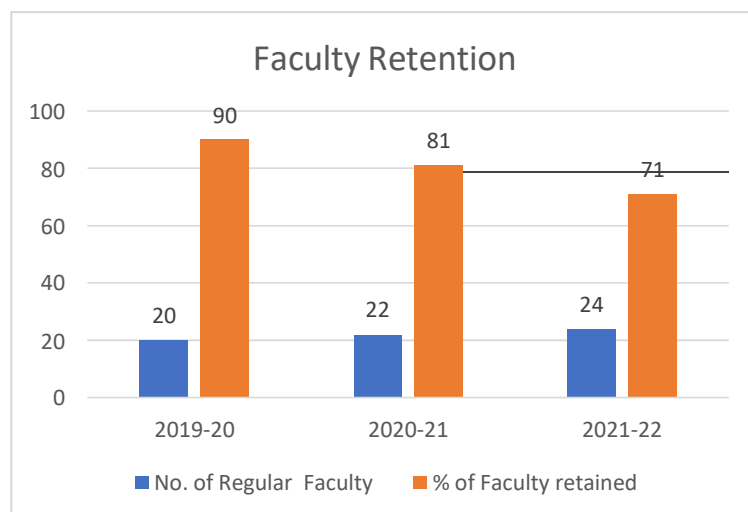
Year wise Faculty Qualification

6.4. Faculty Retention

Table 6.4 Faculty Retention

No. of regular faculty members in	2018-19= 21 2019-20=20 2020-21=22 2021-22=24
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Academic Year	No. of Regular Faculty	% of Faculty retained during the period of assessment keeping 2016-17 as base year
2021-22	24	71%
2020-21	23	81%
2019-20	20	90%
2018-19	21	
Average retention ratio		81%



Year-wise Faculty Retention

Average Retention of Faculty as CAYm2 (2018-19) base =81.00 %

6.5. Faculty Initiatives on Teaching and Learning

The institute brings in innovation in curriculum delivery to ensure effectiveness of knowledge transfer. The teaching and instructional methods used in the institute encourage learning through active student- industry interaction in the form of practical assignments and projects. The students learn in an environment which is experiential, fun, enjoyable, and highly conducive for learning. Traditional lectures can transform into open discussions. IMR believes in the case study methodology of injecting corporate flavor to the syllabus of its students. Faculty members develop cases of their own from their experience and discuss the same in the classroom.

- **Academic calendar**

At the end of each semester academic calendar for the next semester is prepared. It includes the commencement date and end date of the term, curricular, extra curricular activities, holidays, internal and external examination schedule.

Academic calendar is reviewed and finalized in IQAC meetings and is available in the Institute website

Weblink: [Academic Calendar \(imr.ac.in\)](http://imr.ac.in)

- **Session plan**

The session plan is prepared by the subject teachers which includes the following aspects:

1. Course objectives and outcomes.
2. Structure of session and schedule of the activities.
3. List of contents and key topics.
4. Learning resources to be given to the students.
5. Effectcive pedagogy to be used.

The session plan is uploaded in ERP and access is given to students.

Use of ICT:

The curriculum is delivered with the help of various teaching tools. IMR classrooms are lively places. The spirit of classroom teaching encompasses the fundamentals of theoretical and conceptual learning. The institute makes use of modern teaching aids such as:

- K-Yan Projector
- Smart boards
- LCD Projectors
- ERP-Learning Management Systems
- Documentary Films
- Educational Videos / Video lectures
- **E-Learning initiatives**

The faculty of the institute has developed blogs as e-learning initiatives. In this blog, the faculty updates respective subject study material, research papers, articles and current updates. Blogs are developed by faculty in their respective areas, such as, Finance, Marketing, Human Resources, and General Management.

The following are the links for some sample blog of Institute faculties:

- <http://managementeleaders.blogspot.com/?m=1>
- <http://www.nishantghuge.wordpress.com/>
- <https://anilmarthi.blogspot.com/>
- <https://www.blogger.com/blog/posts/2435486052410668477?tab=mj&bpli=1&pli=1>
- <https://www.drshamasarafsblog.com/> <https://www.drshamasarafsblog.com/>
- <https://www.shubhadakulkarni.blogspot.com/2021>
- www.paragnarkhede.com



following is the link for video lectures uploaded in Institute website

- [IMR Jalgaon - YouTube](#)

- **Methods:**

Recognizing the fact that a manager is a team player first and an individual performer later, most of the assignments given to the students are group assignments. Our faculty is free to choose the method they believe fits best with the content of the session. Therefore there is a wide variety of teaching styles and techniques that include:

- Lectures,
- Seminars
- Quizzes
- Group Discussions
- Case discussions
- Role-plays
- Project work
- Mock presentations
- Management Games
- Study tours
- News Room activity

- **Innovative discussions in class**

Department of management has taken an initiative to circulate the business newspapers among students. News topics in business newspapers and magazines that are relevant to the curriculum are identified by the faculty and students. These are then discussed in the class. This helps in understanding application of theoretical concepts in practical situations. It also helps students to understand recent trends in Management.

- **Interaction with the industry**

With the intention of identifying the employment needs of the industry the institute has frequent interactions with the industries. This helps in enhancing the skills of the students as required by the industry.



- **Students Entrepreneurship Forum**

The alumni of the institute are member of this forum. The department provides a platform to students to interact with the alumni entrepreneurs. This forum encourages students for entrepreneurship development.

Innovative product ideas are promoted through poster exhibition and product development.

- **Soft Skills, Communication skills and personality development**

The students are given training in soft skills and communication skills by the faculty as well as training and placement department. This helps to develop their overall personality and make them confident for their future role.

- **Short Survey**

The students are given opportunity to undertake minor surveys relevant to their areas of interest/specialisation. This helps the students to gain real life experience by working on the field.

- **Guest lectures**

In order to gain inputs beyond curriculum guest lectures by eminent personalities from social, corporate sector as well as government organizations are organized. Topics are generally the gaps identified in Program Outcomes.

- **Employability enhancement programs**

With the aim of imparting training on specific skills and thereby enhancing employability of the students, employability enhancement programs / workshops such as resume writings, mock interviews are arranged. This help them to face the interviews more confidently.

- **Remedial classes for the slow learners**

The faculty members conduct remedial classes for the students who are weak in academics. The sessions are tailor made to overcome their weak areas.

- **Rural Visits**

The rural visits for the students are arranged by the institute as a part of their holistic growth. This also helps them in understanding the socio economic issues and making them sensitive towards rural problems. The Institute has adopted 'Pokhari' village

20 kms away from the Institute, for initiatives on women empowerment, education and overall awareness on health and hygiene.

- **Student presentations and group discussions**

Presentation and group discussions are conducted on current trends in management, in order to enrich the student's presentation skills and communication skills.

During the third semester the students are required to undertake a project based on social issues and concerns. We at the institute have come up with the novel idea to upload a list and selected few on our institute website. The primary reason being the social issues addressed and studied may also be available for the general public to enable them suggest further into the study. Moreover, there also is an opportunity for other research scholars to consider this available data as a literature review and further develop on specific issues. Some of the topics of the study have been role of women literacy in family development, Cigarette addiction, Social networking, and Swachha Bharat Abhiyan.

6.6. Faculty Performance, Appraisal and Development System

Training and Development programs allows an institution to strengthen all those skills that each faculty needs to improve. The development program tries to bring all the faculties to a higher level having similar skills and knowledge. On these lines the Institute makes continuous efforts by organizing Faculty Development Programs, Workshops, and Seminars etc. to enhance the development of its faculties. It also motivates the faculties to organize and participate in such development events and enhance their credentials.

We at the Institute of Management & Research, acknowledge the value of our faculty in terms of contribution to the society and provide all opportunities for their development. The institute permits faculty to attend FDP's/Workshop/Conferences/Seminar organized by other institutions & universities of repute. In addition to this our Institute periodically conducts FDP's for the benefit of the faculty from the region. Various experts are invited as resource persons to conduct seminars and faculty development for the faculty. Faculty is also encouraged to participate, and present papers in conference, publish papers in journals and attend FDP every year. In addition to the above, efforts are also taken to identify areas of possible

developments amongst individual faculty members and are provided with appropriate training facilities. Each faculty member of the institute is encouraged for up gradation of skills by motivating for higher education, Pursuing Ph.D., NET, SET.

The Annual Self- Appraisal of Teaching for faculty:

The Performance Appraisal process forms an important part of the faculty appraisal and development system of the Institute

6.6.1 The Performance Review Process

Objective:

Performance Appraisal system serves many purposes and it supports the institute in achieving its vision and mission in various spheres, which includes the ongoing development of its talent and facilitating management in succession planning. In addition to this, Performance Appraisal System also helps a faculty in determining his/her performance positioning and is one of the important inputs to decide the annual reward/increment.

Guidelines to Appraisal for Completion:

The following process will help in completing the performance evaluation form

1. Individual completing the form should ensure that he/she is making “Informed Inputs”.
2. The concerned authority should be fair without any personal bias. He/ she needs to work with facts.
3. An individual filling this form must read all the parameters and only provide details of contribution during the specific academic period.
4. The faculties submit the appraisal form by the end of academic year. After this the management takes performance review discussion with faculties .
5. This form is divided into two parts.

Part A is general information about the faculty.

Part B is the key academic performance indicators which is divided into 4 sections which are as follows

- I. Teaching, Learning and Evaluation Related Activities
- II. Co-Curricular, Extension, Professional Development Related Activities
- III. Publications and Academic Contributions
- IV. Research and Innovation

Section below shows the evaluation of performance of the faculty on the basis of his/her contribution in the development of academic contents and resources for knowledge creation apart from regular teaching. The concerned faculty is supposed to put their academic performance attainments categories wise which were achieved in the duration from A. Y. July to June.

Following table shows the summary of the score

SUMMARY OF SCORES

	Criteria	Max API Score
I	Teaching, Learning and Evaluation related activities	100
II	Co-curricular Extension. Professional development etc	60
III	Publications and Academic Contributions	130
IV	Research and Innovation	110
	Total API Score	400
	% API Score of Maximum	

Performance Appraisal Grid on the basis of summary of scores

Above 85%:	Excellent
Above 75% but below 85%:	Very good
Above 60% but below 75%:	Good
Above 50% but below 60:	Fair
Below 50%:	Needs counselling and improvements

Table 6.5 e-FDP's attended by IMR Faculty

Sr. No.	Name Of Faculty	Organised By	Duration	Date
1	Dipali Sadashiv Patil	organized by SVKM's NMIMS School of Commerce, Dhule Campus	1 day	05-07-2021
2	Jayashree Chaudhari	Saamarthya Teachers Training Academy of Research	1 day	08-01-2021
3	Ms. Mamata Dahad	Saamarthya Teachers Training Academy of Research	1 day	08-01-2021
4	Priyanka Prakash Kharare	Dr. D Y Patil School of Management & Dr. D Y Patil School of MCA	05 days	02/08/21 to 06/08/21
5	Mr. Anil Kumar Marthi	Dr. D Y Patil School of Management & Dr. D Y Patil School of MCA	05 days	02/08/21 to 06/08/21

Sr. No .	Name Of Faculty	Organised By	Duration	Date
6	Dr. Nishant Ravindra Ghuge	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
7	Dr. Shweta Chordiya	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
8	Dr. Anupama Chaudhari	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
9	Mr. Sandip Ramakant Ghodke	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
10	Priyanka Prakash Kharare	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
11	Ms. Neha Pradip Lalwani	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
12	Ms. Manasi Nitin Bhangale	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
13	Ms. Mamata Dahad	KCES's College of Engineering and Management & Guru Angad Dev teaching Learning Centre	07 days	09/02/22 to 15/02/2022
14	Dr. Yogesh Arvind Patil	All India Council for Technical Education (AICTE)	05 days	10/01/2022 to 14/01/2022
15	Dr. Yogesh Arvind Patil	GODAVARI INSTITUTE OF MANAGEMENT AND RESEARCH JALGAON	01 day	17/02/2022
16	Mr.Swapnil Laxman Kate	GODAVARI INSTITUTE OF MANAGEMENT AND RESEARCH JALGAON	01 day	17/02/2022
17	Dipali Sadashiv Patil	Godavari Institute of Management and Research Jalgaon	01 day	17/02/2022
18	Dr. Nishant Ravindra Ghuge	GODAVARI INSTITUTE OF MANAGEMENT AND RESEARCH JALGAON	01 day	17/02/2022
19	Mr. Sandip Ramakant Ghodke	GODAVARI INSTITUTE OF MANAGEMENT AND RESEARCH JALGAON	01 day	17/02/2022
20	Ms.Harpreet Jagjit Singh Saini	Godavari Institute of Management and Research Jalgaon	01 day	17/02/2022
21	Ms. Neha Pradip Lalwani	GODAVARI INSTITUTE OF MANAGEMENT AND RESEARCH JALGAON	01 day	17/02/2022

Sr. No .	Name Of Faculty	Organised By	Duration	Date
22	Ms. Manasi Nitin Bhangale	GODAVARI INSTITUTE OF MANAGEMENT AND RESEARCH JALGAON	01 day	17/02/2022
23	Ms. Mamata Dahad	GODAVARI INSTITUTE OF MANAGEMENT AND RESEARCH JALGAON	01 day	17/02/2022
24	Ms. Mamata Dahad	All India Council for Technical Education(AICTE)	01 day	20/09/ 2021
25	Jayashree Chaudhari	Saamarthya Teachers Training Academy of Research	01 day	22/01/2021
26	Dipali Sadashiv Patil	KCES's Institute of Management and Research, Jalgaon	05 days	25 to 29 /10/ 2021
27	Mr.Swapnil Laxman Kate	KCES's Institute of Management and Research, Jalgaon	05 days	25 to 29 /10/ 2021
28	Dr. Yogesh Arvind Patil	KCES's Institute of Management and Research, Jalgaon	05 days	25 to 29 /10/ 2021
29	Dr. Nishant Ravindra Ghuge	KCES's Institute of Management and Research, Jalgaon	05 days	25 to 29 /10/ 2021
30	Dr. Shweta Chordiya		05 days	25 to 29 /10/ 2021
31	Mr.Anil Kumar Marthi	KCES's Institute of Management and Research, Jalgaon	05 days	25 to 29 /10/ 2021
32	Priyanka Prakash Kharare	KCES's Institute of Management & Research, Jalgaon	05 days	25/10/21 to 29/10/21
33	Ms. Mamata Dahad	KCES's Institute of Management & Research, Jalgaon	05 days	25/10/21 to 29/10/21
34	Mr. Sandip Ramakant Ghodke	KCES's Institute of Management and Research, Jalgaon	05 days	25/10/21 to 29/10/21
35	Ms. Manasi Nitin Bhangale	KCES's Institute of Management and Research, Jalgaon	05 days	25/10/21 to 29/10/21
36	Dr. Parag Arun Narkhede	All India Council for Technical Education(AICTE)	05 days	27/09/21 - 01/10/21
37	Ms. Mamata Dahad	All India Council for Technical Education (AICTE)	05 days	27/09/21 - 01/10/21
38	Dr. Anupama Chaudhari	AICTE	05 days	27/09/21 to 01/10/21
39	Dr. Nishant Ravindra Ghuge	AICTE	05 days	27/09/21 to 01/10/21
40	Dr. Anupama A2:D34Chaudhari	Dr. Gaur Hari Singhania Institute of Management and Research, Sangam University	05 days	28/06/21 to 04/07/21
41	Prof. Shubhada Kulkarni	IT Skills For Smart Teaching	5 Days	
42	Prof. Shubhada Kulkarni	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020

Sr. No .	Name Of Faculty	Organised By	Duration	Date
43	Dr. Parag Narkhede	Management 4.0	5 days	15-02-2021 To 20 – 02-2021
44	Dr. Parag Narkhede	Atal - Design Thinking	5 days	14-09-20 To 18-09-20
45	Dr. Parag Narkhede	Changing Paradigms In Management Education	5 days	24- 08-2020 To 29-08-2020
46	Dr. Parag Narkhede	Effective Use Of ICT Tools For Efficient Online Teaching	2 days	29-05-2020 To 30-05-2020
47	Dr. Parag Narkhede	Leaning, Pedagogy And Effective Use Of Case Methodology	5 days	17-05-2020 To 21-05-2020
48	Dr. Mamata Dahad	New Paradigm In E-Learning Tools And Techniques For Teaching Learning	3 days	17-07- 2020 To 19-07-2020
49	Dr. Mamata Dahad	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020
50	Dr. Mamata Dahad	Writing High Impact Research Papers Effectively And Efficiently	3 days	4-06-2020 To 6- 06-2020
51	Mr. Anilkumar Marthi	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020
52	Dr. Anupama Chaudhari	Atal- Management Information System	5 Days	2-11-2020 to 6-11-2020
53	Dr. Anupama Chaudhari	New Paradigm In E-Learning Tools And Techniques For Teaching Learning	3 days	17-07- 2020 To 19-07-2020
54	Dr. Anupama Chaudhari	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020
55	Dr. Anupama Chaudhari	Application Of Business Analytics In The Area Of Management	5 days	22-06-2020 To 26-06-2020
56	Dr. Anupama Chaudhari	Effective Use Of ICT Tools For Efficient Online Teaching	2 days	29-05-2020 To 30-05-2020
57	Dr. Anupama Chaudhari	Leaning, Pedagogy And Effective Use Of Case Methodology	5 Days	17-05-2020 To 21-05-2020
58	Dr. Anupama Chaudhari	Managing Online Classes And Co-Creating MOOCS	15 days	20-04-2020 To 6-05-2020
59	Dr. Vishal Sandanshive	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020

Sr. No .	Name Of Faculty	Organised By	Duration	Date
60	Dr. Vishal Sandanshive	Writing High Impact Research Papers Effectively And Efficiently	2 days	4-06-2020 To 6- 06-2020
61	Dr. Vishal Sandanshive	Leaning, Pedagogy And Effective Use Of Case Methodology	5 Days	17-05-2020 To 21-05-2020
62	Dr. Nishant Ghuge	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020
63	Dr. Nishant Ghuge	Open Source Tools For Research	5 days	8-06-2020 To 14-06-2020
64	Dr. Nishant Ghuge	Leaning, Pedagogy And Effective Use Of Case Methodology	5 days	17-05-2020 To 21-05-2020
65	Dr. Shama Saraf	Skill Development In Academic And Research	5 days	14-08-2020 To 18-08-2020
66	Dr. Shama Saraf	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020
67	Dr. Shweta Chordiya	Mutual Fund Insights	1 day	14-08-20
68	Dr. Shweta Chordiya	TTT-Online Learning: Live Classroom Teaching Platforms	4 days	24-07-2020 To 27-07-2020
69	Dr. Shweta Chordiya	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-06-2020 To 13-06-2020
70	Mr. Yogesh Patil	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-Jun-2020 To 13-Jun-2020
71	Mrs. Priyanka Kharare	Recent Trends in Research Article Writing (Online mode)	5 days	22-Mar-21 To 27-Mar-21
72	Mrs. Priyanka Kharare	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-Jun-2020 To 13-Jun-2020
73	Mrs. Priyanka Kharare	Research Methodology	3 days	24-May-2020 To 26-May-2020
74	Mrs. Priyanka Kharare	Leaning, Pedagogy And Effective Use Of Case Methodology	5 Days	17-May-2020 To 21-May-2020
75	Mrs. Pushpalata Patil	Digital Skills For Smart Teaching	1 day	9-Aug-2020 (5 Days)

Sr. No.	Name Of Faculty	Organised By	Duration	Date
76	Mrs. Pushpalata Patil	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-Jun-2020 To 13-Jun-2020
77	Mr. Amol Pande	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-Jun-2020 To 13-Jun-2020
78	Mr. Sandip Ghodke	Pedagogy In Management And Computer Science Education In Post Covid Era	2 days	12-Jun-2020 To 13-Jun-2020
79	Dhanashree Chaudhari	Open Source Tools For Research	5 Days	8-Jun-2020 To 14-Jun-2020
80	Dhanashree Chaudhari	How to be an Effective Online Teacher	1 day	05th June, 2020
81	Dhanashree Chaudhari	Management and Computer Science Education in Post Covid Era	2 days	12th and 13th June, 2020
82	Mr. Amol Pande	Online Learning: Live Classroom Teaching Platforms	5 Days	JULY 24-27, 2020
83	Dr. Mamata Dahad	Online Learning: Live Classroom Teaching Platforms	5 Days	JULY 24-27, 2020
84	Mr. Amol Pande	Teaching Pedagogy	2 days	22-23 July 2020
85	Mr. Amol Pande	Intellectual Property Right	1 day	19-Jul-19
86	Priyanka Kharare	Online Learning: Live Classroom Teaching Platforms	5 Days	JULY 24-27, 2020
87	Dhanashree Chaudhari	The Scenario of Commerce, Management and Economics Education after COVID-19	10 days	29th-8th June, 2020

Table 6.6 FDP attended by IMR Faculty

Sr. No.	Faculty Member	Title	Resource person	Place	Duration	Date
1	Amol Prakash Pande	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
2	Anilkumar Marthi	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
3	Bhagyshri N. Khadke	Teaching Pedagogy	Dr. Srinivasa, Dr.	KCES's IMR, Jalgaon	2 days	22-23 July 2019

Sr. No.	Faculty Member	Title	Resource person	Place	Duration	Date
			Sukhmit Kalsi			
4	Deepali S. Patil	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
5	Dhanashree D. Chaudhari	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
6	Dr. Anupama Chaudhari	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
7	Dr. Parag Narkhede	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
8	Prof. Shubhada Kulkarni	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
9	Priyanka P Kharare	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July, 2019
10	Dr. Shweta Chordiya	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
11	Nitin S. Kharche	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July, 2019

