SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE

YASHASWI EDUCATION SOCIETYS INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE S.NO 169/1/A,OPP TO ELPRO INTERNATIONAL, CHINCHWAD. PUNE-33 MAHARASHTRA
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NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

International Institute of Management Science (IIMS) under the auspices of Yashaswi Education Society aspires to make academic issues and commitments as the key concerns for today's generation. An ISO 21001:2018 Educational Standard certified, approved by AICTE,DTE Government of Maharastra and Accredited by NAAC, the Institute offers MBA, MCA Programme and Ph.D. research centre affiliated to SavitribaiPhule Pune University. IIMS is a permanent Member with All India Management Association (AIMS).IIMS prioritizes academic excellence with innovative teaching methods to create a sustainable learning environment. Programs like NPTEL, IIT Bombay MOOCs, Value Added Courses facilitate flexible learning opportunities, pushing students to excel.Furthermore, IIMS places a strong emphasis on holistic development, encouraging students to participate in extracurricular activities, sports, and cultural events alongside their academic pursuits.   The institute has established MoUs with international partners including IEEF,Poland,MAHSA University,Malayasia,Uniglobe College Nepal and Perdana University Malaysia to support research and knowledge exchange.

The Institute is well-equipped with excellent infrastructure, thoroughly maintained Computer Labs,Language Labs and a dedicated team of faculty members comprising of young and experienced persons. IIMS is striding ahead on its road to success by showing continuous improvement in producing good academic records. The Institute's main agenda is to achieve excellence in the field of mangement and technical education to satisfy the stakeholders and society . With a commitment to shape the global market leaders of tomorrow, IIMS aims of developing the multitalented professionals who will lead the industry and society. The Institute is located at the Central Business Activity hub of Chinchwad, Pune and IT hub of Hinjewadi. It is surrounded by renowned Industries like Tata Motors, SKF Bearing, MAHALE,BAJAJ and many more. The campus is equipped with all modern teaching tools.At IIMS,we are creating the research and innovation culture among the faculties and students which will contribute to the developement of the society.

Vision

To be a world-class institution in the field of higher education and research dedicated to quality education in Management and Information Technology which will contribute value to the knowledge-based economy and society.

Mission

- To create a centre of excellence in developing high-quality professionals in the field of Management and Information Technology.
- To provide a conducive environment to achieve excellence in teaching-learning, research, and development activities.
- To offer excellent, value-based Post-graduate and Doctoral programs in the field of Management Sciences and Information Technology.
- To focus on the quality of Vocational and skill-based education, inspired by students and admired by the industry globally.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Institutional Strength

1. Institute is very well strategically located between one of the biggest manufacturing hub of India (Pimpri, Chinchwad, Nigdi, Akurdi, Bhosari, Chakan industrial area of Pune) and one of the biggest IT hub of India (Hinjewadi industrial area of Pune).
2. . The Institute has grown into a self-sufficient and self-reliant institution owing to its academic vigour and intellectual capital.
3. The Institute has qualified, experienced, dynamic, proficient and dedicated faculty with an attitude to excel in the profession.
4. The Institute has state-of-art infrastructure, ergonomically designed class rooms, well equipped laboratories, enriched library, ICT facilities to cater to the needs of students, faculty and society.
5. The Institute has collaborations with national and international organizations for academics and research of the latest trends

6. The Institute focuses on students' achievements, career-oriented programs, mentorship and active engagement in Institute Social Responsibility (ISR) activities for social upliftment.

7. Faculty members are consistently encouraged to pursue research activities, including opportunities for Ph.D. pursuits.

8. E-governance facilities streamline institute management processes, promoting efficiency and transparency.

9. The entire campus is monitored by CCTV surveillance, ensuring safety and security for all.

10. Wi-Fi connectivity is available across the campus, facilitating access to online resources and enhancing learning opportunities.

11. Regular seminars, workshops, and Faculty Development Programs (FDPs) enrich the academic experience and promote professional growth

12. Every Year the Institute is organising International Conference in collaborations with Foreign Universities on Innovation in Managemnet and information technology where students,faculties,reserach scholars and industry professionals contribute their research ideas.

13. The Institute has established the Ph.D Research Centre affiliated to Savitribai Phule Pune University in the subject of Management and Computer Application.

14. The Institute has its own peer reviwed research Journal "Yashomanthan" having an impact factor 6.692 indexed by SJIF.

15 The Institute is an active NPTEL Local Chapter Member and is the resource centre for IIT Bombay spoken tutorial training and certifications.