Sr. No.	Faculty Member	Title	Resource person	Place	Duration	Date
12	Dr. Vishal Rajendra Sandanshive	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
13	Dr. Nishant Ghuge	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
14	Ms. Mamata Dahad	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
15	Dr. Vivek Vikas Yawalkar	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
16	Dhanpal Nivrutti Waghulde	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
17	Yogesh A. Patil	Teaching Pedagogy	Dr. Srinivasa, Dr. Sukhmit Kalsi	KCES's IMR, Jalgaon	2 days	22-23 July 2019
18	Dr. Nishant Ghuge	International seminar on Capacity Building for quality enhancement in higher education	Prof. Martin Valcke	KBC NMU, Jalgaon	1 day	10-May-19
19	Dr. Vishal Sandanshive		Prof. Martin Valcke	KBC NMU, Jalgaon	1 day	10-May-19
	Dr. Parag Narkhede		Prof. Martin Valcke	KBC NMU, Jalgaon	1 day	10-May-19
20	Prof .Shubhada Kulkarni	Symposium on Marketing in VUCA world	Prof. Manoj Choudhary, R Kartik & Ms. Nandita Khaire	Indira Institute of Management Studies, Pune	2 days	19-20 Jan 2018

Sr. No.	Faculty Member	Title	Resource person	Place	Duration	Date
21	Ms. Mamata Dahad	Leapfrogging to Future Ready Higher Education	Speakers at National Teachers Congress MIT Pune	MIT Pune	3 days	4,5,6 Jan 2019

Table 6.7 IMR faculty as Resource Person

Sr. No.	Topic	Duration	Resource Person	Type of Training	Training Methodology	Participants	Name of the Institute	Date
1	Budgeting	1 Module	Dr. Nishant Ravindra Ghuge	Financial Training	Online	30	Dr. DY Patil Business School, Pune in Collaboration with East delta University, Bangladesh	03-04-2022
2	Statistical tools for testing hypothesis using SPSS	3 Hrs	Dr. Parag Narkhede	Pre Ph.D training	Interactive Session, Workshop	18	Sardar Petel University, Vallabh Vidya Nagar, Anand, Gujrat	11-02-2022
3	Presentations Skills	1 Day	Dr. Anupama Chaudhari	Skill training	Interactive Session	13	S.S. Maniyar Law College, Jalgaon	31/07/2019
4	Tally ERP	1 Day	Amol Pande	Technical Training	Practical Session	25	KCEOIT, Jalgaon	24/01/2019
5	Advanced Excel	1 Day	Dhanpal Waghulde	Technical Training	Practical Session	29	KCEOIT, Jalgaon	21/01/2019
6	Developing Interpersonal Skills	5 Days	Dr. Mamata Dahad	Interpersonal Skills	Interactive Session, Workshop	20	Arts, Commerce & Science College, Bodwad	4/2/2019 to 8/2/2019

Sr. No.	Topic	Duration	Resource Person	Type of Training	Training Methodology	Participants	Name of the Institute	Date
7	Mutual Funds	5 Days	Dr. Nishant Ghuge	Smart investment	Interactive Session	23	Arts, Commerce & Science College, Bodwad	22/7/2019 – 26/7/2019
8	Soft skills and PD	1 Day	Prof. Shubhada Kulkarni	Skill training	Activity based	23	M.D. Palesha, Dhule	5/2/2019
9	Goods and Services Tax	1 Day	Dr. Shweta Chordiya	Goods & Services Tax (GST)	Workshop	23	Arts, Commerce & Science College, Bodwad	4/2/2019 to 8/2/2019
10	Training and Development	5 days	Dr. Parag A. Narkhede	Training Methods	Workshop	14	PDUSPM's IMR, Jamner	23-9-2019 to 27-9-2019

6.7. Visiting/Adjunct Faculty

The Institute invites a variety of professionals and experts from wide ranging fields of management who contribute to the process of imparting knowledge and building skills for the students of the Institute. Following is the list of selected professionals invited to the institute during the assessment years:

Table 6.8 visiting Faculty

Name of the visiting Faculty	Subject Taught	Duration
Mrs. Anjali Biyani	Corporate Communication Skills	2021-22
Mrs. Priyanka Bothra	Event Management	
Mrs. Anjali Biyani	Corporate Communication Skills	2020-21
Mrs. Priyanka Bothra	Event Management	
Mrs. Anjali Biyani	Corporate Communication Skills	2019-20
Mrs. Priyanka Bothra	Event Management	

6.8. Academic Research

A. Faculty Paper Publications

- Publications in refereed journals

Research papers per teachers in the journals notified on UGC website

Table 6.9 Research Publication in refereed journals



Sr No	Title of paper	Name of the author/s	Name of journal	Year of publication	ISSN number	Is it listed in UGC Care list/Scopus/ Web of Science/other, mention
1	Human Resource Accounting : A new HR insight	Mr. Swapnil Kate	Shodh Sarita	2020-21	ISSN: 2348-2397	UGC Carelist
2	A study on buying behavior of rural consumers towards private life insurance	Dr. Yogesh Patil	Shodh Sarita	2020-21	ISSN: 2348-2397	UGC Carelist
3	A study of employee engagement in banking sector in Jalgaon district	Mrs. Dipali S. Patil	Shodh Sarita	2020-21	ISSN: 2348-2397	UGC Carelist
4	A study of employee engagement in banking sector in Jalgaon district	Dr. Vishal Sandanshive	Shodh Sarita	2020-21	ISSN: 2348-2397	UGC Carelist
5	Analysis of COVID 19 Cases in Jalgaon Maharashtra	Dr. Shama Saraf	Shodh Sarita	2020-21	ISSN: 2348-2397	UGC Carelist
6	Impact of COVID-19 lock down period: An exploratory study	Dr. Shubhada Kulkarni	Shodh Sarita	2020-21	ISSN: 2348-2397	UGC Carelist
7	Need of ERP software in manufacturing industry in Maharashtra	Dr. Shama Saraf	Shodh Sarita	2020-21	ISSN: 2348-2397	UGC Carelist
8	A Study of Impact of Make in India Campaign on	Dr. Nishant Ghuge	SSRG International Journal of Economics and	2020-21	2393-9125 (O)	

Sr . No .	Title of paper	Name of the author/s	Name of journal	Year of publication	ISSN number	Is it listed in UGC Care list/Scopus/ Web of Science/other, mention
	the Indian Economy		Management Studies			
9	Fundamental Analysis of Selected Public and Private Sector Banks in India	Dr. Nishant Ghuge	International Journal of Research, Science, Technology & Management	2020-21	ISSN: 2456-0006	Other - Google Scholar
10	A Study of Literature Review on Insolvency and Bankruptcy Code	Dr. Parag Narkhede	AEGAEUM JOURNAL	2020-21	ISSN NO: 0776-3808	UGC Carelist
11	Importance of Green Human Resource Management	Dr. Anupama Chaudhari	The International journal of analytical and experimental modal analysis	2019-20	ISSN NO: 0886-9367	Other - Google Scholar
12	A study of employee absenteeism in hospitals of Jalgaon City	Dr. Anupama Chaudhari	Studies in Indian Place Names	2019-20	ISSN: 2394-3114	UGC Carelist
13	Awareness, adoption and Challenges of mobile banking app: an empirical study	Prof Shubhada Kulkarni	Journal of Information and Computational Science	2019-20	ISSN: 1548 - 7741	Scopus
14	Factors Influencing on Adopting of M-Banking App in Jalgaon District: An Empirical Study	Prof Shubhada Kulkarni	Journal Of Interdisciplinary Cycle Research,	2019-20	ISSN: 0022-1945	UGC Carelist

Sr • No •	Title of paper	Name of the author/s	Name of journal	Year of publicati on	ISSN number	Is it listed in UGC Care list/Scopus/ Web of Science/oth er, mention
15	Challenges of Human Resource Management in HEIs	Dr. Anupama Prabhat Chaudhari	‘RESEARCH JOURNEY’ International Multidisciplin ary E- Research Journal	2019-20	ISSN :2348- 7143	Other - Google Scholar
16	Transformatio nal Leadership in Businesses	Dr. Parag Narkhede	‘RESEARCH JOURNEY’ International Multidisciplin ary E- Research Journal	2019-20	ISSN : 2348- 7143	UGC notified
17	Transformatio nal Leadership in Businesses	Dr. Mamata Dahad	‘RESEARCH JOURNEY’ International Multidisciplin ary E- Research Journal	2019-20	ISSN : 2348- 7143	UGC notified
18	A Study on Marketing Strategies used by the E- Retailers in India	Dr. Nitin Kharche	‘RESEARCH JOURNEY’ International Multidisciplin ary E- Research Journal	2019-20	ISSN : 2348- 7143	UGC notified
19	A Study on Awareness of M-Banking App in Rural Areas of Jalgaon District	Dr. Prof. Shubhada Mohan Kulkarni	‘RESEARCH JOURNEY’ International Multidisciplin ary E- Research Journal	2019-20	ISSN : 2348- 7143	UGC notified
20	A Study on Adaptability of Employees towards Changes in Technological Environment amongst Employees of State Bank of India in Jalgaon	Priyanka P Kharare	‘RESEARCH JOURNEY’ International Multidisciplin ary E- Research Journal	2019-20	ISSN : 2348- 7143	UGC notified

Sr • No •	Title of paper	Name of the author/s	Name of journal	Year of publicati on	ISSN number	Is it listed in UGC Care list/Scopus/ Web of Science/othe r, mention
21	A Study on Adaptability of Employees towards Changes in Technological Environment amongst Employees of State Bank of India in Jalgaon	Dr. Shubhada Mohan Kulkarni	‘RESEARCH JOURNEY’ International Multidisciplinary E-Research Journal	2019-20	ISSN : 2348-7143	UGC notified
22	Motivation : An Effective Tool for Productivity Improvement	Mrs. Dhanashree Chaudhari	‘RESEARCH JOURNEY’ International Multidisciplinary E-Research Journal	2019-20	ISSN : 2348-7143	UGC notified
23	The Future of Gig Economy in India	Deepali S. Patil	‘RESEARCH JOURNEY’ International Multidisciplinary E-Research Journal	2019-20	ISSN : 2348-7143	UGC notified
24	The Future of Gig Economy in India	Bhagyashri N. Khadke	‘RESEARCH JOURNEY’ International Multidisciplinary E-Research Journal	2019-20	ISSN : 2348-7143	UGC notified
25	Strategic Transformation of Power Sector through Smart Innovations	Dr. Shubhada Kulkarni	‘RESEARCH JOURNEY’ International Multidisciplinary E-Research Journal	2019-20	ISSN : 2348-7143	UGC notified
26	Job Satisfaction and Employee Performance of Employees in Life Insurance Corporation	Dr. Shubhada Kulkarni	‘RESEARCH JOURNEY’ International Multidisciplinary E-Research Journal	2019-20	ISSN : 2348-7143	UGC notified

Sr • No •	Title of paper	Name of the author/s	Name of journal	Year of publicati on	ISSN number	Is it listed in UGC Care list/Scopus/ Web of Science/oth er, mention
	134 of Amalner and Chalisgaon Talukas of Jalgaon District					
27	Women Entrepreneurs hip in India	Dr. Shama Saraf	'RESEARCH JOURNEY' International Multidisciplin ary E- Research Journal	2019-20	ISSN :2348- 7143	UGC notified
28	Study of Consumer Behaviour Vis-à-vis Vehicle Insurance in India	Prof Shubhada Kulkarni	Sydenham Management Review	2019-20	ISSN : 2249- 9490	Other - Google Scholar
29	Driving Business Excellence Through Work-Life Balance	Dr. Parag Narkhede	Research Journey' International Multidisciplin ary E- Research Journal	2019-20	ISSN: 2348- 7143	UGC notified
30	Driving Business Excellence Through	Dr. Mamata Dahad	Research Journey' International Multidisciplin	2019-20	ISSN: 2348- 7143	UGC notified

Sr . No .	Title of paper	Name of the author/s	Name of journal	Year of publication	ISSN number	Is it listed in UGC Care list/Scopus/ Web of Science/other, mention
	Work-Life Balance		ary E-Research Journal			

- Papers published in reputed conferences

Papers published in National/ International conference proceedings per teacher

Table 6.10 Publication in Conference

Sl .No .	Name of the teacher	Title of the paper	Title of the proceedings of the conference	Name of the conference	Nat ion al / Int ern at ion al	Yea r of pub lic at ion	ISBN/ ISSN numbe r of the procee ding	Affiliat ing Institut e at the time of publica tion	Name of the publis her
1	Mr. Sandip Ghodke	Impact of demographic factors on awareness of digital distribution channel of life insurance	Platinum	International Conference on commerce and management	International	2020-21	ISSN: 2231-0096	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
2	Prof. Shubhada Kulkarni	Impact of demographic factors on awareness of digital distribution channel of life insurance	Platinum	International Conference on commerce and management	International	2020-21	ISSN: 2231-0097	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
3	Dr. Anupama Chaudhari	Awareness of Postal Services among Citizens in Jamner city		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2023	International	2020-21	ISBN : 978-93-90288-49-9	KCES's Institute of Management and Research, Jalgaon	Atharva Publication

4	Ms. Mamata Dahad	Power of Emotional Intelligence in Digital Era		Transforming through Reinvention in the Current Emerging Global Order 2020]	International	2020-21	ISBN : 978-93-90288-49-7	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
5	Dr. Anupama Chaudhari	Power of Emotional Intelligence in Digital Era		Transforming through Reinvention in the Current Emerging Global Order 2020]	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
6	Mr. Amol Pande	An exploratory study on green HRM practices in Business Organization		Transforming through Reinvention in the Current Emerging Global Order 2020]	International	2020-21	ISBN : 978-93-90288-49-9	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
7	Prof Shubhada Kulkarni	Case of Changing Admission Pattern of Indian Students Going Abroad'		International Research Conference on Reimagining Business Focus on Challenges and Responses	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication

8	Prof Shubhada Kulkarni	Impact of Lockdown period due to Corona crisis, in the usage of the mobile banking app: An exploratory study		International E Conference on Transforming Through Reinvention In The Current Global Order 2020	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
9	Dr. Shama Saraf	Study of COVID 19 cases in Jalgaon district		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2020	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
10	Prof. Shilpa Bendale	Up Skilling And Re-Skilling Oneself: Indispensable For Your Success		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2021	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
11	Dr. Shama Saraf	Women Self Help Groups and COVID-19 Pandemic in India		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2022	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
12	Dr. Shama Saraf	Brand Preference and its Effect/impact on sales of ERP Software in Manufacturing Industry in Maharashtra		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2023	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication

13	Dr. Yogesh Patil	A Study on Expectations of Rural Consumers from Private Life Insurance Companies w.r.t. North Maharashtra Region		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2024	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
14	Mr. Anulkumar Marthi	An unassuming virus and its impact on Education Educating during Pandemics		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2025	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
15	Dr. Parag Narkhede	An unassuming virus and its impact on Education Educating during Pandemics		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2025	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
16	Dr. Vishal Sandan shive	A Study of Role of AI in Banking Sector		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2026	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
17	Dr. Nishant Ghuge	An Analytical study of SEBI's New regulation for Multi cap funds		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEGO) 2027	International	2020-21	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication

18	Sandip Ghodke	social media and youth: study on its impact, benefits and challenges		National conference on Maharashtra state commerce association		2019-20	ISSN: 2348-7143	KCES's Institute of Management and Research, Jalgaon	Atharva Publication
19	Mr. Dhanpal Waghulde	A study of adoption of information Communication technology (ICT) tools by Small and Medium Enterprise of Jalgaon MIDC		Transforming through Reinvention in the Current Emerging Global Order (ICTRCEO) 2033	International	2019-20	ISBN : 978-93-90288-49-8	KCES's Institute of Management and Research, Jalgaon	Atharva Publication

Table 6.11 Books Published During the Assessment Years

<i>Books and chapters in edited volumes/books published</i>						
Sl. No.	Name of the teacher	Title of the book/chapters published	Year of publication	ISBN/ISSN number of the proceeding	Affiliating Institute at the time of publication	Name of the publisher

1	Prof. Shilpa Bendale	STARTUP: Entrepreneurial Revolution	2020-21	ASIN: B09HV1PWPN	KCES's Institute of Management and Research, Jalgaon	Kindle Edition
21	Prof. Shubhada Kulkarni	Caste and Gender Equality in Contemporary India(Women Participation in rotary club)	2020-21	ISBN 13: 9789353242718 ISBN 10: 9353242711	KCES's Institute of Management and Research, Jalgaon	Kalpaz Publications
2	Dr. Vishal Sadanshive	(Case Studies in Management)Why the Netmeds acquisition is significant for Reliance?	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
3	Dr. Parag Arun Narkhede	How to deal with employees facebook post	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
4	Dr. Parag Arun Narkhede	(Case Studies in Management) A case study on lagging of hr policies	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
5	Dr. Shweta Chordiya	(Case Studies in Management) A case study on capital structure decision	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
6	Dr. Shweta Chordiya	(Case Studies in Management) A case study on working capital management	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
7	Ms. Mamata Dahad	(Case Studies in Management) A case study on Employee equality	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications

8	Ms. Mamata Dahad	(Case Studies in Management) A case study on leadership and management	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
9	Dr. Nishant Ghuge	Case Study : IRCTC IPO	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
10	Dr. Nishant Ghuge	A case study on hedging using futures contract	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
11	Mr. Anilkumar Marthi	(Case Studies in Management) Katta- fast food center: a case study	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
12	Prof. S.M. Kulkarni	(Case Studies in Management) Education : the secondary matter ?	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
13	Prof. S.M. Kulkarni	(Case Studies in Management) A case study on : 'life insurance distribution'	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
14	Dr. Anupama Chaudhari	(Case Studies in Management) Social responsibility with managing supermarket food waste : a case study	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
15	Dr. Anupama Chaudhari	(Case Studies in Management) The non-correctable system: a case study	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications

16	Mr. Nitin S. Kharche	(Case Studies in Management) Role of management functions in execution strategies	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
17	Mr. Nitin S. Kharche	(Case Studies in Management) Product mix management	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
18	Prof. Yogesh Patil	(Case Studies in Management) Banking: a system of financial discipline	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
19	Mr. Punit Sharma	(Case Studies in Management) case study model for strategic marketing planning for airport authority of India	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
20	Mr. Dhanpal Waghulde	(Case Studies in Management) A case study on management information system in McDonald's	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
21	Mrs. Priyanka Kharare	A case study on financial services	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
22	Mrs. Priyanka Kharare	A case study on leadership challenge	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications

23	Dr. Shama Saraf	A case study on industrial safety management : mock drill	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
24	Dr. Shama Saraf	Print media-problem in corona lockdown period	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
25	Mrs. Pushpalata S. Patil	(Case Studies in Management) A case study on banking operations	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
26	Ms. Barkha Makheja	(Case Studies in Management) A Case Study on GST	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
27	Ms. Barkha Makheja	(Case Studies in Management) Case study on working capital management	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
28	Ms. Bhagyashri Khadke	(Case Studies in Management) A case study on supply chain disruptions	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
29	Mrs. Dhanashree Chaudhari	(Case Studies in Management) Authority of personnel manager at regional level	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications
30	Mrs. Deepali Patil	(Case Studies in Management) A case study on employee management	2019-20	ISBN : 978-93-85027-53-6	KCES's Institute of Management and Research, Jalgaon	Kumud Publications

Table 6.12 e-Conferences/ Workshops attended by IMR Faculty



Sr . N o.	Name of the faculty	Paper title (if any)	eConference Name	Date(dd/m m/yy)	National/International
1	Dr Parag Narkhede	IBC and Corporate Insolvency Resolution Proceedings post COVID-19 Pandemic	6th National E conference on Post Covid Strategies to gear up Indian Economy	23 24 July 2021	National
2	Priyanka Prakash Kharare		Modern Techniques and practices in commerce and management	04-09-21	International
3	Mr. Anil Kumar Marthi		Modern Techniques and practices in commerce and management	04-09-21	International
4	Jayashree D. Chaudhari	Lifelong Learning: An analysis how life long learning has become an segregated part of human life	Transforming with changing dimension in Industry and Education	04-12-21	
5	Dipali Sadashiv Patil	“Impact of Work stress on Job Performance of Bank Employees during pandemic.”(8th National Conference on “Innovation Technology and Entrepreneurship”	15/12 /2021	National

Table 6.13 Self Developed Case Studies Published by Faculties

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
1	Dr. Vishal Sandanshive	Finance	Mergers and Acquisition	Mergers and Acquisitions
			Financial Inclusions	Capital Structure
				Ratio Analysis
				Debtors Management
2	Dr. Parag Narkhede	HR	Succession Planning	Case study on Industrial relations
			Lagging HRM Policy	Case study on Attitude, Conflict, Strikes
				Case study on Performance appraisal
3	Dr. Shweta Chordia	Finance	Capital Budgeting	Capital Budgeting
			Cash and Liquidity Management	Marginal Costing
				Receivables Management
				Cash Management
				Dividend decisions
				Working Capital Management
				Financial Statement Analysis

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
4	Dr. Mamata Dahad	OB	A case study on Leadership skills & Leadership styles	A case study on managing Change
			A case study on Motivation theories	A case study on reducing employee stress
				A case study on how empowerment improves employee productivity
				A case study on organizational politics
				A case study on leadership
				A case study on OD interventions
5	Dr. Nishant Ghuge	Investment Management & Business and Government	A Case study on IPO	Make in India – Business and Government
			Time Value of money	Startup India, Skill India, Digital India – Business Government
6	Anilkumar Marthi	Strategic Management	Caselet on Sony Studios Jalgaon	Case study on Mahindra Motors
			Caselet on College Katta- Fast Food Center Jalgaon	Case Study on Doordarshan
				Case Study on distribution of Mushrooms
7	Dr. S.M.Kulkarni	Marketing	Life Insurance Distribution	Case study on Marketing
			Aryan Agro tourism park	Case study on Services Marketing
				Case study on Distribution management
				Case study on Insurance Market
				Case study on Services Marketing
				Case study on Tourism Market
				Case study on Marketing Mix
				Case study on Rural marketing
8	Dr. Anupama Chaudhari	Computer Management	A case study on online payments by	Case study on Business applications

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
			the teachers of Ashram schools in tribal area.	
		IT	Challenges in using ICT for rural development- A case	Case study on Management Information System
		General Management.	The non-correctable system	Case study on Information system and communication management
9	Dr. Nitin Kharche	General Management.	A case study on use of Direction technique	A case study on Planning
			A case study on practical implementation of managementt. Principles.	A case study on Organizing
				A case study on Staffing
				A case study on Directing
				A case study on Controlling
10	Yogesh Patil	Operations Management	A case study on Operations Management.	A case study on Plant layout
				A case study on process method
11	Puneet Sharma	Marketing	A case study on how profile building leads to create a personal brand.	A case study on Personal brand
			A case study on how effective training creates employability skills.	A case study on training
12	Dhanpal Waghulde	Systems Management.	A case study on Pizzahunt Inventory System	A case study on Digital Marketing strategy of coaching classes.
			A case study on ERP implementation at Lokmat	A case study on CRM implementation at Heera Agro Pvt. Ltd
13	Priyanka kharare	General Management.	A case study on General Management.	A case study on Strategic Management.
		HRM	A case study on HRM	A case study on Performance Management.

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
				A case study on Compensation Management.
14	Dr. Shama Saraf	HRM	A case study on Legal Compliance	A case study on Industrial Safety
			A case study on HRD	A case study on Industrial Dispute/ Training & Development
15	Ms. Barkha Makheja	Finance	A case study on Capital Budgeting & Cos of Capita	A case study on dividend policy
			GST- Case Study	A case study on receivable management

B. List of Ph.D awarded

Table 6.14 Ph. D Awarded Faculty during the assessment years

Sr. No	Name	Date of Registration	Title	Date of Award
1	Dr. Nishant Ghuge	06/05/2013	A Study on Tax Structure of India – Complexities and measures for simplification	08/07/2019
2	Dr. Nitin Kharche	06/05/2013	A study of product promotion and distribution mix of Agro-based food processing Industries in Jalgaon district.	30/12/2019
3	Dr. Mamata Dahad	06/05/2013	An Empirical study on role conflict & stress in Dual career couples. (A study in North Maharashtra University Region)	15-01-2020
4	Dr. Pushpalata Ptail	06/05/2013	A study of general awareness and promotional activities towards generic dugs in Jalgaon District	28-10-2020
5	Dr. Yogesh Patil	31-01-2012	A study of rural market penetration and rural market potential for private life insurance companies with reference to North Maharashtra University region	03-04-2021

Table 6.15 Ph. D Awarded under the guidance of IMR Faculty during the assessment years:

Sr. No	Name of the Guide	Name of the Research Student	Title	Date of Award
1	Prof. Shilpa K. Bendale	Sanjay Sungandhi	The need of Business Intelligence in education: Comparative analysis of colleges and institutes affiliated to North Maharashtra University Jalgaon and Devi Ahilya University, Indore	24-02-2020
2	Prof. Shilpa K. Bendale	Panakaj Anawade	Changing Individuals spending patterns and its economic impact on Hotel Industry: A study for Khandesh Region	12-09-2018
5	Prof. S.M. Kulkarni	Rutu Gujrathi	Impact of Personal branding on enhanced employability of management graduates : A combination method approach	03-05-2019
6	Dr. Parag Narkhede	Mamata Dahad	An Empirical Study On Role Conflict& Stress In Dual Career Couples In Jalgaon	15-01-2020
7	Dr. Parag Narkhede	Sushil Mavale	A Study of Job Satisfaction, Job Involvement and Turnover Intentions Among Medical Representatives of Pharma Multi-National Corporations (MNC's) With Special Reference to North Maharashtra University Region	12-12-2019
8	Dr. Parag Narkhede	Gayatri Khadke	A Study Of Customer Switching To Organized Retails And Its Impact On Small Grocery Shops In Jalgaon	21/07/2020

Table 6.16 Faculty as a referee for Ph.D.

Sr. No.	Name of The Faculty	Name of The University(s)
1	Prof. Shilpa Bendale	Mumbai University, Mumbai SP Pune University, Pune SG Nagpur University, Nagpur
2	Prof. Shubhada Kulkarni	Mumbai University, Mumbai Veer Narmad South Gujrat University, Surat
3	Dr. Parag Narkhede	SP Pune University, Pune SG Nagpur University, Nagpur

Sr. No.	Name of The Faculty	Name of The University(s)
		Shivaji University, Kolhapur, SP University, Anand Veer Narmad South Gujrat University, Surat Sardar Patel University, Vallabh Vidyanager, Gujrat Shri Jagdishprasad Jhabarmal Tibrewala University Vidyanagari, Jhunjhunu, Rajasthan
4	Dr. Anupama Chaudhari	Savitribai Phule University of Pune

6.9. Sponsored Research

IMR is a self-financing institute which is in the process of obtaining NBA accreditation. Similarly, the institute is in the process of establishing long term associations with organizations which promote and fund research activities such as Indian Council for Social Science Research (ICSSR), AICTE, and UGC etc.

Table 6.17 List of Sponsored Research Projects

Sr. No.	Consultancy/ Research	Year	Name of the Faculty	Funding Agency	Amount (in Rs.)
1	International Market Identification	2021	Punit Sharma	Sunshine Agri Pvt. Ltd.	65000

6.10. Preparation of Teaching Cases

The case method has long been accepted as an important method for training managers and administrators. It is a method of learning based on active participation and cooperative or democratic discussion of a situation faced by a group of managers. It also involves replicating discussions with supervisors, peers or subordinates.. The case study method is a key component of the academic program at IMR; almost all courses are designed keeping in mind the advantages of the case method as it promotes learners' critical thinking skills.

The case study method is widely used in courses which require practical and application knowledge. Added to this some courses are fully based on case studies. Members of Faculty of the institute have undergone training for Case study writing from time to time. The faculty members teaching these courses are encouraged to develop cases of their own from their experience and are required to discuss on the same in the

classroom. Periodical FDP's on case study as pedagogy and also on teaching pedagogy are conducted in the best interest of faculty and students.

The process of case study method involves distribution of case-lets based on the topic of relevance to the students. They are then required to note down various points of their understanding, after which a discussion with students takes place. The findings and recommendations are required to be presented group wise or they can submit it in a written format as an assignment the following day.

Advantages of case method of teaching

- Provide students with a relevant opportunity to see theory in practice. Students can also see how a decision will impact different participants, both positively and negatively.
- Require students to analyze data in order to reach a conclusion. Instructors who use case-based learning say that their students are more engaged, interested, and involved in the class.
- Develop analytic, communicative and collaborative skills along with theoretical knowledge. In their effort to find solutions and reach decisions through discussion, students sort out factual data, apply analytic tools, articulate issues, reflect on their relevant experiences, and draw conclusions they can relate to new situations.

Generally the following standard format is applicable to most of the case studies. Some minor variations might be needed depending on specific situations. It might not always be possible to fit the entire format to a specific case; however, an attempt should be made to incorporate as much as possible

Fact/Summary: This step involves jotting down the important relevant points/ events during the course of the reading the case . It can also be called as the brief summary of the case.

Problem Identification: The problem should ideally be defined in a crisp, single line, incorporating the most important decision issue to be solved in the case. There can be multiple problems. An important thing to remember is not to mistake the symptoms for the root problem. Here you need to put yourself in the position of the manager/managerial group portrayed in the case. Inter relate facts and events so as to evaluate the organisation and its surroundings.

Analysis & evaluation of Problems: The key factors underlying the organisation's successes and failures are evaluated. Its competitive position is judged. Relevant information is separated from the irrelevant. A reasonable and objective interpretation of facts is necessary.

Alternate Solutions: The next step is to list down the various alternatives to resolve the problem and achieve the objectives set out in the case study. At this stage, all the alternatives that come to mind should be listed even if an alternative provides only a part solution to the problem at hand. Sometimes, this part solution can be later combined with some other alternative to provide a complete solution. The alternative considered appropriate in the given situation is selected after weighing all pros and cons.

Best Solution: Out of the various alternatives the best alternative is chosen. At the end of the analysis, provide recommendations to resolve the situation. Also look at short-term as well as long-term implications of the recommendations in solving the problem. **Implementation plan:** Here the various assumptions the decision maker made in the case are considered. The strengths and weaknesses are identified and the plan of action is developed. The action plan is elaborated with specific contexts taking care to include the what, when, where, who, how and why of the variables and processess

Table 6.18 Self Developed case studies

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
1	Dr. Vishal Sandanshive	Finance	Mergers and Acquisition	Mergers and Acquisitions
			Financial Inclusions	Capital Structure
				Ratio Analysis
				Debtors Management
2	Dr. Parag Narkhede	HR	Succession Planning	Case study on Industrial relations
			Lagging HRM Policy	Case study on Attitude, Conflict, Strikes
				Case study on Performance appraisal
3	Dr. Shweta Chordia	Finance	Capital Budgeting	Capital Budgeting
				Marginal Costing

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
			Cash and Liquidity Management	Receivables Management
				Cash Management
				Dividend decisions
				Working Capital Management
				Financial Statement Analysis
4	Dr. Mamata Dahad	OB	A case study on Leadership skills & Leadership styles	A case study on managing Change
			A case study on Motivation theories	A case study on reducing employee stress
				A case study on how empowerment improves employee productivity
				A case study on organizational politics
				A case study on leadership
				A case study on OD interventions
5	Dr. Nishant Ghuge	Investment Management & Business and Government	A Case study on IPO	Make in India – Business and Government
			Time Value of money	Startup India, Skill India, Digital India – Business Government
6	Anilkumar Marthi	Strategic Management	Caselet on Sony Studios Jalgaon	Case study on Mahindra Motors
			Caselet on College Katta- Fast Food Center Jalgaon	Case Study on Doordarshan
				Case Study on distribution of Mushrooms
7	Dr. S.M.Kulkarni	Marketing	Life Insurance Distribution	Case study on Marketing
			Aryan Agro tourism park	Case study on Services Marketing
				Case study on Distribution management
				Case study on Insurance Market
				Case study on Services Marketing

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
				Case study on Tourism Market
				Case study on Marketing Mix
				Case study on Rural marketing
8	Dr. Anupama Chaudhari	Computer Management	A case study on online payments by the teachers of Ashram schools in tribal area.	Case study on Business applications
		IT	Challenges in using ICT for rural development- A case	Case study on Management Information System
		General Management.	The non-correctable system	Case study on Information system and communication management
9	Dr. Nitin Kharche	General Management.	A case study on use of Direction technique	A case study on Planning
			A case study on practical implementation of managementt. Principles.	A case study on Organizing
				A case study on Staffing
				A case study on Directing
				A case study on Controlling
10	Yogesh Patil	Operations Management	A case study on Operations Management.	A case study on Plant layout
				A case study on process method
11	Puneet Sharma	Marketing	A case study on how profile building leads to create a personal brand.	A case study on Personal brand
			A case study on how effective training creates employability skills.	A case study on training
12	Dhanpal Waghulde	Systems Management.	A case study on Pizzahunt Inventory System	A case study on Digital Marketing strategy of coaching classes.
			A case study on ERP implementation at Lokmat	A case study on CRM implementation at Heera Agro Pvt. Ltd

Sr. No:	Name of the faculty	Specialization	self-developed case studies	Some of the Cases discussed in the classroom for teaching purpose.
13	Priyanka kharare	General Management.	A case study on General Management.	A case study on Strategic Management.
		HRM	A case study on HRM	A case study on Performance Management.
				A case study on Compensation Management.
14	Dr. Shama Saraf	HRM	A case study on Legal Compliance	A case study on Industrial Safety
			A case study on HRD	A case study on Industrial Dispute/ Training & Development
15	Ms. Barkha Makheja	Finance	A case study on Capital Budgeting & Cos of Capita	A case study on dividend policy
			GST- Case Study	A case study on receivable management

CRITERION 7

Industry & International Connect

7.1. Industry Connect

7.1.1. Consultancy

Sr. No	Project title	Funding Agency	Duration	Amount (in Lakhs)	Cheque No. with Bank	Outcome from consultancy
1.	Job Analysis	Ruby Surgical & Allied products Pvt. Ltd.	17 Months	259600	129451 BOM	Implemented reporting structure, essential functions & expertise
2.	Financial statement analysis					Identified the gap between production wastage, which enhanced profitability
3.	Computer Training	Thatte Hospital	02 Months	29500	057300 JPCB	Training upgraded to the staff on computer based medical instruments
4.	Online Exam System Development	KCES's Mooljee Jetha College	Work in Progress	300000	062138 BOM	Successfully implemented examination system through ERP development
5.	Process Improvement, Financial statement analysis and Employee Motivation	Smaart Pharmaceuticals	18 Months	181000	055447 BOM	Company realized values of employees, adopted new strategy and planning Data analysis of ratio's and financial statements
6.	Expansion of market & Study for export market	MakText chem. Product	20 Months	135700	120101 BOM	Smooth logistic process implemented to gain higher customer satisfaction
7.	Project of feasibility study, various alternative for capital budgeting &	N. S. Precision Works Pvt. Ltd.	09 Months	265500	Cash received no. 879	Effective working capital management was processed and adopted buyer credit policy by the company

Sr. No	Project title	Funding Agency	Duration	Amount (in Lakhs)	Cheque No. with Bank	Outcome from consultancy
	Working capital finance					
8.	Market identification and penetration	MB Products	06 Months	27250	852363 BOM	Effective marketing tools adopted and getting convective results to increase sales
9.	Market potential for Drip Irrigation	Quality Agro Products	03 Months	23600	201193 BOM	Identified bright areas to develop business including drip irrigation system
10	Promotional strategies and market development	Premraj Furniture	10 Months	59000	95380 JPCB	Implemented comprehensive marketing strategy to engage clients
11	Market Research on Pharma products	SP Pharmaceuticals	06 Months	76700	149179 BOM	Established quality system along with controlling manufacturing process
12	Customer satisfaction with training provided by GATI	Gokhale Advanced Training Institute	03 Months	10000	008964 BOM	Consulted high end training method with changing needs of trainees
13	Marketing Survey for research & consultancy	Nidhi Enterprises	12 Months	25000	93709 BOM	Advanced survey report consisted guidelines for effective business expansion and growth
14	ERP Development	KCES's College of Education and Physical Education	Work in Progress	100000	096342 JPCB	Examination system developed via ERP
15	System Development for Construction	Mr. Abhijeet Patil (Contractor)	10 Months	50000	001635 UCO Bank	Business process system development in ERP
The total funds collected from consultancy is Rs. 1545850.00						

Sr. No	Project title	Funding Agency	Duration	Amount (in Lakhs)	Cheque No. with Bank	Outcome from consultancy

7.1.2. Faculty as consultant of the industries

Year	Number of projects	Number of faculties involved	Number of completed projects
2021-22	1	1	Work in Progress
2020-21	2	2	Work in Progress
2019-20	12	13	09

List of Faculties consulting to industries

Year	Name Of Faculty	Name Of Agency	Consulting Status	Outcome from Consultancy
2021-22	Mr. Punit Sharma	BIBA Constructions	Work in Progress	Working on brand development strategies
2020-21	Dr. Yogesh Patil	Samar Steel Industries	Work in Progress	Working on generating international business opportunities
2019-20	Dr. Parag Narkhede	Ganpati Hospital	Work in progress	Working on setting HR policies, attendance management and performance appraisal system
	Dr. Nitin Kharche	Hotel Four Seasons Recreation	Completed	Business development strategies are effectively implemented and monitored the conversion of online marketing tools

7.1.3. Initiatives related to industry interaction including industry internship / summer training/study tours/ guest lecturers

Industry Internship: The university curriculum prescribes a mandatory 8 weeks' summer internship program in the areas of their respective specializations. The Training and Placement Cell takes the initiative to seek out various internship opportunities from corporate world by sending letters and soliciting invitations for the students' summer internship programs.

Internship details;

Year	Number students completed internship	Initiative by institute
2020-21	164	71
2019-20	132	68

Some of the leading recruiters for internship as follows;

HDFC Bank Ltd.	HDB Financials	Supreme Industries	Axis Bank
Jalgaon Peoples co-op Bank	Jalgaon Polymers	Geojit Financials	DHFL Home Finance
Tupperware	JDCC Bank	SBI Life	Bandhan Bank
Jalgaon Janta co-op Bank	Jain Irrigation System Pvt. Ltd.	Aspire Solutions	Buldhana Urban co-op Bank Ltd.

Internship details

Summer Internship Project for the year 2020-21

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
1	Aishwarya Namdeo Bagmare	PERFORMANCE APPRAISAL EFFECTIVENESS ANALYSIS	ATLAS COPOCO LTD	Human Resource Management
2	Aishwarya Satyawar Bhusande	Role of reward in motivating employees at workplace	Basic Research Project	Human Resource Management
3	Dhanashri Tejkar	Impact of digitization on HR practices in retail sector	Trent Ltd. (portmanteau of Tata Retail Enterprise)	Human Resource Management
4	Hemal sonawane	ANALYSIS OF STRESS AMONG SUPERVISORS"	BOSCH	Human Resource Management
5	Jadhav jayashri bharasing	Covid 19 HR Practices	Basic Research Project	Human Resource Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
6	Komal Kailas Shinde	KNOWLEDGE MANAGEMENT	Basic Research Project	Human Resource Management
7	Om sanjay suryawanshi	THE STUDY OF RECRUITMENT AND SELECTION PROCESS	TUPPERWARE	Human Resource Management
8	Patil Prachi thekchand	Study of Recruitment and Selection Process	Aspire Solutions	Human Resource Management
9	Pawar Gayatri Rajesh	A study on stress Management	Indian led lighting LLP	Human Resource Management
10	Poonam varma	A Study on The Various Employee Welfare Schemes at FMCG.	FMCG.	Human Resource Management
11	Pranil Chaudhari	A study on Recruitment and Selection process of Payoja Overseas Pvt. Ltd.	Payoja Overseas Pvt. Ltd	Human Resource Management
12	Pranjal Sunil Patil	The process of recruitment and selection for focus Hyundai Jalgaon	Institute of management and research Jalgaon	Human Resource Management
13	Pratiksha chandrakant fegade	HR Recruitment policy	Hero Motocorp Ltd.	Human Resource Management
14	Priyanka Somani	A study on employee security and welfare at Royal Enfield showroom , Jalgaon	Royal Enfield showroom, Jalgaon	Human Resource Management
15	Rupali Rajendra Johare	The study of recruitment and selection process of swabweb technology	Swabweb technology	Human Resource Management
16	Satyajit Devising Rathod	Analysis of stress among supervisors	Bosch Chassis Systems Pvt. Ltd	Human Resource Management
17	SHLOK ABHIJIT BHANDARI	A study of Recruitment 7 Selection	Raymond Industries Ltd.	Human Resource Management
18	shubham sopan patil	Contract labour management	Supreme industry	Human Resource Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
19	Smita Sanjiv Patil	Human Resource Mngement in Banking Sector	Axis Bank	Human Resource Management
20	Vishakha Devidas Chaudhari	Training & Development	Dr. Reddy's Laboratories Ltd.	Human Resource Management
21	Ritesh Konde	Impact Of Training and Development Of Employee	GATI	Human Resource Management
22	Aastha Shantilal Jain	To Study Of Mergers and Acquisitions in Indian Banking Sector.	Banking	Financial Management
23	Amol Vijay Shinde	A study on ratio analysis with reference to Vizag Port Trust	Vizag Port Trust	Financial Management
24	Amolkumar Ashok More	A study of Use & Awareness of E Banking Services Among College Students in Jamner City	NA	Financial Management
25	Anjali Sunilkumar Chordia	A Study of digital banking	Axis Bank, DSP Chowk , Jalgaon	Financial Management
26	Ankita Anil Birari	A competative study of LIC and private life insurance sector	LIC	Financial Management
27	Archana Vaman Sonawane	Equity Stock Analysis	IIFL, Mumbai	Financial Management
28	Bhagyashri Manohar Dhangar	Issue and factors of microfinance	Bandhan bank	Financial Management
29	Bhandari bharati narendra	Ratio Analysis	Roop Textile	Financial Management
30	Bhavana Anil purohit	Impact of GST on different sectors	Dahad Goyal and company	Financial Management
31	Bhuvanesh pawar	An Analytical Study of Receivables Management	Supreme Ltd.	Financial Management
32	Chitra shivlal sananse	Retail Banking	Axis Bank, Jalgaon	Financial Management
33	Damini prabhu bavaskar	A Study on Home Loans	Suryoday Small Finance Bank	Financial Management
34	Deoraj Mayuri Sunil	Retail Banking Operations in Budhana Urban Co-Op. Bank	Budhana Urban	Financial Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
35	Devyani Rajendra patil	Non performance assets	The Jalgaon Janta Coperative bank	Financial Management
36	Dhananjay Bhagwan Mali	Working Capital Management	Chhaya Impexo	Financial Management
37	Dhanraj Sanjay Sanap	A comparative analysis of performance of mutual funds	Mutual Fund Companies	Financial Management
38	Dipak Chhotu Patil	Analysis of working capital management at Videcon	Videocon	Financial Management
39	Disha Narendra Jain	Income Tax Planning in India	NA	Financial Management
40	Divya Meghsham Zawar	Risk perception and portfolio management of equity investors	Aditya Birla Money	Financial Management
41	Ganesh Gorakh Gadilohar	Ratio analysis	Sunny Earth Minerals Ltd.	Financial Management
42	Ghanshyam Hemant Dhadkar	A study on Cost And Costing Models in Company in Supreme Pvt.Ltd	Supreme Pvt.Ltd	Financial Management
43	Harshada lalit bhandarakar	Analysis of Premium Credit Card	NA	Financial Management
44	Harshida pralhad bharambe	SWIFT - How it Works: Gains and Risks	Swift	Financial Management
45	Kajal Ram Wadhwani	A Study of Working Capital Management	Jalgaon Polymer Pvt.Ltd	Financial Management
46	Kalpesh Bhangale	A study of non performing Asset	SBI	Financial Management
47	Karankumar satish somani	Project on BUDGETARY CONTROL SYSTEM	NA	Financial Management
48	Kiran rajendra pariskar	“Fundamentals of Derivatives with special reference to Currency Derivatives	Sharekhan	Financial Management
49	Kiran Rajesh Matani	A study on Depository Participant Service Process at FORTUNE FINANCIAL SERVICES (INDIA) LIMITED	FORTUNE FINANCIAL SERVICES (INDIA) LIMITED	Financial Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
50	Kranti Sudhir Patil	Electronic Payment : current scenario and scope for improvement	NA	Financial Management
51	Lavina Vinod Tekwani	Working capital management in Jain Irrigation System Ltd	Jain Irrigation System Ltd Jalgaon	Financial Management
52	Lekha Manohar wable	A Study of Credit Appraisal	Jalgaon Janata sahakari Bank Ltd, Jalgaon	Financial Management
53	Lokesh Vijay Jain	“To Study Of Retail Banking Operation In Buldhana Urban Co-operative Credit Society Ltd. Bodwad ”	Buldhana Urban Co-operative Credit Society Ltd. Bodwad	Financial Management
54	Madhubala Dilip Jain	To study the Implication of GST with Reference	RDJ & CO. Bhusawal	Financial Management
55	Mangalsing Ratan Chavan	Loan segmentation	HDFC Bank	Financial Management
56	Mansi Santosh mahajan	IMPACT OF GST ON DIFFERENT SECTORS	DAHAD GOYAL & CO.	Financial Management
57	Menka Ganeshkumar Keshwani	PERFORMANCE EVALUATION OF PUBLIC AND PRIVATE SECTOR MUTUAL FUNDS	NA	Financial Management
58	Mohan chinchole	A STUDY ON BRAND IMAGE OF ICICI PRUDENTIAL LIFE INSURANCE LTD	ICICI PRUDENTIAL LIFE INSURANCE LTD	Financial Management
59	Mohit praful chopada	Financial planning for salaried employee and strategies for tax savings	NA	Financial Management
60	Mona ahuja	Fundamental Analysis of Banking Sector	HDFC, SBI, ICICI, Punjab National Bank	Financial Management
61	Narendra Dinkar wagh	ANALYSIS OF BALANCE SHEET	LAXMI COTTON AND FIBER GINNING	Financial Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
62	Navin mukutrao patil	Ratio Analysis	Yash Agro industries	Financial Management
63	Paras Vilas Patil	A study of Loans & Advances	Buldhana Urban Bank	Financial Management
64	Patil Akash Raghunath	A Study Loan & Advances	Bajaj Finserv	Financial Management
65	Patil Ashwini Aadhar	Study of Microfinance	Jalgaon Janta Sahkari Bank	Financial Management
66	Patil Kamini Kailas	Study Of Microfinance	Jalgaon Janta Sahkari Bank	Financial Management
67	Patil Neha Rajendra	Financial Statement Analysis	ROHIT GINNING AND PRESSING MILLS PVT. LTD.	Financial Management
68	Pavan Anil sonar	Ratio Analysis	Infosys Technologies Limited	Financial Management
69	Pawan Jaiswani	A Comparative Study Between Private Sector Banks And Public Sector Banks	based on secondary data	Financial Management
70	Pawan Jaychandra patil	Project Report On Security AnalysisA Study On Selected Industries	NA	Financial Management
71	Pooja Rajaram Borikar	Detail Analysis of E-Banking	Banking	Financial Management
72	Pradyumn Ashok Mahajan	Ice cream sales	Kwality walls	Financial Management
73	Pragati Nandusingh Rajput	Project Report On Optimization Of Portfolio Risk And Return	NA	Financial Management
74	Pranav Govinda Patil	To Study of Non Performing Assets	HDB Financial Service Ltd	Financial Management
75	Prasad Satish bhamare	Home loans	Indiabull consumer	Financial Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
			finance limited Jalgaon	
76	Prasad uday saraf	Risk Management in Broking Firm in HDFC Securities Ltd.	HDFC SECURITIES LTD	Financial Management
77	Priyanka Bala More	Working capital of management	Nilon's company private LTD	Financial Management
78	Puja bhaskar bauskar	A study of RBI copliances	shree mahavir sahakari bank,Ltd jalgaon	Financial Management
79	Rahul Dattatray Varankar	A Study Of On Various Investment Pattern Of Salaried People	NA	Financial Management
80	Rahul kailas patil	A Study Of Use & Awareness Of E-Banking Services Among College Students In Jamner City	NA	Financial Management
81	Rahul Pramod Borse	A Study Of Credit Appraissal System	NA	Financial Management
82	Raj Arun Patil	To study on Consumer perception & customer satisfaction At Vikas Dudh Federations, Jalgaon	VIKS DUDH FEDRATION , JALGAON	Financial Management
83	Rajnandini Chaudhari	Hr Policy In Recruitment And Selection	NA	Financial Management
84	Rameshwar Vishnu Sonune	“To Study of Retail Banking Operation in Buldhana Urban Co-operative Credit Society Ltd.”	Buldhana Urban Co-operative Society Ltd. Buldhana	Financial Management
85	Ravi Murlidhar Baviakar	Income tax planning for individual assessee	M/S PGP & ASSOCIATES LLP CHARTERED ACCOUNT	Financial Management
86	Ravina Ashok Devare	A STUDY ON ANALYSIS OF FINANCIAL STATEMENT”	At The Shri Shakti Granite	Financial Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
			& Marble Jalgaon	
87	Ravindra Prakash Suradkar	PORTFOLIO EVALUATION AND INVESTMENT DECISIONS	NA	Financial Management
88	Roshani manohar panpatil	A study of home loan	NA	Financial Management
89	Ruchika kiran patil	Project Report On Study On Home Loans Of Hdfc Bank	HDFC BANK	Financial Management
90	Rupali Ravindra patil	Non Performing Assets In Icici Bank	ICICI BANK	Financial Management
91	Rupesh Uttam Patil	Evaluation Of Capital At Central Railway	CENTRAL RAILWAY	Financial Management
92	RUSHIKESH YUVRAJ SURVE	A Study On Promotional Mix Of Insurance Products And Its Importance On The Growth Of The Company		Financial Management
93	Sagar Dilip Mahajan	Life Insurance Policy T At BAJAJ ALLIANZ	BAJAJ ALLIANZ	Financial Management
94	Saloni Manoj Kothari	Online Trading And Clearing & Settlements At Arihant Capital Market Ltd	ARIHANT CAPITAL MARKET Ltd	Financial Management
95	Samadhan prakash fuse	Study of home loan	Suryoday small finance bank	Financial Management
96	Samrin Tanvir Khan	Non performing assets	The Jalgaon people's co-operative Bank	Financial Management
97	Sayalee Ravindra Baisane	Ratio analysis	Jalgaon people bank	Financial Management
98	Shankar Yuvraj Patil	Inventory management	Raymond Ltd. Jalgaon	Financial Management
99	SHELKE RAJANI VILASRAO	To study of retail banking operation in buldhana urban cooperative credit society ltd. Bodwad	Buldhana credit cooperative credit society ltd. Bodwad	Financial Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
100	SHUBHAM PATIL	Ratio Analysis Of Vijai Electricals Ltd	VIJAI ELECTRICALS LTD	Financial Management
101	Sneha suresh zope	The Study Of Credit Appraisal	Institute of management and research	Financial Management
102	Suvarna Khamabayte	Financial Statement Analysis	Raymond ltd., jalgaon	Financial Management
103	Swapnil Nilkanth Khadase	STUDY ON MERGERS And ACQUISITIONS- STRATEGIC ALLIANCE	NA	Financial Management
104	Tejas Bhaskar Bhangale	Comparison Of Mutual Funds With ULIPS (Unit Linked Insurance Plans)	Mutual Fund Companies	Financial Management
105	Twinkal Ramchandra Zope	Study Of Non Performing Assets Of Maharashtra Gramin Bank	Maharashtra gramin bank	Financial Management
106	Vaibhav Prabhakar Badgujar	Analyze & Recommend Branding Strategies For Health Insurance Industry For Enhanced Customer Engagement	Oracle Insurance	Financial Management
107	Vaibhav Prabhakar Mahajan	Critical Study Of Taxation Policy	NA	Financial Management
108	Vaishnavi Verma	A Study On Human Resource Accounting	NA	Financial Management
109	Vikas Ramlal Rokade	Comparative Analysis Of Punjab National Bank With It's Peers.	Punjab National Bank	Financial Management
110	Vishal Fatebahadur singh	Analyzing Stock Market Performance Of The Company At Jain Irrigation System Ltd Jalgaon	Jain Irrigation System Ltd Jalgaon	Financial Management
111	Vishal Sanjay Kaurani	Fundamental Of Derivatives	Sherkhan	Financial Management
112	Sagar Shiwaji Patil	A Study On Investment Pattern With Special Reference To Small And Medium Capitalization Companies	small and medium capitalization companies	Financial Management

113	Harshal Govinda Shirole	Ratio Analysis: A Tool Of Financial Statement Analysis	NA	Financial Management
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Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
114	Thakur Akash Jamunadas	A study on investor awareness towards commodity market in Angel Stock Broking Limited	Angel Stock Broking Limited	Financial Management
115	Yogesh Ganesh Savakare	An analysis of various investment avenues with special reference to mutual funds	Mutual funds Company	Financial Management
116	Dinesh Ganesh Jadhav	A study on customer segmentation and preferences for Personal Loan in HDFC BANK	HDFC BANK	Financial Management
117	Arundhati Sharma	Working capital finance from banks	Banking	Financial Management
118	Hemkant Rajesh Mahajan	A Study Of Raw Material Requirement For Making Parle-G"	R.J FOOD PRODUCTS JALGAON	Agro Business Management
119	Jagdish namdev pail	Farmer Centric Watershed Management.	NA	Agro Business Management
120	Ketan Bharat patil	Assistance To Banana Growing Farmers.	Jain Irrigation System Ltd Jalgaon	Agro Business Management
121	Kunal Santosh Mahajan	Computer Control Agricultural Robot	Jain Irrigation System Ltd Jalgaon	Agro Business Management
122	Lakhansing Ravindrasing Pardeshi	Gender Disparity In Agricultural Credit Facilities Or Inputs Distribution	NA	Agro Business Management
123	Patil Jagdish Namdeo	The Role Of Mass Media In Disseminating Agricultural Information	NA	Agro Business Management
124	Rohini Kiran Shirsath	Feeds And Feeding Of Sheep And Goat	NA	Agro Business Management
125	Yogesh pandit dhavale	A Study On The Problems Of Deforestation	NA	Agro Business Management
126	Akshay Vilas Jawale	Multiplayer Chess Game Server	NA	IT and Systems Management
127	Bhushan Suresh kumbhar	To develop a web based application for customer support and analyse the	Axis Bank	IT and Systems Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
		customer stratification at Axis Bank		
128	Dinesh Sanjay Wankhede	Design a secure online banking transaction system	NA	IT and Systems Management
129	Kiran Vishwanath Jadhav	Design of eLearning System for college student	NA	IT and Systems Management
130	Lochana Arjun Chaudhari	Design and development of student information system in KCES's engineering college	KCES's engineering college	IT and Systems Management
131	Vaishali shashikant salunke	Design and Development of Training Information System	NA	IT and Systems Management
132	Aayush Arun Gaud	A Study Of Customer Satisfaction Of Cadbury Chocolates In Jalgaon Cit	Cadbury Products	Marketing Management
133	Ashish Gopal Kalani	Marketing Strategy OfRoopmilan	Raymond Ltd. Jalgaon	Marketing Management
134	Bhavik rajendra patil	Customers First, Employees Later Service Marketing Overview	NA	Marketing Management
135	DARSHAN DILIP CHAUDHARI	A Project Report On Consumer Mindset Towards Online GroceryShopping	Mindswt towards grocery shopping	Marketing Management
136	Deepak rajendra patil	A Project Report On ApolloTyres Brand Image.	Apollo Tyres	Marketing Management
137	GAURAV GOPAL VANARA	Marketing Research ProjectOn Consumer Behaviour Towards Foot Wear.	PARTH FOOT WEAR , JALGAON	Marketing Management
138	Ingale Sagar Arjun	Ti Study Consumer Perception And Consumer Satisfaction At Vikas Dudh Federation, Jalgaon	Vikas Dudh Federation, Jalgaon	Marketing Management
139	Nikhil gavande	Seeds Marketing In Rural Area	Nirmal Seeds PVT . LTD	Marketing Management
140	Nilesh Ashok Mali	Social Media - A Keydriver For Improving Sales Of	Mudra web solution	Marketing Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
		MUDRA WEB SOLUTION		
141	Patil Tanuj Ramesh	A Study on Purchase Behaviour of Mobile phone among women segment.	NA	Marketing Management
142	Pawankumar premchand Agrawal	A Study of consumer satisfaction regarding bajaj discover 125 DTS- I bike.	Bajaj finance	Marketing Management
143	Prasanna Prasad Nawal	Marketing Activities and customer response for Firstcry.com	Firstcry.com	Marketing Management
144	Rathod sham Devidas	A study on customers expectations and satisfaction level towards after sales service provided at Honda Motors	Honda Motors	Marketing Management
145	Rohan Manohar Panpatil	Customer relationship management- an empirical study in Spencers	Spencers	Marketing Management
146	Sachin Madhukar Patil	A study on the customer perception of mobile phone service providers in Jalgaon City with special reference to BSNL	BSNL	Marketing Management
147	Sachin rajendra mahajan	Advertising Strategy of the Indian Corporate World - LG Electronics	LG Electronics	Marketing Management
148	Sanket vaidya	A study on analysis of the customer satisfaction level towards landline service provided by BSNL	BSNL	Marketing Management
149	Sham Devidas Rathod	Social Media A key driver	Mudra Web Solutions	Marketing Management
150	Shoaib ali	“Customer Perception Towards Honda Motorcycle”	Aster-Honda Jalgaon	Marketing Management
151	SHREYASH ANNASAHEB KALMEGH	Equity Research Fundamental analysis	Motilal Oswal Securities Ltd	Marketing Management
152	Shubham Madhukar Patil	“A study of market survey analysis for Amul products”	Priyanka Ice cream parlour- Jalgaon	Marketing Management
153	Uday Bhikari Bodade	Market Analysis Of Amoron Two-Wheeler Batteries In Pune	Amaron batteries-Pune	Marketing Management

Roll No.	Name of Students	Title Of Summer Internship Project	Name of Organisation	Specialization
154	Rishabh Vasudev Dara	“A Study Of Market Survey Analysis For Havmor Products”	Havmore icecream	Marketing Management
155	Arbaj Pinjari	“To Study The Customer Satisfaction In Chaudhari Toyota”	Chaudhari Toyota	Marketing Management
156	Sachin prakash sonawane	Marketing Strategy For Hindustan Dorr-Oliver Ltd. (HE/PV) Division	Hindustan Dorr-Oliver Ltd	Marketing Management
157	Amol Ravindra chandsarkar	Legrand Production Plant Management	Legrand	Management
158	Lalit rajendra shirsathe	E-Commerce Growth In International Market And Impact On Supply Management	NA	Management
159	Malik Ab Mateen Ab Mubeen	Customer Preference And Satisfaction Level Towards Their Expectation With Special Reference To Yamaha Motor Bikes	Yamaha motor bikes	Management
160	Paresh Bendale	Inventory Management Techniques	KL Auto Ltd.	Management
161	Shingade Ashwini Baban	JSW Steel Production Process	JSW Steel	Management
162	Vivek Mohan patil	To Study The Forecourt Facilities Available At Fuel Stations For Retail Operations	Tatsuno India Pvt. Ltd.	Management
163	Dandgaval Deven Gajanan	Study On Seven Quality Control Tools	Innova Rubbers	Management
164	Bhupendra Dilip Lawande	Study Of Warehouse Management	Innova Rubbers	Management

SIP List for the year 2019-20

Roll No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specialization
1	861229	Prachee Agrawal	“An Analytical Study Of Different Types Of Secured Loan”	Financial Management
2	861230	Mansi Anup Agrawal	“Green Hrm”	HR Management



3	86123 1	Rashi Agrawal	Investors Perception Towards Derivative Market	Financial Management
4	86123 2	Miss. TejashriPadmakarAkhadka r.	Study Of Export Financing	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specializatio n
5	86123 3	Amatullah Ali AsgarBurhanpurwala	“SajanSajani-The Beauty Shop”	Marketing Management
6	86123 4	Balkishan Narayan Asopa	“Retailer Buying Behaviour And Perception Towards Cotton Carry Bags”	Marketing Management
7	86123 6	Ayushi Anil Tripathi	“Study Of Inventory Management Of Varun Polymers ”	Financial Management
8	86123 8	HemlataRavindraraoBagal	A Study Of Credit Appraisal	Financial Management
9	86124 1	Jagdish Barhate	“Working Capital”	Financial Management
10	86124 2	Jayesh Kishor Barhate	“Customer Relationship Management (Crm) System”	IT System
11	86124 3	Hitesh Jitendra Beherani	“A Study Of Home Loans With Respect To Hdfc Bank At Jalgaon”	Financial Management
12	86124 4	Chetana ShrikrishnaBelorkar	Training And Development	HR Management
13	86124 5	Jeslin Bernard	“ A Study Of Employee Welfare Measures “	HR Management
14	86124 9	Dipak SamadhanBhavare	“Ratio Analysis”	Financial Management
15	86125 2	Dipali Birla	Study Of Financial Inclusion	Financial Management
16	86125 3	Abhishek Bornare	“Ratio Analysis”	Financial Management
17	86125 7	Amruta Rajendra Chaudhari	“A Study On Impact Of Gst”	Financial Management
18	86125 8	Hemal Chaudhari	“Goods And Service Tax In India”	Financial Management
19	86125 9	Janhvi Chaudhari	“A Study Of Employee Satisfaction At Indiacom”	Financial Management
20	86126 2	Shruti Pradip Chaudhari	“Non-Performing Asset Management”	Financial Management
21	86126 3	Shruti Pradip Chaudhari	“Study Of Credit Appraisal”	Financial Management
22	86126 4	Ayush Ajay Chaurasiya	“A Study Of Employee 2compensation Management At Legrand India Pvt Ltd.”	HRM Management
23	86126 8	Govinda Subhash Dange	A Study On Financial Statements Analysis And Non- Programing Asset (Npa)"	Financial Management
24	86127 2	Ketanvilasrao Deshmukh	“Customer Satisfaction OfHlf.Ltd.”	Marketing Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specializatio n
25	86127 3	Prachi Naresh Deshmukh	“A Sudy Of Rbi Compliances”	Financial Management
26	86127 4	Pratik Deshmukh	"A Study Of Financial Statement Analysis”	Financial Management
27	86127 5	Vaishali Balu Deshmukh	“A Studyof Loan Procedure Of Consumer Durable Product At Bajaj Fi NservLendi Ng Ltd, Jalgaon”	Financial Management
28	86127 7	Shubham DinkarDhatrak	“Digital Banking :-The Study Respect To Bank Of Maharashtra”	Financial Management
29	86128 0	Rushikesh Ravindra Dhuppad	Study Of Income Tax Provision At Dahad Goyal & Co.	Financial Management
30	86128 4	UjjwalaGayakwad	“A Study Of Credit Appraisal System”	Financial Management
31	86128 5	Vishal Hilal Gaikwad	Organic And Inorganic Fertilizer In Agro Industries OfRallis India Ltd Tata Enterprises	Agri Management
32	86128 9	Pallavi R Gosavi	“A Study Of Valuation Process Of Gold Loan ”	Management
33	86129 3	Priyanka Rajendra Jadhav	“Performance Evaluation Of Selected Mutual Fund Schemes”	Financial Management
34	86129 4	Sagar Sharad Jadhav	“A Study On Customer Satisfaction Level At Hero Motocorp (Two-Wheeler) Jalgaon”	Management
35	86129 6	Aishwarya Bhagwan Jain	Training & Development	HRM
36	86129 7	Akanksha Jain	“Recruitment And Selection Process”	HRM
37	86129 8	Simran Naresh Jain	“A Study Of Recruitment And Selection Process At Jisl”	HRM
38	86130 0	Samadhan Amol Janjale	“A Study Of On Various Investment Pattern Of Salaried People”	Financial Management
39	86130 2	Vaishnavi Prasad Joshi	“Goods And Service Tax (GST)”	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specializatio n
40	86130 3	VrushaliSnajay Joshi	Study On Non-Performing Assets And Its Impact On Viability Of Bank	Financial Management
41	86130 5	Saurabh Kabra	“Working Capital Management”	Financial Management
41	86130 6	Kishor PandhariKakade	“Financial Ratio Analysis Of Jain Irrigation Systems Ltd”	Financial Management
43	86130 7	Shubham Ravi Kankariya	Tax Deducted At Source Under Income Tax Act, 1961	Financial Management
44	86130 8	Krushikesh A. Kapse	Income Tax Planning ForIndividual Assessee	Financial Management
45	86131 0	Varsha Vilas Kedare	“Credit Appraisal System”	Financial Management
46	86131 2	Sapana S. Khairnar	Farm Power Machinerie In Agriculture (Tractor)	Agri Management
47	86131 3	Nidhi Narayan Kholapure	“Credit Appraisal System ForSme Loans”	Financial Management
48	86131 4	Kinjal NirmalkumarKochar	“Comparative Analysis Of Financial Performance Of Ecl Finance Ltd With Its PeerCompanies”	Financial Management
49	86131 8	DhanshriKoli	Customer Satisfaction Level Regarding Hdfe Banking Services	Marketing Management
50	86132 0	Shubham Ashok Koli	“Detail Study Of Loans And Advances”	Financial Management
51	86132 2	Nikita Anil Kothawade	Study Of Non -Performing Asset	Financial Management
52	86132 3	PurvaNishikant Kulkarni	Study Of Financial Planning Through Mutual Fund	Financial Management
53	86132 4	Kavita Kumavat	Net Performing Assets	Financial Management
54	86132 5	Satish ShenfaduKumavat	Pre Launching Study Of New Masala Product Of Shree ShraddhaMasale In Jamner City	Management
55	86132 7	Darshan Arun Ladhe	“Implementation Of Lean Manufacturing”	HRM
56	86133 0	Neha Pradip Lalwani	Non PerformingAssest	Financial Management
57	86133 2	Bhushan Reva Mahajan	"To Study Of Customer Behaviour AndSatisfaction Level”	Operations Management
58	86133 3	Pallavi Dilip Mahajan	“Usage Of Retail Banking”	Financial Management
59	86133 4	Pavan Vilas Mahajan	“Portfolio Management”	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specialization
60	86133 7	Mahera Naz Ayazoddin Shaikh	“Recruitment And Selection Process At Siddharth Carbochem Pvt. Ltd.”	HRM
61	86134 1	Pooja Marathe	“A Study Of Banking And Financial Products For Inclusive Growth”	Financial Management
62	86134 4	Madhuri S. More	“Comparative Analysis Of Financial Position”	Financial Management
63	86134 5	Akshay Gopal Motiramani	“A Study Of Investor Awareness On Mutual Fund”	Financial Management
64	86134 6	Kasturi Mundhara	“Impact Of Goods & Service Tax On Trading Business And Registration Process”	Financial Management
65	86134 9	Nida Khanam	Income Tax Planning In Jalgaon With Respect To Salaried Persons	Financial Management
66	86135 0	Harsha Nimbalkar	“A Study On Micro- Finance (Self-Help Groups)”	Financial Management
67	86135 1	Akash Shriram Padol	“Social Media - A Keydriver For Improving Sales Of Mudra Web Solution”	Management
68	86135 4	Neha Shantilala Patel	“A Study Of Product Wise Market Share Of Globe Panel Industries (I)Pvt.Ltd. ”	Management
69	86135 8	Amit Arun Patil	Comparative Analysis Of Selected Mutual Fund Scheme” In “Shree Sadguru Ivestment	Financial Management
70	86135 9	Arjun Bhagwan Patil	A Study Of Mutual Fund Scheme At Kotak Mutual Fund	Financial Management
71	86136 0	Avinash Y. Patil	Customer Satisfaction Level Of Reliance Jio Customer	Financial Management
72	86136 1	Bhavana Ravindra Patil	Study Of Nonperforming Assets At Jalgaon Peoples Co- Operative Bank Ltd	Financial Management
73	86136 2	Chaitalee Manoj Patil	“Non-Performing Assets” AtMaharastra State Co- Operative Bank Limited	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specialization
74	861365	Dipak Rajmal Patil	Financial Statement Analysis OfNebco Textile Industries Private Limited	Financial Management
75	861370	Kalpesh Anil Patil	A Study Of Credit Appraisal And Finaning” For Axis Bank	Financial Management
76	861371	Kamlesh Baliram Patil	A Study Of Customer Satisfaction Towards HeroMotocorp	Agri Management
77	861373	Khushbu Narendra Patil	To Study The Implication Of Gst With Reference” To“Rdj& Co”	Financial Management
78	861375	Mukesh Bhatu Patil	Social Media - A Keydriver For Improving Sales Of Mudra Web Solution	Marketing Management
79	861378	Nikita Pramod Patil	Design And Development Of Job Search Portal	IT & system Management
80	861380	Pournima Suresh Patil	Social Intranet” At“Mudra Web Solution	IT & System Managgement
81	861383	Rajashree Patil	Cash Flow Statement” AtRoop Tiles, Bhusawal	Financial Management
82	861385	Sachin Santosh Patil	A On Customer Satisfaction On Hero MotocorpAt Satpuda Automobiles, Chopda	Marketing Management
83	861387	Patil Satyam Vijay	Customer’s Perception Towards Other Advance Product From Bajaj Finance Emi Cards At Jalgaon	Financial Management
84	861388	ShubhangiMurlidhar Patil	Evaluation Of Working Capital Management” ForJain Irrigation System Ltd, Jalgaon	Financial Management
85	861389	Ujjwala Arun Patil	Working Capital Management “ Through“Bhagyashree Industries	Financial Management
86	861392	YadneshBhausahabPawar	A Study Of Receivables Management Practices	Financial Management
87	861393	Shivani Someshwar Phalak	To Study Job Satisfaction Of Employees From Kiran Machine Tools Ltd.	Financial Management
88	861394	Piyush Rakesh Agrawal	A Study Of Credit Appraissal System	Financial Management
89	861397	Gaurav A. Ransing	To Study The Concept Of Mutual Fund And Investment Pattern Of Investor At	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specializatio n
			HdfcAmc Ltd. Jalgaon	
90	86139 8	Gajanan U. Rathod	Ratio Analysis Study Undertaken At Au Small Finance Ltd. Jalgaon	Financial Management
91	86140 0	Raut Shraddha Ravindra	Study On Equity Research On Stock Market	Financial Management
92	86140 2	Ashwini AjitRunwal	A Study Of Inventory Management” At Jain Irrigation Systems Ltd (India) Jalgaon	Financial Management
93	86140 3	Vrishali A. Saindane	Study Of Retail Banking” ForJalgaon People Co- Operatives Bank Ltd	Financial Management
94	86140 4	Harpreet Jagjit Singh Saini	Analysis Of Credit Appraisal Undertaken At Jalgaon People Co- Operatives Bank Ltd	Financial Management
95	86140 5	Saloni Khandelwal	Ratio Analysis“ Of“Shraddha Sales Corporation, Jalgaon	Financial Management
96	86140 6	TejasRavindra Salunkhe	A Study Of Impact Of Gst On Different SectorsAtDahad Goyal & Co	Financial Management
97	86140 7	Kirti Pawan Samsukha	Study Of Non-Performing Assets Management Of Hdfc Bank	Financial Management
98	86140 8	Amruta Sancheti	To Study And Analysis Of Mutual FundAtReligare Securities Limited	Financial Management
99	86140 9	HarshalGovindaSapkale	Financial Ratio Analysis Of Jain Irrigation Systems Ltd	Financial Management
100	86141 0	Priya Pandit Sapkale	Training And Development IntellctTechnosoftLmtJalgo n	HRM
101	86141 1	Bhagyashri S. Sarode	Study Of Fund Flow Analysis” InJalgaon District Central Co.Op. Bank Ltd	Financial Management
102	86141 2	Nihar Sayyed Aarif	To Study And Evaluate The Effectiveness Ofrecruitment And Selection Process At Jain Farm Fresh Food Ltd.”	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specialization
103	86141 3	Purvi Parag Shah	Working Capital Management ” At Gaurav Irrigation	Financial Management
104	86141 4	Shaikh Aqsa Md. Zubair At Royal Enfield	Training And Development	Financial Management
105	86141 5	Shubham Ajay Sharma	Study Of Mutual Fund At Moneyplus Financial And Consultancy	Financial Management
106	86141 6	Pallavi Kiran Shimpi	Study Of Loan Products Provided By Jalgaon Janata Sahakari Bank Ltd	Financial Management
107	86141 7	MitaliMahendrasing Shinde	A Study On Loans & Advances Of The Jalgaon Peoples Co- Op Bank Ltd. At Multistate Sheduled Bank	Financial Management
108	86142 3	Mahendra Prakash Sonar	Study Of Mutual Funds	Financial Management
109	86142 6	AkshayLiladharSonawane	A Study Of Distribution Channel And Customers Satisfaction At“Jalgaon JilhaSahakariDudhUtpadak Sangh Maryadit Jalgaon	Marketing Management
110	86142 7	Arati Rajendra Sonawane	Study On Material Management Processes At Varroc Engineering Ltd., Chakan, Pune	Operations Management
111	86142 9	Dipika Pramod Sonawane	Design And Development Of Training & Placement Portal	IT & System Management
112	86143 2	Hitesh Ravindra Sonawane	Consumer’s Buying Behavior Of Residential Property In Bhusawal	Management
113	86143 3	Nilesh Rajendra Sonawane	The Study Of Consumer Durable Loan In Bajaj Finserv	Financial Management
114	86143 4	Swati Jagannath Sonawane	The Study Of Non- Performing Assets With Reference To Jalgaon District Central Co- Operative Bank Ltd	Financial Management
115	86143 5	Gayatri Kishor Soni	A Study Of Investor Perception On Mutual Fund	Financial Management
116	86143 6	MayureshTalele	Analysis Of Financial Statements Of Soyo Systems Jalgaon	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specialization
117	86143 9	Sagar Samrat Tayad	A Study On Financial Ratio Analysis At Hdfc Bank Ltd	Financial Management
118	86144 3	Riya Surajkumar Tharani	Inventory Management” ForSoyoSystems,Jalgaon	Financial Management
119	86144 4	Sachin Shravan Thate	A Study Of Recent Trends Of Consumer Satisfaction InTvs Auto Jalgaon” At With Pankaj Tvs, Jalgaon	Management
120	86144 5	Amol Charudatta Throat	A Study On Customer Satisfaction Level At Hero Motocorp (Two-Wheeler) Muktainagar	Agri Management
121	86144 6	Poonam Balkrishna Thosare	The Study Of Employee Motivation” At Bhagyashree Engineering Industries	HRM
122	86145 1	Ankita Jagdish Varma	Working Capital Management	Financial Management
123	86145 2	Nikita Tarun Varma	Employee Motivation” Through “Color- Stop: Add Colors To Your Life	HRM
124	86145 3	Vispute Akash Prakash	Study On Working Capital Management UsingRatio Of Soyo Systems, Jalgaon	Financial Management
125	86145 4	Pratik Ramakant Wagh	To Study Inventory Management For Fmcg(Fast Moving Consumer Goods)” At “Suyash Foods, Jalgaon	HRM
126	86145 7	Mayur Sanjay Wani	A Study OfWorking Capital Analysis” For“Jalgaon JilhaSahakariDudhUtpadak Sangh Maryadit	Financial Management
127	86145 9	Dipak Arvind Yeole	To Study Home Loans” At“Indiabull Consumer Finance Ltd	Financial Management
128	86146 1	Shubham AvinashYeole	A Study Of Non- Performing Assets Management” AtThe Jalgaon Janta Co- Operative Bank Ltd	Financial Management

Rol l No.	Seat No.	Name of Students	Title Of Summer Internship Project	Specialization
129	861825	Priyanka. Zavar	BrandAwareness Analysis Of Ultratech Cement In Jalgaon District	Marketing Management
130	Dual	Prashant Chaudhari	Study Of Employee Welfare”AtPress Metal Industries, Satpur	HRM
131	Dual	Puneet Sharma	A Study Of Employee Compensation Management At Legrand India Pvt Ltd.	HRM
132	Old	Digambar SupaduTuke	A Study Of Recent Trends Of Consumer Satisfaction In Tvs Auto Jalgaon" At Pankaj Tvs, Jalgaon	Management

Industrial Visit

Duration	Date	Participants	Particulars	Company visited	Purpose of Industrial visit
1 Day	05.02.2020	35	Business process of wine company	Sula Wines	To understand how the wine business functions in India and how export process is in this business format
1 day	14.10.2019	60	Expedition to polymers	Winley polymers	To understand various process of involves different temperature and pressure values
1 day	14.10.2019	65	Insight into polymat industry	Soham Polymats	To understand various process of involves different temperature and pressure values
1 day	23.02.2019	60	Operation system of Understanding a Manufacturing unit	Supreme Industries	To understand how the plastic manufacturing unit works and the management of this company operates
1 day	21.11.2019	40	Understanding Indian Share	Money plus	To understand how the share trading and commodity

					market operates in trading
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(Sula Winer Industrial tour)



(Winley Polymers Industrial

Tour)

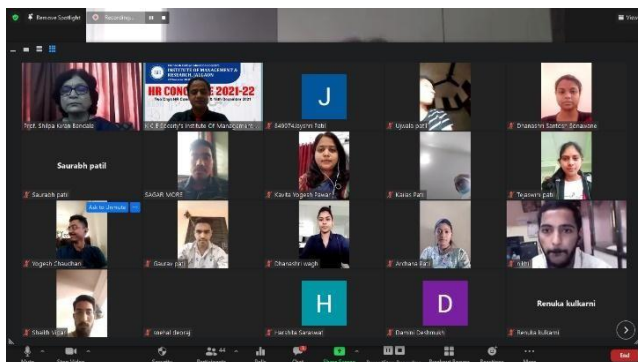
Guest Lecture

Year	Sr. No.	Date	Organization Name	Guest Speaker	Topic Title
2021-22	1	31.01.2022	Rubicon – Barclays	Dipika Vyas	Employability Skills Training Program (09 days)
	2	17.02.2022	Bajaj Finserv	Rashmi Mansukhani	CPBFI Training & Orientation
	3	21.01.2022	KCES IMR	Punit Sharma	How to prepare for Mock Interview
	4	26.02.2022	UpTrend	Ashfaque Shaikh	Introduction to the Share market
	5	18.01.2022	TATA Strive	Anshul Tayal	Cyber Security Expert
	6	31.12.2021	CodeKul Pvt.Ltd	Yash Salunkhe	Careers in IT Industry –Preparing for future
	7	26.11.2021	Yipee Technologies Pvt. Ltd.	Nitin Mahajan	Careers in IT Industry –Changing Era
	8	30.10.2021	Lokmat & Gillette	Vinayak Padalkar	How to crack job Interview and how to survive in corporate world

	9	25.09.2021	TATA Strive	Anshul Tayal	Cyber Security Expert
	10	25.09.2021	TATA Strive	Subodh Jadhav	Expectation Vs Reality
2020-21	8	18.07.2021	IxamBee	Vanshika Kumari	How to find a government job
	9	28.09.2021	SKILLEDGE	Shailendra Marathe	New age business management opportunity & high paying freshers career trends

Some of the prominent guest lecturers held at KCES Institute of Management & Research, Jalgaon is as follows;

Year	Sr. No.	Date	Organization Name	Guest Speaker	Topic Title
	10	17.12.2021	Great Learning	Vanshaj Dangi	How to prepare for tomorrow's job
	11	17.12.2021	Great Learning	Sarath Krishnan G.	How to get an international job
	12	18.12.2021	Santronix Technologies	Shikha Jain	Careers in IT industry
	13	18.12.2021	Eminenz Solutions	Nitu Suvarna	Job industry after covid pandemic
	14	22.11.2021	PHP Solutions	Varsha Pathak	PHP Workshop
	15	24.03.2021	Bookopedia	Sanjay Rai,	Webinar on "Bookopedia"
	16	12.01.2021	DY Patil Institute of Master of Computer applications and Management	Dr. Kavita Suryawanshi	Webinar on occasion of National Youth Day
	17	05.01.2021	Author	Ms. Deepa Deshmukh	Webinar on "Awareness of Capital Market" in association with BSE
	18	14.10.2021	NICR	Abhijeet Kaushik	Reading culture of New Generation
2019-20	19	17.09.2021	Cyber Forum	Prof. Shweta Fegde	Workshop on Cyber Security
	20	14.10.2020	NICR	Anuradha Singh	Reading culture of New Generation
	21	08.10.2020	KBC North Maharashtra University	Niraj Shukla	A workshop on Personality development
	22	07.07.2020	Spark Next	Ahmed Abbas Naqvi	7 skills to win in the New World
	23	12.09.2020	NCDEX	Aleen Mukherjee	Webinar on Commodity Derivatives Markets
	24	04.02.2020	BUPASS	Soniya Kabra	New inventions, new opportunities
	25	23.08.2019	Author	Harshada Kulkarni	Mindful Growth: Pursuit of Trailblazing and Mindset Development
	26	24.08.2019	Sakal & Gillette	Dr. Jayant Lekurwale & Mr. Ravindra Bharde	Inspirational talk
	27	16.07.2019	Sakal & Gillette	Pankaj Vyavhare	Mantra of Successful Life



(HR Conclave – Online Industry-student meet)

(Sakal Gillette event –

Motivational talks)

7.1.4. Participation of Industry professionals in curriculum development, projects, assignments as examiners, in summer projects

1. Industry Professionals in Curriculum Development

As an affiliated institute of KBCNMU, we follow the syllabus prescribed by the university, however the Board of Studies which is in charge of prescribing up to date syllabus consists of prominent personalities from the industry and are directly involved in curriculum development.

There is a regular interaction of our students with Industrialist on the pretext of guest lectures and other programs. This provides an opportunity for them to understand the shortcomings of the students via-a-viz their course curriculum and program outcomes. The guest from industry gives a feedback on the areas which need to be focused in terms of current Industry requirements, which is taken seriously by the institute and the same is conveyed to BOS for necessary action.

The board of studies in management consists of a committee formed in the year 2016-17 and valid till 31st August 2022 (as per section 40 (2) of the Maharashtra Public Universities act, 2016 as under;

List of BOS Members including industry professionals

Board of Studies in Accountancy & Costing		
Name of committee Member	Member details	Nominated/Elected/Co-opted
Mr. Darshan Jain	R. D. Jain & Associates	Co-opted

Mr. Khairnar Ravindranath Narayan	Om, Opp. Naik Cycles, Jalgaon	Co-opted
Dr. Salunkhe Shyam Jivan	Jivan, Shendurni, Disr. Jalgaon	Co-opted

Board of Studies in Commerce & Business Law		
Name of committee Member	Member details	Nominated/Elected/Co-opted
Mr. Milwani Harish Shamlal	Shama Fireworks Industries	Co-opted
Mr. Nagmoti Sanjay Jagannath	Krish Park, Jalgaon	Co-opted

Board of Studies in Computer Management		
Name of committee Member	Member details	Nominated/Elected/Co-opted
Mr. Barpande Shirish Sharad	Ramananad Colony, Pune	Co-opted
Mr. Patil Manikrao	City road, Pune	Co-opted

Board of Studies in Management Studies		
Name of committee Member	Member details	Nominated/Elected/Co-opted
Dr. Tilak Chandrashekhar	Executive Vice President, NSDL	Co-opted
Mr. Kabra Sandeep	M.D., Suhans Chemicals, Jalgaon	Co-opted
Mr. Sharma Rajeev	M.D., Navshakti Ayurvedalaya Pvt. Ltd. & District governor for Rotary Club	Nominated

Board of Studies in Business Economics & Banking		
Name of committee Member	Member details	Nominated/Elected/Co-opted
Dr. Agrawal Sunil Nanadlal	GM, Jalgaon Janta Co-op Bank	Co-opted

2. Industry Professional as an internal project evaluation

Year	Area Of Specialization	Name Of Industry Expert	Name Of Company	Internal Evaluator
2020-21	Marketing & IBM	Mr. Alwin Stewart	Kotak commodities LTd.	Prof. Yogesh Patil

Year	Area Of Specialization	Name Of Industry Expert	Name Of Company	Internal Evaluator
	Finance & Operations	Mr. Sachin Patil	Deepak Fertilizers	CA Shweta chordiya
		Mr. Tejas Patil	HDFC Bank	Dr. Nishant Ghuge
	Human Resource & IT	Mr. Anjali Damani	Veroit India	Dr. Parag Narkhede
2019-20	Marketing & IBM	Mr. Gani Memon	BIBA Infrastructure	Prof. Shubhada Kulkarni
	Finance & Operations	Mr. Rohit Mishra	HDFC Ltd.	Dr. Vishal Sadanshive
		Mr. Tejas Patil	HDFC Bank	Dr. Nishant Ghuge
	Human Resource & IT	Mr. Sudip Rane	S.P. Pharmaceuticals	Dr. Parag Narkhede

3. Industry Professionals in Project and Assignment

They are appointed by the University, but, at our level we involve industry people in internal evaluation of projects. The internship/summer projects reports are evaluated critically by the faculty of KCES IMR along with relevant industry expert in various areas of specialization. Out of 100 marks, 40 marks is internal component and 60 marks is at the university level external examination. The details of internal evaluation parameters are given below:

INTERNAL EVALUATION PARAMETERS		
Internship Proposal Evaluation Parameters	Parameter Description	Marks
Criteria 1	Objective & Research Methodology	10
Criteria 2	Literature Review & Theoretical Background	5
Criteria 3	Result Analysis & Finding	15
Criteria 4	Presentation	10
	TOTAL	40

4. List of industry expert for internal evaluation of summer projects



Industry experts are invited to evaluate the summer projects of the students. The suggestions and recommendations on the evaluation is taken and is considered for development in the quality of report for the upcoming batches.

7.1.5. Initiatives related to industry including executive education, industry sponsored labs, and industry sponsorship of student activities

1. Industry Sponsored Labs

The institute being a pioneer in Management education, draws the attention of local Industrialists and entrepreneurs. The camaraderie with the prominent personalities help us solicit sponsorship for establishing extra facilities to the students. The Institute has a sponsored computer lab consisting of 5 PCs for conducting survey and data analysis for agro based Industries as well as surveys for packaging industry, from, Shree Gajanan Packaging, and Usha-Prabha Trading Co. Jalgaon.

2. Industry sponsored Activities

Date	Sponsoring Company	Event Title	Attendance	Sponsorship Type
25.01.2020	iPhone wala	Box Cricket League	100	Rs. 10,000 Prizes
20.01.2020	Sakal Yin and Rotaract Club of IMR	Travel to the province of talent	72	Entire program
19.10.2019	Supreme Industries	Manager's day program	56	Rs. 7000 Cash

7.1.6. Involvement of industry professional as members of various academic bodies/board

Our Institute has members from the corporate in our Governing Council and Academic Advisory Council. We also have an Advisory Board to guide us towards the vision of KCES IMR. These members bring perspectives of the current industry trends and needs. KCES IMR has invited its alumni working in corporate to be part of the Committees. The alumni provide insights on how to capture attributes and skill sets essential for a successful corporate career.

Currently there are 7 members from top companies in the Governing Council and 3 members in the College development committee.

Sr. No.	Name of Industrialist	Name of Industry	Role in Institute/Society committee
1.	Mr. Harish Milwani	Shama Fireworks, Jalgaon	Member of Management Council & College Development Committee

Sr. No.	Name of Industrialist	Name of Industry	Role in Institute/Society committee
2.	Mr. RatneshPalod	Bharat Agencies., Jalgaon	Member of College Development Committee
3.	Mr. Suresh Chirmade	Suresh & Company steels, Jalgaon	Member of Management Council & IQAC
4.	Mr. ShrikantManiyar	Maniyar Dal Mills., Jalgaon	Member of Management Council
5.	Mr. Laxmikanth Chaudhari	Amal Auto, Jalgaon	Member of Management Council
6.	Mr. YogeshSarode	JanvhiPlastics& Multi trading Pvt. Ltd., Jalgaon	Member of IQAC committee
7.	Mr. Sudip Rane	S. P. Pharmaceuticals	Member of IQAC committee
8.	CA SmitaBandukwala	Practicing Chartered Accountant	Member of IQAC committee

Industry Interface committee 2021-22

Sr. No	Committee Member	Designation	Objective	Company
1	Mr. Punit Sharma	Committee Coordinator	Training & Placement, Monitoring And Coordination	KCES's IMR, Jalgaon
2	Rupesh Kumbhar	Student Co-Ordinator	Co-Ordination With Students	KCES's IMR, Jalgaon
4	Pankaj Vyavhare	Member	Training Activity	Bhagirath Counseling Centre
5	Subodh Jadhav	Member	Placement Activity	TATA Strive
6	Tejas Patil	Member	Training Activity	HDFC Bank Ltd.

Industry Interface committee 2020-21

Sr. No	Committee Member	Designation	Objective	Company
1	Mr. Punit Sharma	Committee Coordinator	Training & Placement, Monitoring And Coordination	KCES's IMR, Jalgaon



Sr. No	Committee Member	Designation	Objective	Company
2	Mona Ahuja	Student Coordinator	Co-Ordination With Students	KCES's IMR, Jalgaon
3	Anjali Damani	Member	Placement Activity	Gujrat Foods Manufacturer
4	Sudip Rane	Member	Training Activity	S.P. Pharmaceuticals
5	Rohit Mishra	Member	Placement Activity	HDFC Life

Industry Interface committee 2019-20

Sr. No	Committee Member	Designation	Objective	Company
1	Mr. Punit Sharma	Committee Coordinator	Training & Placement, Monitoring And Coordination	KCES's IMR, Jalgaon
2	Saurabh Kabra	Student Co-Ordinator	Co-Ordination With Students	KCES's IMR, Jalgaon
3	Gani Memon	Member	Placement Activity	BIBA Infrastructure
4	D. C. Gokhale	Member	Training Activity	GATI
5	Mitesh Plaod	Member	Placement Activity	Palod Distributor

7.2. International connect

7.2.1. MOU's/ Partnership and its effective Implementation

Sr. No	Date	Name of Company /Institute/University	Purpose	objectives	MoU Outcome
1	07.03.2020	Satakunta University, Pori, Finland	Faculty and Student Exchange	To improve faculty and student quality	Working on a webinar for faculty development

Sr. No	Date	Name of Company /Institute/University	Purpose	objectives	MoU Outcome
2	29.11.2019	International Capital Partners, LLC	Training & Placement Assistance	To get International placements & Internship opportunity for the students	One business insight on international market session conducted by Mr. Harshal Vibhandik
3	03.08.2019	School of Management Studies, KBC North Maharashtra University, Jalgaon	Benefits from International associations	To provide international exposure to our faculty and student	Faculty interaction with Dr. Mariel Garcia Fuentes from Mexico on 18 th January 2020 to address faculty about international research work.
4	11.01.2021	PSB Academy, Singapore	Professional training, Global immersion program, Faculty and Student Exchange	To offer additional short term certificate course FDP's and Quality enhancement process	Dr. Sam choon yin, Dean, PSB Academy Singapore. 7 days Bridge course MBA. Inspiring mentoring program conducted for MBA students. From 09 To 17 Feb 2021

7.2.2. Student Exchange Program

As an affiliated Institute we have limitations regarding student exchange program. There is no provision for assigning credits for the student exchange. However, very recently Master Marcos, a young student from Germany visited the Institute and interacted with our students on Cultural differences and the role of student exchange in bridging the Gap.

7.2.3. Faculty Exchange Program

The Institute is firmly on its way towards establishing faculty exchange with foreign Universities.

- The prominent foreign faculty members who visited to our campus –

Sr. No.	Date	Name of Faculty	University affiliated	Workshop topic
1	18.01.2020	Dr. Maciel Garcia	CETYS University, Mexico	Mexican business trends and culture
2	16.12.2019	Dr. Bhoopendra Nath Gupta	Ethiopian Civil Service University, Ethiopia	Role of Financial Management in Development of Nation
3	08.08.2019	Dr. Yogesh Hole	Department of Public Administration, Chihan University, Erbil, Kurdistan, Iraq	Role of Tourism in the Development of Nation: Comparative Study of India and Iraq



(Dr. Maciel Garcia visit to KCES IMR)



(Dr. Maciel Garcia visit to KCES IMR)

7.2.4. Collaborative Research Projects

The Institute has initiated work on select projects overseas, in this regard the Institute invited few prominent Indian entrepreneurs working abroad to suggest areas of Mutual Interest.

Sr. No.	Date	Name of Entrepreneur	Country	Objective	Coordinator	Participants
1	20.01.2020	Mr. Harshal Vibhandik	USA	The Start-up guidance in USA	Mr. Pranil Chaudhari	90
2	04.02.2020	Ms. Sonia Kabra	Kenya	Success story of BuuPaas model in Kenya	Dr. Shilpa Bendale	102

3	17.07.2019	Ms. Suruchi Baheti	Pennsylvania, USA	Business Consulting process	Mrs. Anupama Chaudhari	89
4	25.01.2019	Mr. Pramod Attarde	New Jersey, USA	Global Trends in ICT	Mr. Dhanpal Waghulde	55



(Sonia Kabra of BUPAAs visit to KCES IMR)



(Mr. Pramod Attarde visit to KCES IMR)

CRITERION 8

Infrastructure (75)

8.1. Classrooms & Learning facilities

Institute has the following infrastructure to meet the curriculum requirements.

Sr. No	Room type	Carpet Area Required as Per AICTE Norms (Sq. Mtrs.)	Allocation of rooms in Institute (Room Number)	Available Area (Sq. Mtrs.)	Facilities
1	Seminar Hall	132	30	141.21	LCD Projector CCTV PA System Local Area Network (LAN) Wi-Fi connectivity Audio and Video Facility
2	Auditorium	Desirable	10	141.21	LCD Projector CCTV Executive Chairs Tables Local Area Network (LAN) Wi-Fi connectivity Audio and Video Facility
3	GD / Meeting Room	Desirable	6	69.55	LCD Projector Local Area Network (LAN) Wi-Fi connectivity White Board Audio and Video Facility CCTV
4	Classroom – 1	66	7	69.55	LCD Projector Local Area Network (LAN) Wi-Fi connectivity White Board Audio and Video Facility CCTV
5	Classroom – 2	66	8	69.55	
6	Classroom – 3	66	16	69.55	
7	Classroom – 4	66	17	69.55	
8	Classroom – 5	66	18	69.55	
9	Classroom – 6	33	14	33	
10	Tutorial room	66	19	69.55	LCD Projector Local Area Network (LAN) Wi-Fi connectivity White Board

					Audio and Video Facility CCTV
11	Ladies Room	100	9	100	Wending Machine, Firstaid box, Attached Toilet, Bed etc.
12	Computer centre	150	Lab-06 & 7	152	Desktop Computers White Board Notice Board Local Area Network (LAN) Wi-Fi connectivity CCTV
13	Library & reading room	100	11-13	193.32	Reading Desks, Chairs, Books, Periodicals, Magazines, Journals, and News Papers 14 Computer systems servers
14	Research Lab & Innovation Lab	Desirable	20	141.21	LCD Projector Local Area Network (LAN) Wi-Fi connectivity White Board Audio and Video Facility CCTV At least 10 Computers Printers



8.2. Library

The Institute has a well stacked library with over 31,412 volumes of text books, reference books, general books, Journals and magazines, CD-ROMs, online resources and other reading material.

The Library is connected with LAN and uses LIBRARY Management software: SOUL 2.0.0.12 version. Library Provides access to staff & students for Video lectures from NPTEL (National Program on technology Enhanced Learning). The resources are updated as per the guidelines of AICTE as well as requirement from students and Faculty.

8.2.1. Library Infrastructure & Facilities

Facilities available:

Sr_No	Facilities	Number
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1	Students I-Card Issues	--
2	Books, Journals, e- Journals, Project & CD Access.	--
3	Reference Section with knowledgeable books	--
4	OPAC Facility, N List, DELNET	--
5	Digital Library - e-resources like National Digital Library of India (NDL) and E-ShodhSindhu	--
6	Reprography	1
7	No of printers	2
8	Bar Code Printer	1
9	Bar Code Scanner	4
10	Internet bandwidth	85 MBPS
11	News Papers	12

Library Infrastructure:	Details
No. of Titles (Management)	4492
No. of Volumes (Management)	16762
Carpet area of library in Sq. Mts	193.32
Reading space in Sq. Mts	100
Timings: Monday - Saturday	10 a.m. to 6 p.m.
Number of qualified staff	1
Number of supporting staff	1
Library management software	SOUL 2.0.0.12 version
Management computerization for search, indexing, issue /return-records	Bar coding used

Quality of learning resources

8.2.2. Relevance of available learning resources including e-resources

Print Resources:

Academic Year	MBA					
	Books		Periodicals		News papers	Conference Proceeding
	Titles	Volumes	Journals	Magazines		
2019-20	4620	19943	36	4	11	0
2020-21	4669	20010	24	3	12	1

2021-22	4674	20031	24	3	12	1
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E-Resources:

Academic Year	MBA			
	Audio Visual Resources (CDs & DVDs)	E-Books	E-Journals	Digital Portals
2019-20	210	310	240	NPTEL Video Lecture, Delnet, Shodhganga, National Digital Library, SWAYAM
2020-21	240	340	633	NPTEL Video Lecture, Delnet, Shodhganga, National Digital Library, SWAYAM
2021-22	240	348	633	NPTEL Video Lecture, Delnet, Shodhganga, National Digital Library, SWAYAM



8.2.3. Accessibility to Students

- Online Public Access Catalogue
- Book Bank facilities for SC Students
- Access to e-Journals/Books
- Books are fully bar-coded for fast and accurate transactions.
- Library has internet facility with LAN of 14 Computer systems and 2 servers.
- Previous years Question papers available for reference.
- Back volumes of journals (bound volumes) are available for reference.
- Newspaper clippings services.
- Inter Library Loan Facility.
- Display of new arrivals-books and periodicals
- Faculty publications & Research paper available for reference.
- Ph. D Thesis is available for reference.

Circulation details:

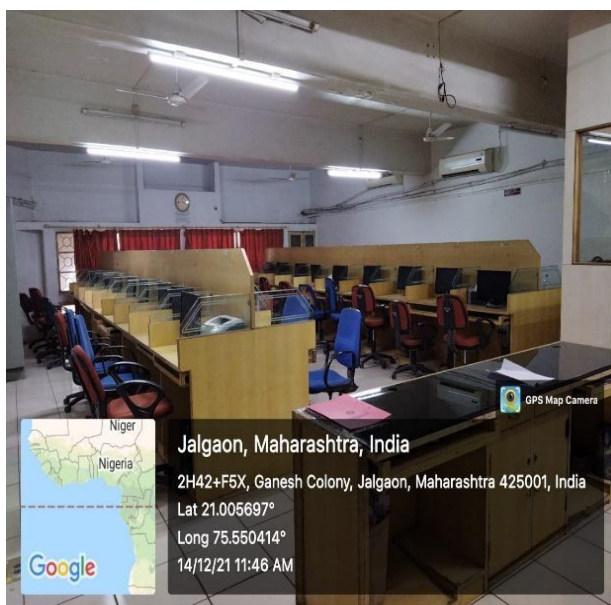
User Category	MBA	
	No. of Books	Renewal Period (In days)
PG	3	After 14 days
Faculty	100	After 90 days

8.3. IT Infrastructure

The following table shows the availability of composite hardware, software, network resources and services required for the existence, operation and management of an institutions IT environment:

Table 8.1 IT infrastructure

Description	Quntity
System Software	5
Application Software	11
Internet Bandwidth in Mbps	85 MBPS
PCs exclusively available to students	395
PCs/Laptop available in Administrative Office	10
Number of PCs/ Laptop available in Library	16
PCs/Laptop available to Faculty Members	46
Printers available to student	40
LCD /KYAN	37



8.4. Learning Management System

The Institute has a well-developed Learning Management System in the form of ERP software. Almost all the administrative and learning process is incorporated in the ERP module. The learning management includes preparation of teaching plan, preparation of individual faculty workload, student attendance system, and provision for students to access study content and provision for online conduct of internal examination.

e-learning	Teaching	<ul style="list-style-type: none"> • ERP LMS module, Blog • Use of KYAN system in classroom • Sharing of Video lectures • Use of NPTEL lectures • SWAYAM for Faculty & Student learning.
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	Resources	<ul style="list-style-type: none"> • DELNET Library Network • E-books • Availability of NPTEL courses on HARD DISKS' • Availability of CDs related to academic courses and value addition topics.
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8.5. Hostel

Institute provides separate Girls and Boys Hostel as a common facility under the parent Society Khandesh College Education Society, Jalgaon. Rooms are allotted to both boys and girls as required by them. Hostel provides comfortable environment, equipped with spacious and well furnished rooms with all basic amenities and disciplined environment.

Girls Hostel Information:

Total four Floors are available in girls' hostel.

Sr. No	Rooms	Size
ABC wing		
1	4 th Floor. Each floor-15 rooms Total rooms:60	Each room size:10.09 m ²
D Wing		
2	2 nd floor Each Floor-6 rooms Total rooms: 24	Each Room size:9.19 m ²
E wing		
3	Ground Floor: 13 rooms First Floor: 14 rooms Total rooms: 27	Each Room size:20.90 m ²
	Tea and Coffee and entertainment Hall	92.90 m ²
	Internet Lab	43.19 m ²
	Mess	205.12 m ²
	Yoga Hall	150.50 m



Boys Hostel Information:

Sr_No	Room	Size
1	Total Rooms:39	Each room : 15.60 m ²



Following facilities are provided in the Hostel:

- 24x7 Wi-Fi Internet facility.
- Telephone Facilities

- Power back up supply, separate Generator for Students
- RO water purifier system
- Yoga and Meditation classes
- Indoor and Outdoor Games facility
- Free Computer Lab facilities.
- Mess facility with separate and well equipped dining halls.
- Free medical check-up and medicine are available in Health Care Centre in the campus
- The hostel is under security surveillance in addition to security guards
- Students can voluntarily participate in the cultural activities organized in Hostel
- Tea and Coffee Vending machine
- Sanitary Napkin Machine for girl's hygiene
- Earn and Learn Scheme for needy students
- Television facility for entertainment and news.
- Solar Water Heating system for bath.
- Anti-ragging Committee has been established to prevent ragging in the campus.
- Reading room
- Biometric Thumb impression machine is available

8.6. Sports Facility

The KCE Society, which is the parent society of Institute, has established a centralized sports facility '*Eklavya Krida Sankul*' with necessary sports equipment's and infrastructure.

The sports infrastructure includes a Cricket Ground, a Football Ground in addition to International Olympic Standard Swimming pool, Standard Badminton and Table Tennis Courts and Gymnasium with modern equipment.

The Physical Director appointed by the Institute is in charge of sports activities.

8.6.1. Indoor Sports Facilities

The following Indoor Facilities are available:

Sr. No	Indoor Sport Facility	Area/Size
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1	Badminton Courts	Two badminton courts of 880 sq.ft each; Hall Size 4488 sq.ft Wooden Floor
2	Gymnasium	Hall Size 1850 sq.ft.
3	Boxing	Hall Size 472.44sq.ft
4	Rifle Shooting Range	Hall Size 469.16 sq.ft.
5	Table-Tennis	6 Tables
6	Skating	Standard Rink
7	Chess	60 Boards
8	Carom	10 Boards

8.6.2. Outdoor Sports Facilities

The following Outdoor Facilities are available:

Sr. No	Outdoor Sport Facility	Area/Size
1	Athletics	400 Mtrs 8 Lane Track for Track & Field Events
2	Football	13287.4 sq.ft.
3	Volley Ball	531.50 sq.ft.
4	Cricket	65 Yards
5	Basket Ball	1522.31 sq.ft.
6	Swimming Pool	Olympic size





8.7. Medical Facility

- The Institute has First Aid facility available at all prominent locations.
- Institute also provides centralized Medicare for all students and staff.
- Institute is located in the heart of city with many hospitals closeby.
- In cases of emergency the institute has an agreement with Sarthak Hospital Jalgaon to provide immediate medicare.
- All staff members of the institute are covered under group accident scheme.
- In addition, the students are protected by the KBC North Maharashtra University's Group Insurance scheme. The premium for which is collected at the time of admissions. One of our student's kin benefited from the scheme.
- The Institute Health awareness camps are organized from time to time to promote health consciousness as well as to prevent spread of infectious disease.
- The Institute also has a centralized Yoga & Naturopathy centre, Mother Teresa Health Care Center under Khandesh College Education society.

Psychological Counsellor

Name of the Counsellor – Vrushali Vyavahare, M.A. (Psychology)

Frequency of consultancy – Once in a Month.



CRITERION 9

Alumni Performance and Connect

9.1. Alumni Association

A. Duly formed & Registration:

KCES IMR Alumni Association is a registered organization playing a vital role in connecting alumni with the Institute. It also helps Institute in various direct-indirect ways by contributing to Alumni fund and involving in various activities.

Association has geared up its membership drive and has increased its membership figure to more than 600. Membership is categorized in two types, 'Associate' the person who paid Rs.100 becomes associate member for life time and 'Fellow' members are person who paid Rs.5000. The membership details are given in following table.

The institution has a registered Alumni Association under the Societies Registration Act (**Registration No. F / 15809 / Jalgaon Dated: 12-04-2014**). The Association regularly conduct Audits of its financial transactions (**PAN: AAAAI 7214D**) and update the same with charity commissioner of Government of Maharashtra.

Table 9.1 Details of Alumni Membership

Academic Year	Cumulative Count of Members	Total Members Newly Added (D=A+B+C)	Founder Members (A)	Fellow Members (B)	Associate Members (C)
2013-14	80	80	7	04	69
2014-15	140	60	--	02	58
2015-16	261	121	--	--	121
2016-17	424	163	--	01	162
2017-18	504	80	--	40	40
2018-19	593	89	--	2	87
2019-20	623	30	--	2	28
2020-21	672	49	--	2	47
2021-22(Till the date)	707	35	--	20	15
Total		707	7	73	627

Alumni Association Board Members and their positions:

Sr. No	Name of Member	Designation	Occupation
01	Dr. Shubhada M. Kulkarni	President	Professor
02	Mr. Rohit Mishra	Executive President	Investment Trainer
03	Mr. Nandu Adwani	Vice-President	Entrepreneur
04	Mr. Uday S. Chatur	Secretary	Asst. Professor
05	Mr. Pankaj Vyavhare	Joint Secretary	Counselor-Consultant
06	Mr. Rakesh K. Rane	Treasurer	Asst. Professor
07	Mr. Gani A. Memon	Member	Entrepreneur
08	Dr. Subhash N. Sonawane	Member	Entrepreneur
09	Dr. Madhulika Sonawane	Member	Asso. Professor
10	Mr. Vishal Totala	Member	Chartered Accountant
11	Mr. Mitesh Palod	Member	Entrepreneur
12	Mr. Hitesh Kakkad	Member	Financial Advisor
13	Mr. Yogesh D. Patil	Member	TechnologyExpert Entrepreneur
14	Mr. Amit Ahuja	Member	Entrepreneur
15	Mr. Sandip G. Patil	Member	Entrepreneur
16	Ex-Officio (Placement Coordinator)	Member	Placement Co-ord. KCES' IMR

Table 9.2 Alumni Association Board Members

Initiative of Alumni Association: Alumni Association is actively involved in organizing various developmental activities for current batch of students.

9.2. Involvement of alumni

▪ Alumni Meet

Alumni Meet is held every year and the experiences are shared. This helps in better bonding and creates avenues for developmental activities. The meetings were conducted as mentioned.

Meeting Dates

- Sunday, 21st February 2016
- Saturday, 28th May 2016
- Saturday, 26th August 2017
- Tuesday, 13th November 2018

- Monday, 04th November 2019
- Saturday, 16th January 2021 (online)
- Saturday, 8th Jan 2022

9.3 Visit to institution and interaction with students:

Alumni as Resources: The members of the Alumni Association are invited as Guest speakers, Trainers or Resource Persons in the institute. This provides an opportunity to improve relations with the Alumni. The alumni are also invited to grace their presence in various events organized throughout the year to maintain relationship that is mutually fruitful.

Table 9.3 Alumni Interaction with Students

Sr No	Name	Date	Programme	Remark
1.	Dr. Vishal Sandanshive	28-02-2022	Online webinar on “Demystifying Financial Statements”	Understanding the core concept of financial statements
2.	Mr. Rohit Mishra, National Trainer HDFC Mutual Funds	3-01-2022	Budget 2022- Post Budget Discussion	Budget Discussion
3.	Ms. Harpreet Saini & Ms. Mansi Bangale	26-01-2022	Flag Hoisting	Inspirational guidance
4.	Mr. Tushar Chothani ACE Trainer	11-01-2022	Guest Lecture Induction Program Passport to success	Inspirational & Attitude development
5.	Mr. Rtn Pankaj Vyavhare, Bhagirath Counselling	13-01-2022	Guest Lecture Induction Program Its matter of belief and passion.	Importance of belief and passion.
6.	Ms. Shraddha Raut & Ms. Vaishnavi Joshi	26-01-2021	Republic Day flag Hoisting	Skill Development
7.	Dr. Seema Sant	18-09-2021	Webinar on Financial market analysis and	Awareness about financial market

Sr No	Name	Date	Programme	Remark
			trends in pandemic	
8.	Mr. Nandan Pradhan, Executive Director at Mcon Rasayan Pvt. Ltd., Mumbai	06/06/2020	Webinar on Learnings for Professionals	Skills and attitude that will help in performing and progress
9.	Dr. Anand Dubey , Director, Marketing and Strategy (Asia Pacific), Alves group of companies, Mumbai	26/05/2020	Webinar on Survival to Revival	Tips on how to overcome challenges faced due to CORONA
10.	Mr. Rtn Pankaj Vyavhare, Bhagirath Counselling	26/01/2020	Flag Hoisting	Inspirational guidance
11.	Mr. Akansha Jain, Axis Bank Judge for B-Plan Competition	19/10/2019	Entrepreneur's Day	Guidance for B-Plan preparation and mentoring
12.	Mr. Sidhdhesh Kotecha, Entrepreneur	15/10/2019	'Vachan Prerana Divas'	Reading skill development and personality development
13.	Mr. Rtn Pankaj Vyavhare, Bhagirath Counselling	10/10/2019	Workshop: Emotional Management	Rotract activity for behavioural development
14.	Mr. Capt M. B Kulkarni, Pankaj Vyavhare, Shantanu Agarwal	07/10/2019	Rotract Installation	Corporate Social Responsibility
15.	Dr Vishal Sandanshive	29-09-2019	SBI Life insurance Campus	Guidance and mentoring

Sr No	Name	Date	Programme	Remark
	and Nilesh Sandanshive			
16.	Ms. Harshada Kulkarni, Trainer	23/08/2019	Workshop on Mindful Growth	Attitude training
17.	Mr. Rohit Mishra, National Trainer HDFC Mutual Funds	15/08/2019	Flag Hoisting	Inspirational guidance
18.	Ms. Suruchi Baheti, consultant, Pennsylvania, USA	17/07/2019	Courtesy visit	Discussion regarding experience sharing at USA
19.	Mr. Rohit Mishra, National Trainer HDFC Mutual Funds	01& 02/04/2019	NISM Training	Preparing students for NISM exam for career in finance and banking
20.	Dr Saurabh Chowdhuri	09/03/2019	Workshop on Consumer Behaviour	Guidance, Counselling
21.	Dr Saurabh Chowdhuri	09/02/2019	Workshop on Case Study	Guidance, Counselling
22.	Mr. HiteshKakkad, Moneyplus	26/01/2019	Flag Hoisting	Inspirational guidance

▪ **Involvement in curriculum development:**

Some of our alumni have made a mark in academic field and are members of various academic bodies of the KBCNMU. Their representation as member of Board of Studies, chairman of Board of Studies, Academic Council Members and Management Council Members, Senate Members and Dean of Commerce and Management faculty of KBCNMU, ensures active and constructive contribution in curriculum development. To mention few of them, Prof. Shilpa Bendale, Prof. Preeti Agarwal, Prof. Seema Joshi, Prof P. M. Kothari, Prof. Prashant Warke, Prof. Madhulika Sonawane, Dr. Vaishali Patil, CA J. M. Agarwal, Principal A.G. Rao, etc.

Ms. Nidhi Kothari (2018 MBA Batch) who is a University topper and Gold Medalist was bestowed with the honour as an ‘Invitee member of Board of Studies’ (Business Administration) of KBC North Maharashtra University.

The Institute conducts periodic Alumni meets, they are also invited frequently on select occasions, programs, and events which provide an opportunity to engage with them on aspects related to academic adequacy in the real world practices. The suggestions and views are considered as feedback and put forth to the BOS during syllabus restructuring process.

- **Project Guidance:**

Our Alumni who are entrepreneurs and those in senior positions in the industry help our students undertake internship programs which is a part of course curriculum.

- **Assistance in Entrepreneurship:**

Entrepreneurship is inspiring. Our alumni who have setup their own organisations inspire and provide guidance and advise to interested students in establishing their own business ventures.

- **Mentoring of students:**

The Institute takes the opportunity of alumni meets, and interactions to request them provide mentorship in relevant areas to junior students.

- **Assistance in placement:**

Alumni working in senior positions as well as those involved in Human Resource Management help in the placement of current batch of students. Information is shared, guidance is provided and mentoring is also done by the Alumni in respective organization or company. Campus Interviews are arranged through liaising with such Alumni.

Table 9.4 Alumni Providing Placements - 2018-21

Year	Name Of Alumni	Student Name Placed	Name Of Company	No. Of Students Placed
2020-21	Vyas Vishal Jagdish	Devyani Patil	HDFC Bank	1
	Swapnil Khadse	Dhaanshree Kulkarni	Ameliorate	1

Year	Name Of Alumni	Student Name Placed	Name Of Company	No. Of Students Placed
	Gani Memon	Thakur Akash Jamunadas	BIBA Construction	1
	Pawan Vilas Mahajan	Mohit Praful Chopda	Kotak Mahindra Bank	2
		Pooja Rajaram Borikar	Kotak Mahindra Bank	
2019-20	Amrutkar Shital Ashok	Purva Nishikant Kulkarni	BIBA Construction	3
		Jagdish Sanjay Patil	BIBA Construction	
		Kalpesh Anil Patil	BIBA Construction	
	Kumavat Umesh Shivkumar	Saurabh Sanjay Kabra	Samrat Traders	1
2018-19	Chaudhari Hemal Santosh	Saundane Shubham Ganesh	Varad Engineer	1
	Mandore Akash Bhikchand	Pooja Rupesh Sarode	Palod Agencies	1
	Chaudhari Sagar Sukram	Chaudhari Kunal Vilas	Malhar Communication	2
		Tayade Pavan Rajendra	Malhar Communication	
	Dabhade Abhijit Ashokrao	Ratnaparkhi Akshay Subhash	Madhav Bag	1
	Paratane Monal Narendra	Adakmol Pavan Gautam	Sudarshan Solar	1

Resources raised:

There has been a steady increase in the membership activity and thus the same is reflected in the resources raised.

Year	Fund Raised
2019-20	12,800
2020-21	15000
2021-22	131502
Total fund till date	6.98, 858

9.3. Methodology to connect with Alumni and its implementation

The institute is keen to use new technology and medium to connect with Alumni. Institute has updated its Alumni Module on web site, which helps to connect with Alumni and collect information. The Institute updates database of Alumni Association members on regular basis. (<https://alumni.imr.ac.in/>)

Annual General Meeting of Association is conducted regularly, and alumni meet are organized for developing strong bonds and widening the reach amongst Alumni. Institute support alumni to organize reunion programs and current students are encouraged to interact with past students.

Alumni are invited and involved in various events like Cultural Program (Synergy), Guest Lectures, Workshops, Competitions (Manger's Day, HR Meet, etc.), Conference such occasions provide an opportunity to students to interact with Alumni.

In addition, the institute's Faculty keep in contact with alumni through social media and e-mail, telecommunication, etc. Institute has formed informal batch/year wise groups of Alumni on social media like WhatsApp and Facebook, which promote easy sharing of Information and communication.

CRITERION 10

Continuous Improvement (50)

10.1 Actions taken based on the results of evaluation of each of the POs (20)

Table 10.1 Set and Attained levels of PO 2017-19

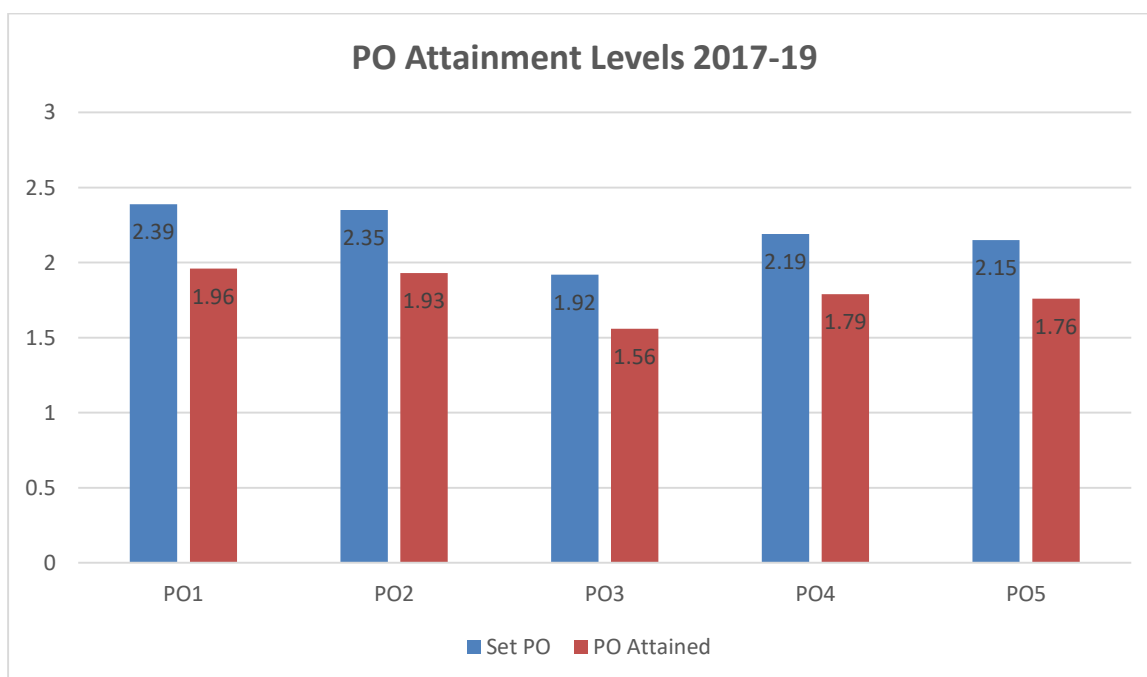
2017-19			
PO's	Set Level (Direct)	Attained Level (Direct)	Compliance Status
PO1	2.39	1.96	82% Attained
PO2	2.35	1.93	82% Attained
PO3	1.92	1.56	82% Attained
PO4	2.19	1.79	82% Attained
PO5	2.15	1.76	82% Attained

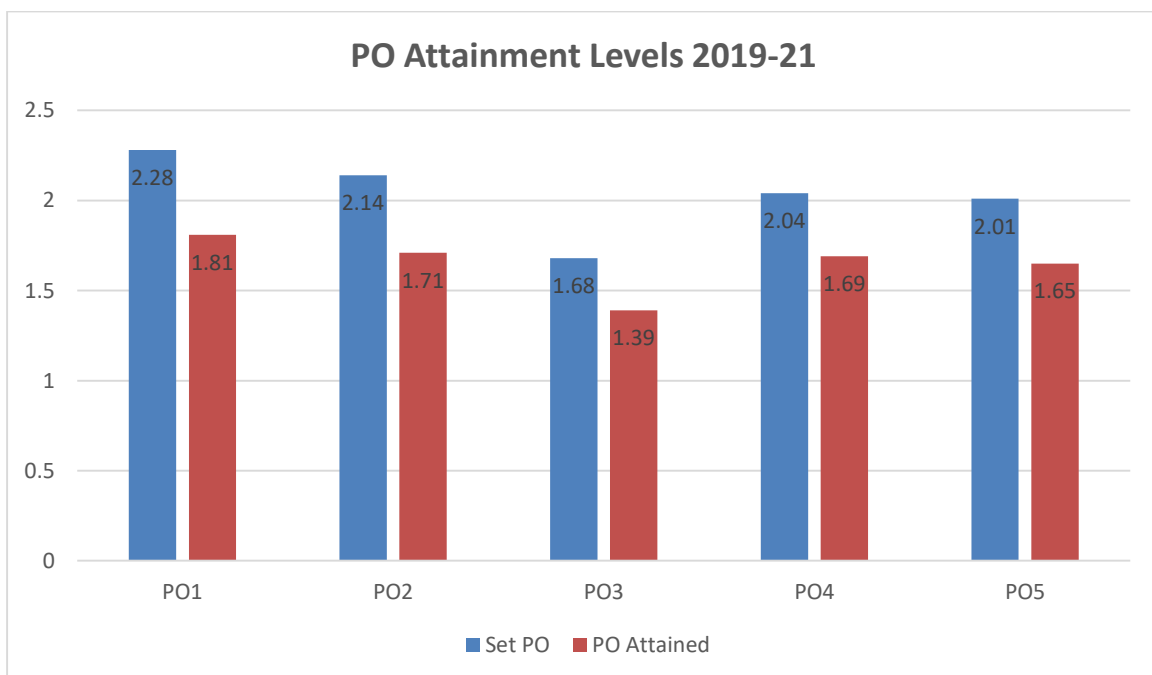
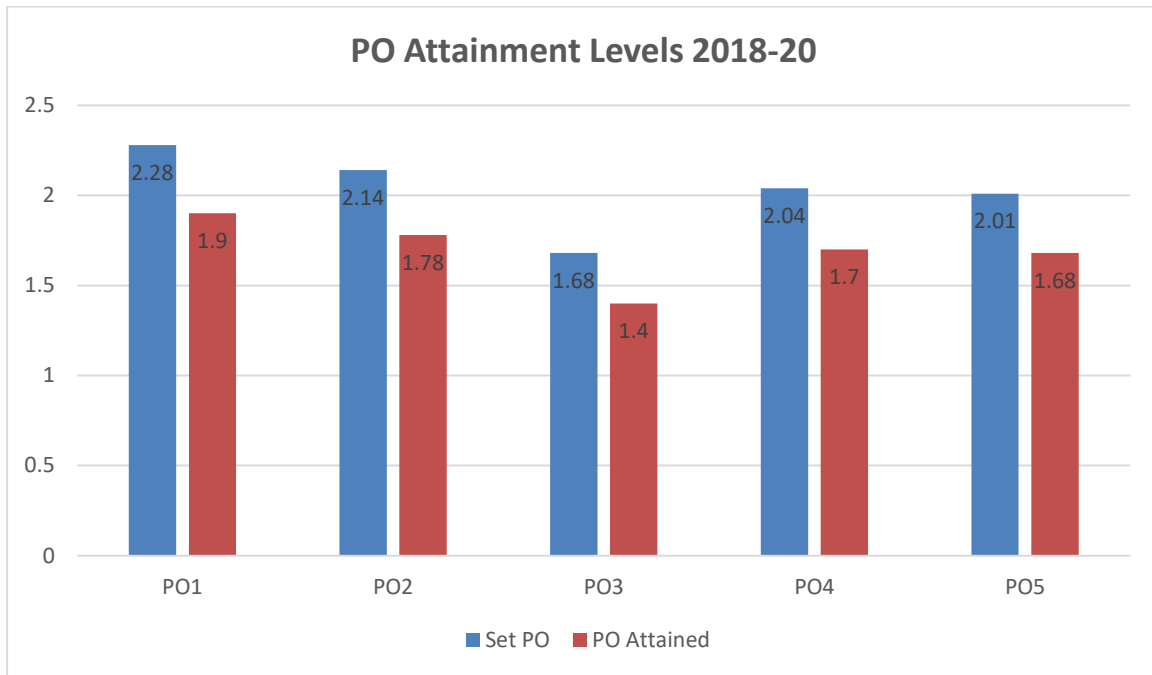
Table 10.2 Set and Attained levels of PO 2018-20

2018-20			
PO's	Set Level (Direct)	Attained Level (Direct)	Compliance Status
PO1	2.28	1.90	83% Attained
PO2	2.14	1.78	83% Attained
PO3	1.68	1.40	84% Attained
PO4	2.04	1.70	83% Attained
PO5	2.01	1.68	83% Attained

Table 10.3 Set and Attained levels of PO 2019-21

2019-21			
PO's	Set Level (Direct)	Attained Level (Direct)	Compliance Status
PO1	2.28	1.81	79% Attained
PO2	2.14	1.71	80% Attained
PO3	1.68	1.39	83% Attained
PO4	2.04	1.69	83% Attained
PO5	2.01	1.65	82% Attained





10.1 Actions taken based on the results of evaluation of each of the PO's

As an affiliated institute, we do not have complete control over any curriculum intervention. Pedagogical initiatives still fall short of expected attainment level. The program outcome attained has been achieved but certain gaps for which efforts were made are as follows

Program Outcomes	Set Level (Direct)	Attained Level (Direct)	Action taken
P01- Apply knowledge of Management Theories & Practices to solve business Problems.	2.39	1.96	<ol style="list-style-type: none"> 1. Workshop on SPSS Software 2. Video lectures of experts in subjects 3. Workshop on MS office & Social media security 4. Aptitude training 5. Use of NPTEL Videos/Short educational videos 6. Industrial Visit to Winley polymers 7. Workshop On Effective Communication Skills For Digital Era 8. Live Streaming of Budget
P02- Foster analytical & Critical thinking abilities for data-based decision making	2.35	1.93	<ol style="list-style-type: none"> 1. Training on NISM Certification 2. Make Intern workshop & Business plan competition at IIM's 3. Use of self-developed cases 4. MCQ pattern examination for deep learning 5. Writer's club activities 6. Webinar on survival to revival 7. Travel to the province of Talent – Rotaract Club of IMR and Sakal Yin 8. Workshop on “Start –up and Intellectual Property Right” 9. Webinar on Rural Entrepreneurship under MGNCRE 10. Workshop on Personality development
P03- Ability to develop value based Leadership ability	1.92	1.56	<ol style="list-style-type: none"> 1. Webinar on Delighted minds 2. Tie-up with Bhagirath counselling center. 3. Analysis on Psychometric parameters. 4. Webinar in Dry land can be Dream land on 'World water day' 5. Charity work by students of

			<p>IMR- Distribution of free ration to Auto drivers during Pandemic</p> <ol style="list-style-type: none"> 6. Warm clothes donation by students to orphans & Beggars in Bhusawal. 7. Annual Granth Pradarshan (Book exhibition) 8. National Unity day celebration on Fundamental rights. 9. Vachan Prerna Divas conducted Occasion Of Birth Anniversary Of Dr. APJ Abdul Kalam
<p>P04-Ability to understand, Analyze and communicate global, economic, legal, and ethical aspects of business</p>	<p>2.19</p>	<p>1.79</p>	<ol style="list-style-type: none"> 1. Workshop on cyber security 2. Webinar on Money Management 3. Webinar on Commodity derivatives markets in association with NCDEX NICR 4. Use of ICT techniques like smart board teaching, Blended learning 5. Conduct of Entrepreneurs day 6. Webinar on Cyber-crime 7. Webinar on "7 skills to win in the New World" 8. Online Legal awareness camp conducted. 9. National webinar on "Reading culture of New Generation
<p>P05-Ability to lead themselves and others in the achievement of Organisational goals, contributing effectively to a team environment.</p>	<p>2.15</p>	<p>1.76</p>	<ol style="list-style-type: none"> 1. Use of Microsoft Teams & ERP system 2. Use of blogs for extended learning 3. HR conclave is conducted annually 4. Students are encouraged to organize events under IMR-Rotaract club 5. Webinar on Marriage or Career 'Milun Sarya Jhani) 6. Conduct of Manager's day 7. Eco tourism to Aryan park 8. Industrial visits 9. Conduct of team events like Box cricket competition, Krida Vedh (Annual Sports week) 10. Navaratri Festival conducted.

Details of add on courses to improve the Set and attained POs are as follows:

I. Entrepreneurship Development Program: Upon successful completion of the course the student will be able to:

CO.1	Describe Entrepreneurship.(Understand)
CO.2	Examine role of entrepreneur in economic developments.(Analyze)
CO.3	Describe the steps to establish an enterprise(Identify)
CO.4	Compare and classify types of entrepreneurs.(Select)
CO.5	Describe steps in Project formulation & Evaluation (Evaluate)
CO.6	Understand the entrepreneurial support in India and establish an enterprise (Apply)

Program outcomes:

P01-Apply knowledge of Management Theories & Practices to solve business Problems.

P02- Foster analytical & Critical thinking abilities for data-based decision making

P03-Ability to develop value based Leadership ability

P04-Ability to understand, Analyze and communicate global, economic, legal, and ethical aspects of business

P05-Ability to lead themselves and others in the achievement of Organisational goals, contributing effectively to a team environment.

CO-PO mapping of Entrepreneurship Development Program (EDP)

CO/PO	PO1	PO2	PO3	PO4	PO5
CO1	3	2	2	3	2
CO2	2	3	2	3	2
CO3	2	3	1	3	2
CO4	3	2	1	2	2
CO5	3	3	1	3	2
CO6	2	3	2	2	2
Average level	3.00	2.67	1.83	2.83	2.33

Competency Development Course

Vision: Committed to providing students with a value-based, high-quality skilled and vocational education while also equipping them with the necessary skills and abilities to meet the challenges of a rapidly changing global context.

Mission:

1. To provide appropriate technical and professional education in order to improve the lives of students in both rural and urban areas.
2. To provide a supportive environment for students to improve their skills and knowledge.
3. Encourage students' ability to innovate.



4. Instilling global ethics and human values in all students

Quality Policy:

To be a preferred institute for developing quality and competent professionals with good moral and ethical values.

Programme Educational Objectives (PEO's) of the MBA Program**PEO1:**

Practice the Management theories and concepts

PEO2:

Acquire skills to handle decision making for achieving organizational goals

PEO3:

Imbibe values and ethics in the individual for organizational conduct

PEO4:

Develop leadership qualities & handle Managerial environment

Program outcomes:

P01- Apply knowledge of Management Theories & Practices to solve business Problems.

P02- Foster analytical & Critical thinking abilities for data-based decision making

P03- Ability to develop value based Leadership ability

P04- Ability to understand, Analyze and communicate global, economic, legal, and ethical aspects of business

P05- Ability to lead themselves and others in the achievement of Organisational goals, contributing effectively to a team environment.

Course Objectives: Competency development program

1. To ensure that each student is a disciplined, responsible, and positive individual.
2. To ensure holistic development of students including mental, emotional and spiritual development
3. To increase the possibility of Students employability

Course Outcomes:

1. Possess the abilities and additional information needed to become a successful professional capable of performing managerial duties in a company.
2. Develop the analytical and critical thinking abilities needed to handle managerial tasks.
3. Understand the significance of Ethics and value based behavior.
4. Improve leadership skills to lead organisations in a global perspective



5. Demonstrate the necessary entrepreneurial skills to consider entrepreneurship as a career path.

CO-PO Mapping

CO	PO1	PO2	PO3	PO4	PO5
C01	3				
C02		3			
C03			3		
C04				3	3
C05					3
Average	3	3	3	3	3

Justification of PO-CO Mapping:

C01 Talents and supplementary knowledge, such as soft skills, are essential to fulfil managerial activities in an organisation, they are mapped to PO1.

C02Is mapped to PO2 because it deals with the development of critical thinking skills that a manager needs in several domains.

C03Is mapped to PO3, and it deals not just with instilling leadership skills in pupils, but also with instilling value-based leadership.

C04Is related to helping students comprehend the need and value of efficient communication, teamwork, and effective execution in a global corporate context, and is mapped to PO4, PO5.

C05Students who choose entrepreneurship as a career path can learn about the necessary skills and develop them in order to achieve their objectives, Hence it is mapped to PO5.

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10.2 Academic Audit and actions taken thereof during the period of Assessment

Academic Calendar is prepared by IQAC and circulated among the faculty members and students at the beginning of the semester. The activities scheduled in the academic calendar are also displayed on the notice board as well, showcased through flex at campus.

Academic calendar includes:

- Date of semester starts and ends
- Flagship events such as Managers Day, Entrepreneurs Day, HR Meet and so on
- Internal Exam Schedule
- Events having national, social and cultural importance

Every semester IQAC has conducted **Academic and Administrative Audit**. The Academic and Administrative audit document consists of 3 section.

Section 1: Faculty Academic report

The faculty is evaluated on following parameters:

- a. Subjects taught
- b. Submission of records (Mentor records, Internal Marks, And Session Plans)
- c. Teaching pedagogy
- d. Leaves and permissions
- e. Other responsibilities which Include Educational Tour / Industry implant training, Extension Activities
- f. Resource person functions
- g. Academic Growth(Additional education/Promotion
- h. Seminars/workshops attended:
- i. Publications
- j. innovative practices adopted
- k. Contribution to the university
- l. Contribution to the Department

Section 2: Academic Audit

- a. **Curriculum Planning and Execution: The following aspects are evaluated**
 - Adherence to academic Calendar
 - Session Plan and its Execution
 - Quality of assignment

- Tutorials and quizzes
 - Syllabus delivery progress
 - Departmental meetings
 - Principal/Director meetings
- b. Faculty Performance**
- Projects completed / on going
 - Seminars / conferences attended
 - Papers / articles / books published
 - FDP / RC / OC / Training Program / Workshop
 - Preparation of E-learning materials / Content
 - Acted as resource persons
 - M.Phil. & Ph. D awarded/Net/Set
- c. Co-curricular and Extra-Curricular Activities**
- Identification of weak and strong learners
 - Events organized by the department
 - Workshops, Seminars
 - Cultural Activities
 - Industrial Visits
- d. Attendance Monitoring**
- Attendance Records
 - Actions for improving the attendance of the students
- e. Internal Examination Process and Results**
- Quality of question paper
 - Quality of evaluation of answer Sheets
 - Question verification with COs
 - Performance analysis of students in Internal evaluation
 - Actions taken based on the analysis
- f. Academic Surveys & Feedback**
- Student Feedback (Midterm & End term)
 - Alumni Feedback
- g. Student Counselling**
- Mentoring the students (Reports)

h. Outcome based Practices

- Defining of CO
- CO, PO mapping with Curriculum
- Questions as per COs
- Attainment of COs
- Attainment of POs
- Analysis and Action taken there off

i. Teaching Learning Pedagogy

- Project based learning
- Assignments
- Presentations
- Quality of Course materials
- Syllabus Description
- Lecture Topics and Schedule for whole Semester
- List of Assignments
- Question papers
- Evaluation-schemes
- Samples of answer sheets
- Methods adopted to evaluate the COs and POs

j. Quality of Student Projects

- Types and relevance of the projects and their contribution towards attainment of POs and PSOs
- Process for monitoring and evaluation

k. Liasioning Activities MoU's signed

- Consultancy
- Collaborations
- Association Meetings
- Guest lectures
- Conference / Seminar / Workshop conducted
- Extension Activity
- Interaction with Industry / Research Centres / Educational Institutions
- Newsletters / Magazine
- Placements

Section 3: Administrative audit

All administrative aspects such as student's intake records, outgoing student's records, financial records. Faculty data etc. are scrutinized and records maintained.

Administrative and Academic Audit conducted by KBC NMU, Jalgaon:

As per the Maharashtra Public Universities Act, 2016, university had conducted Administrative and Academic Audit of Institute. Institute obtained 'A' grade with 75 score out of 100.

The following actions are taken as a result of Academic Audit conducted by IQAC and KBC NMU, Jalgaon.

- Development of the case study
- Implementation of ERP system
- Online Internal Exam System
- Online Assignment Submission System
- Development of E-Content for the respective courses
- Registration for NPTEL courses by faculty members
- Improvement in research publications

10.3. Improvement in Placement, Higher Studies and Entrepreneurship (10)

The institute has a full-fledged Training and Placement cell. The Training and Placement Officer who is in-charge ensures that placement is available to students at regional and national level. Efforts are taken to contact the concerned in all sectors of core importance such as Banking, Manufacturing, Infrastructure and Services sector. The requirement is duly assessed and sufficient inputs are provided for the students benefit to qualify for the positions applying for.

Table 10.4: Improvement in Placement

Description	2017-19	2018-20	2019-21
Average Package	2.27	2.37	2.59
Lowest Package	1.5	1.50	1.62

Summer Internship Projects: The Training and Placement Officer is also in-charge to provide summer internship to students. The process involves contacting industry majors in all core sectors soliciting internship in areas of specialization such as Finance, Marketing, HRM, IBM, Operation and System. In this regard, it may not be out of place to mention that our alumni play a significant role in providing opportunities for summer internship.

Table 10.5: Improvement in SIP

Description	2017-19	2018-20	2019-21
Students Placed	105	156	164
Core Industry			
Banking	63	82	85
Manufacturing	5	7	8
Services	0	0	26
Others	33	67	45

Entrepreneurship: The institute also enrolls students from the business community from the region. It is but natural that these students follow their family business and a few of them get inspiration from the various guest lectures and motivational speeches provided to them and ensure that they start their own enterprises. The incubation center of the institute also provides a good platform for the students start-up ventures.

Table 10.6: List of Student Entrepreneurs

	2019-21	
	Name Of Student	Type of Business
1	Ms. Anjali Sunil Kumar Chordia	Mahavir Jewellers- Jamner
2	Mr. Ganesh Gadilohar	Erandol Waiter services
3	Ashish Kalani	Trading & Distribution
4	Rathod Sham Devidas	Shyam Dairy
5	Baviskar Jitendra keshav	Shankara investment
6	Varankar Rahul Dattatray	Varankar Furniture shop
7	Sheth Mayur Bharat	Jogniya Farsan
8	Gopal Vanara	Parth Footwear shop
9	Piyush Rakesh Agarwal	Agarwal Milk –Malkapur (Vikas Milk-Distributors)
10	Vaidya Sanket	Amazon Affiliate Marketing
11	Patil Shubham Shrirang	Divya enterprises
12	Jain Disha	Shri Feraja Bangle works
13	Jain Lokesh	Vijay Sales (Parakh Foods)
14	Jaiswani Pawan	Mukesh Kirana Merchants
15	Rishab Dara	Trend Mobile Accessories
16	Patil Jagdish Namdeo	Agri Business
17	Patil Ketan Bharat	Wholesale vegetable distributor
18	Jain Aastha	Jayesh Provision

Table 10.7: List of Student Entrepreneurs

2018-20		
	Name Of Student	Type of Business
1	JagtapNiraj	Sipaz Industries and Om IrrigationSystems
2	Wagh Pratik	Restaurant – Chicken Experience
3	Neha Patel	Swastik Plywood – Trading & Service
4	Patil Sagar	Bharat Electricals and Auto services
5	Akshay Motiramani	Sadguru textile – Trading service
6	Shubham Kankariya	Shubham Super Shoppe
7	Nilesh Ingale	Shital Imported Services
8	Behrani Hitesh	Hitesh Dairy – Milk Products
9	GovindaDange	Solar Business
10	Satyam Patil	Shubra Hardware
11	Jahnvi Chaudhari	Joy Boutique
12	Nikita chelani	Mahesh confectionery Amravati
13	Ammatullah Ali Asgar	Saify General store - Jalgaon
14	Hitesh Sonawane	Proprietor HRS Enterprises
15	Patil Manindersing	Bharat Battery
16	Patil Dipak Rajmal	TuljaBhavani Agro service center
17	BholeSujitHemraj	Suhem Electricals

Table 10.8: List of Student Entrepreneurs

2017-19		
Sr.	Name Of Student	Type of Business
1	Joshi Aditya Ghansham	Bakery
2	Saini Surendra Kailas	Construction
3	Sanghavi Nayan Anand	Construction
4	Jain Ankush Ranjeet	Electrical And Electronics
5	Birla Madhuri Satoshkumar	Music Profession
6	Changre Nikhita Suresh	Entrepreneur
7	Baidmutha Kavya Manish	Family Business
8	Gaikwad Aniket Prabhakar	Family Business
9	Satra Smit Jiten	Family Business
10	Bengani Priya Kusumkumar	Higher Studies
11	Agrawal Puneet Vijay	Hotel And Ceramics
12	Somani Vaibhav Rameshwar	Hotel & Restaurant, Groundnut Factory
13	Soni Meenakshee Omprakash	Jewellery
14	Lahoti Sachin Madanlal	Trading
15	Makra Mariya Shabbir	Trading
16	Masawadwala Mariya Hakimuddin	Trading

10.4. Improvement in the quality of students admitted to the program

Batch	Total Enrolment	Average CET Score
2019-20	180	43.53
2020-21	153	44.66
2021-22	204	47.11

Table 10.9 Details of Academic Performance of students in last 3 years

Batch	Percentage of students successfully completed course in minimum duration		University Merit Ranks (Amongst top 10 rank holders)				
	No. of Students	%	No. of students amongst top 10 rank holders	Name of student	Rank (University)	CGPA	Grade
2017-19	125	69 %	08	SahaJayetaNetai	3 rd	9.03	A +
				Kolase Komal Arun	3 rd	9.03	A +
				Baidmutha Kavya Manish	04 th	8.98	A +
				Birla Madhuri Satoshkumar	05 th	8.93	A +
				Lakde Sanket Ashok	07 th	8.73	A +
				Toshniwal Shubham	08 th	8.70	A +
				Khan Aafrin Bano	09 th	8.65	A +
				Jain Aakansha Anil	09 th	8.65	A +
2018-20	132	82.5%	04	Ammatullah Ali Asgar	03 rd	9.66	O
				Riya Tharani	06 th	9.59	O
				KocharKinjal Kumar	07 th	9.56	O
				Mansi Bhangale	08 th	9.38	A+
2019-21	162	97.5%	09	Patil Vivek	01 st	10.00	O
				Sagar More	02 nd	9.94	O
				Patil Smita	03 rd	9.91	O
				Shinde Amol	04 th	9.75	O
				Ashwini Singhade	05 th	9.75	O
				Zope Tinkal	06 th	9.72	O
				Mona Ahuja	07 th	9.69	O
				LekhaWable	08 th	9.66	O
				Arundhati Sharma	09 th	9.59	O

In the pursuance of 35 years of academic excellence under the aegis of Khandesh College Education Society, the Institute of Management and Research, Jalgaon has been able to get accolades in the form of University Toppers and Gold Medalists consistently over the period.



Table 10.10 List of University Topper and Gold Medallist

Sr.	Year	Name of Student	University
1	1987-89	Sanjay S. Chaudhari	From 1986 to 1990, institute affiliated to University of Pune
2	1988-90	Priyadarshani Bhatikar	
3	1989-91	Jagdish Agrawal	
4	1991-93	Manisha Bardiya	From 1991 onwards, institute affiliated with KBC North Maharashtra University, Jalgaon
5	1992-94	Nisha Wani	
6	1993-95	Seema Sanghavi	
7	1996-98	Niraj Jaiswal	
8	1997-99	Amruta Deshpande	
9	1999-01	Vaishali B. Patil	
10	2000-02	Suruchi Mohita	
11	2001-03	Pratiksha M. Shah	
12	2002-04	Shiksha S. Bagri	
13	2003-05	Tasneem S. Amreiwala	
14	2005-07	Deepika A. Mehta	
15	2006-08	Isha B. Agrawal	
16	2007-09	Richa A. Modiyani	
17	2010-12	Harsha Chopda	
18	2011-13	Jyoti Ahuja	
19	2012-14	Anjali Dhamani	
20	2014-16	Allwyn Stewart	
21	2016-18	Nidhi Kothari	
22	2018-20	Ammatullah Ali Asgher	
23	2019-21	Patil Vivek Mohan	

ANNEXURE - I

Program Outcomes

1. Apply knowledge of management theories and practices to solve business problems.
2. Foster Analytical and critical thinking abilities for data-based decision making.
3. Ability to develop Value based Leadership ability.
4. Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
5. Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

ANNEXURE - II

Faculty Attributes

Sl. No.	Name of the Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designates as Professor/Associate Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated (Y/N) Date of Leaving (In case Currently Associated id ("No"))	Nature of Association (Regular/Contract)
		Degree (highest degree)	University	Year of attaining higher							Research Paper	Ph.D. Guidance	Faculty Receiving Ph.D.		
1	Prof. Bendale Shilpa Kiran	Ph.D .	Pune	2000	1991	Professor	26/05 /2017	26/05/2017	Managem ent	Marketing And Finance	25	10		Yes	Regular
2	Prof Kulkarni Shubhada Mohan	Ph.D .	North Maharashtra University	2012	1986	Professor	2/5/2 016	1/2/1996	Managem ent	Marketing Managem ent	22	8		Yes	Regular
3	Dr. Narkhede Parag Arun	Ph.D .	North Maharashtra University	2011	2009	Associate Professor	2/5/2 016	9/7/2009	Managem ent	HRM	33	11		Yes	Regular
4	Dr. Chaudhari Anupama Prabhat	Ph.D .	North Maharashtra University	2015	2001	Associate Professor	1/12/ 2016	1/7/2003	Managem ent	Computer Managem ent	20			Yes	Regular

Sl. No.	Name of the Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designates as Professor/Associate Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated (Y/N) Date of Leaving (In case Currently Associated id ("No"))	Nature of Association (Regular/Contract)
		Degree (highest degree)	University	Year of attaining higher							Research Paper	Ph.D. Guidance	Faculty Receiving Ph.D.		
5	Mr. Marthi Anilkumar Panduranga m	MB A	NMIMS	2017	2007	Assistant Professor		18/07/2009	Managem ent	Marketing Managem ent	10			Yes	Contrac t
6	Dr. Dahad Mamata Sanjay	Ph.D .	North Maharashtra University	2020	2000	Assistant Professor		8/1/2002	Managem ent	HRM	16		Yes	Yes	Regular
7	Dr. Chordiya Shweta Kapil	Ph.D .	North Maharashtra University	2011	2007	Assistant Professor		4/10/2007	Managem ent	Finance	4		Yes	Yes	Regular
8	Dr. Sandandshiv e Vishal Rajendra	Ph.D .	North Maharashtra University	2018	2010	Assistant Professor		1/8/2010	Managem ent	Finance	3		Yes	No (30/06/20 21)	Regular
9	Dr. Patil Yogesh Arvind	Ph.D .	North Maharashtra University	2021	2010	Assistant Professor		1/8/2010	Managem ent	Marketing Managem ent	3			Yes	Regular
10	Dr. Ghuge Nishant Ravindra	Ph.D .	North Maharashtra University	2019	2012	Assistant Professor		1/1/2012	Managem ent	Finance	7		Yes	Yes	Regular








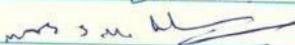
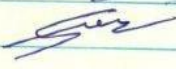

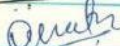
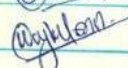
Sl. No.	Name of the Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designates as Professor/Associate Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated (Y/N) Date of Leaving (In case Currently Associated id ("No"))	Nature of Association (Regular/Contract)
		Degree (highest degree)	University	Year of attaining higher							Research Paper	Ph.D. Guidance	Faculty Receiving Ph.D.		
11	Mr. Waghulde Dhanpal Nivrutti	MB A	North Maharashtra University	2012	2009	Assistant Professor		6/1/2012	Management	Computer Management	0			Yes	Regular
12	Mrs Kharare Priyanka Prakash	MB A	North Maharashtra University	2011	2012	Assistant Professor		1/2/2012	Management	HRM	3			Yes	Regular
13	Dr. Kharche Nitin Supada	Ph.D	North Maharashtra University	2019	2016	Assistant Professor		1/7/2016	Management	Marketing Management	13		Yes	No (31/08/2020)	Regular
14	Mrs. Patil Pushplata Shivram	MB A	North Maharashtra University	2005	2016	Assistant Professor		1/7/2016	Management	HRM	5			No (27/08/2020)	Regular
15	Mr. Pande Amol Prakash	MB A	YCMOU	2018	2009	Assistant Professor		6/1/2012	Management	Computer Management	1			No (14/08/2021)	Regular
16	Mrs. Dhanashree Dipak Chaudhari	MB A	North Maharashtra University	2014	2018	Assistant Professor		11/1/2016	Management	HRM	2			No (31/08/2021)	Regular
17	Mr. Punit Prakash Sharma	MB A	North Maharashtra University	2005	2017	Assistant Professor		15/11/2017	Management	Marketing Management	4			Yes	Regular

Sl. No.	Name of the Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designates as Professor/Associate Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated (Y/N) Date of Leaving (In case Currently Associated id ("No"))	Nature of Association (Regular/Contract)
		Degree (highest degree)	University	Year of attaining higher							Research Paper	Ph.D. Guidance	Faculty Receiving Ph.D.		
18	Mr. Sandip Ramakant Ghodke	MB A	North Maharashtra University	2015	2008	Assistant Professor		6/1/2012	Management	Systems Management	6			Yes	Regular
19	Dr. Bodas Rohini Anant	Ph.D	North Maharashtra University	2021	2012	Assistant Professor		1/2/2012	Management	Finance	12			Yes	Regular
20	Dr. Saraf Shama Subodh	Ph.D	North Maharashtra University	2014	2001	Assistant Professor		8/1/2002	Management	HRM	13	3		Yes	Regular
23	Dr. Yawalkar Vivek Vikas	MB A	North Maharashtra University	2012	2012	Assistant Professor		1/2/2012	Management	HRM	7		Yes	No (6/09/2019)	Regular
25	Mr. Kate Swapnil Laxman	MB A	YCMOU	2020	1/7/2016	Assistant Professor		1/7/2016	Management	Finance	7			Yes	Regular
26	Mr. Bundhe Samadhan Ashok	MB A	YCMOU	2018	18/7/2009	Assistant Professor		18/7/2009	Management	HRM				No (30/10/2021)	Regular
27	Mrs. Patil Dipali Sadashiv	MB A	YCMOU	2020	2/5/2016	Assistant Professor		2/5/2016	Management	HRM	5			Yes	Regular



Sl. No.	Name of the Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designates as Professor/Associate Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated (Y/N) Date of Leaving (In case Currently Associated id ("No"))	Nature of Association (Regular/Contract)
		Degree (highest degree)	University	Year of attaining higher							Research Paper	Ph.D. Guidance	Faculty Receiving Ph.D.		
28	Ms. Mansi Bhangale	MB A	KBC NMU	2020	2021	Assistant Professor		9/1/2021	Management	Finance				Yes	Regular
29	Ms. Kavita Pawar	MB A	Pune University	2019	2021	Assistant Professor		9/1/2021	Management	Healthcare Mgmt.				Yes	Regular
30	Ms. Jayashri Chaudhari	MB A	North Maharashtra University	2011	2021	Assistant Professor		10/1/2021	Management	Finance	8			Yes	Regular
31	Ms. Neha Lalwani	MB A	KBC NMU	2020	2021	Assistant Professor		12/1/2021	Management	Finance				Yes	Regular
32	Ms. Harpreet Saini	MB A	KBC NMU	2020	2021	Assistant Professor		12/1/2021	Management	Finance				Yes	Regular
33	Adv. Anuja Patil								Management	Law				Yes	

ANNEXURE - III

Minutes of College Development Committee (CDC)

विषय नं.	विषय	उत्तर
	Meeting of College Development Committee of Khandesh College Education Society's Institute of Management & Research is organised on 21 st July 2018 at KCES's Institute of Management & Research. Following members were present at the meeting.	
	Shri N. G. Bendale	
	Adv. S. S. Phalga	
	Shri Harish Mihani	
	Shri. S. R. Chirmade	
	Dr. Samir Markhede	
	Dr. D. G. Hundiwale	
	Mr. Ratnesh Palod	
	Dr. Shilpa Bendale	
	Dr. S. M. Kulkarni	
	Dr. Vishal Sandanshive	
	Mr. S. N. Khan	
	Mrs. Tanuja Fegade	
	Mr. Uday Chatur	
	Mr. M. R. Waghole	
	Shri G. H. Attarde	
Sub 1	To read & confirm minutes of the last College Development Committee meeting held on 29/06/2017	Minutes of the last meeting held on 29/06/2017 were read by Dr. Shilpa Bendale & were confirmed unanimously. "It was resolved that the minutes of the CDC meeting held on 29/06/2017 were read & confirmed."

2	To approve the audited accounts for the financial year 2017-18 and forward it to Management Council for consideration	<p>Following resolution was passed -</p> <p>"It is resolved that the audited accounts of IMR for financial year 2017-18 be approved & forwarded to Management Council for further consideration"</p> <p>Proposer - Shri S.R. Chirmale</p> <p>Seconded -</p>
3	To approve the budget for the financial year 2018-19 and forward it to Management Council for consideration.	<p>The budget was placed before the meeting and was discussed. Following resolution was passed.</p> <p>"Resolved that the budget for F.Y. 2018-19 be approved & forwarded to Management Council for consideration"</p> <p>Proposer - Adv. S. S. Phalak.</p> <p>Seconded - Dr. Samir Markhede.</p>
4	To approve the annual report of the academic year 2017-18 and forward it to Management Council for consideration	<p>Annual Report giving various activities organised in the academic year 2017-18 and the academic results of examinations conducted during April-May 2017-18 were tabled in meeting. All teachers were congratulated congratulated.</p> <p>It has been discussed to take special efforts for skills development along with academics</p>

Meeting No. / सभा नंबर :-		
Subject No. विषय नं.	Subject विषय	Resolution उत्तराव
		in specialised area.
Sub 5	To take review of admission position.	The admission process of MBA & MCA as per DTE guidelines. The admission process of other courses is as per the University guidelines.
Sub 6	To discuss any other matter with the consent of Chair.	It was discussed for further development, steps should be taken for improving quality of teaching and more activities should be organised for overall development of students. It was accepted by all present in the meeting.
	 PRESIDENT Khandesh College Education Society Jalgaon	 PRESIDENT Khandesh College Education Society Jalgaon