Institutional Weakness

Weakness

1. Research Project and consultancy efforts require improvement to enhance real-world impact.
2. lack of autonomy in designing the syllabi as the institute is affiliated to Savitribai Phule Pune University
3. The Institute has no autonomy in admission process as the admissions are filled through governmnet process.
4. The Institute has limitations on enrollment of International Students.
5. The lack of patents impedes the commercialization of innovations.
6. The Institute has lack of Management Development Programmes (MDP) for corporates.

Institutional Opportunity

Institutional Opportunity

1. Collaboration with International and National Institutes of repute and other recognitions for certificate programs.

2. To be an Autonomous HEI.

3. Faculty – Student exchange program with reputed National & Foreign Universities

4. Focus on Research activities & collaboration with institutes and industries

5. Involving more faculty members in research-oriented programs

6. External funding for research, project, and innovative programs

7. Expand and develop customized programs in collaboration with the industry.

8. To start Under graduate programmes.

9. Fortify the alumni network.

10. Scope for NBA accrediation.

Institutional Challenge

Institutional Challenge

1. Students come with various socio economic backgrounds and training these students about the English language and developing their communication skills is really a challenging job.

2. Major Gap in course curriculum with respect to Industry standards and our inability to modify it as per present market scenario due to guidelines by affiliating university.

3. A major challenge is a very small number of students progressing to higher education.

4. To attract eminent Professors, Ph.D. Holders and Researchers in Institute to share their knowledge and experience with students

6. As Institute is being affiliated to Savitri Bai Phule Pune University, there is a limited scope for diversified courses in curriculum.

7. Enhancing number of students opting for Entrepreneurship.

8. Major Challenge is National and International Student Diversity. Limited students are from out of the state.

9.Only few students attempt to state/national/ international level examinations, competitive examinations

10. More Autonomy required in the admission procedure.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The institute follows the Savitribai Phule Pune University curriculum framework, with faculty members actively contributing to its design and development as members of Board of Studies, and Subject Chairman for syllabus revisions. Institute has ISO 21001:2018 educational standard and conducts AAA to ensure high-quality in the academic process. The IQAC AND CDC committee formulates teaching-learning strategies, rules, and regulations aligned with university calendar and institute goals. Faculty plan courses, industrial visits, and expert talks to address curriculum gaps and meet Program Outcomes as per departmental academic calendar. Academic activities are reviewed weekly by the IQAC Coordinator followed by Director . Thus, the academic landscape is constantly improved and evaluated. Institute Academic Coordinator through HODs monitors curriculum coordination and delivery. Academic Audit ensures curriculum quality and completion of assignments, midterm and end term exams, projects, practical, and continuous assessments. The Institute ensures effective curricular delivery through Orientation Programmes, Remedial Coaching, Bridge Courses, Mentoring, Course Plan Records and various student-centric teaching methodologies such as role play, case studies, field visits, online resources, assignments, practicals, workshops and conferences . To address interdisciplinary issues and promote well-rounded development, the institute offers value added courses approved by Savitribai Phule Pune University and actively promotes student engagement in internships, e-learning platforms, NPTEL, Coursera, Udemy, IIT Bombay MOOC courses, etc. Students are encouraged to participate in extracurricular and co-curricular activities, including competitions, to improve their practical skills. Electives and audit courses address crosscutting issues including Professional Ethics, Gender, Human Values, Environment, and Sustainability. The ICC Cell at the institute conducts many programs to empower women and promote gender equality.

The Institute seeks feedback on 'Course Curriculum' of each programme from various stakeholders such as

Students, Teachers, Employers, and Alumni and on feedback on teachers from students. The feedback so collected is analysed and reports are prepared. Feedback on Course Curriculum is submitted to the Board of Studies, SPPUfor the improvements in syllabus. Teachers are oriented with respect to their strengths and weaknesses based on feedback received and called upon to improve upon. The Action taken reports are made available on the College website.

Teaching-learning and Evaluation

The admission process follows guidelines set by the SPPU and the DTE, Government of Maharashtra, with an average enrolment percentage of 93.18% over the past five years. The college adheres to reservation policies for students from reserved categories as per Government of Maharashtra and DTE directives. To maintain student-teacher ratio, the management appoints full-time teachers on both regular and temporary basis, resulting in an average student-teacher ratio of 20:1. The faculty employs various student-centric teaching methods to enhance learning experiences. These include Lecture Method, Interactive Method, Project-based Learning, Computer Learning, Experiential Learning, Power Point Presentation and Audio-Visual Techniques. Experiential learning involves activities like Project Work, Industrial Visits, Field Visits, Internships, Guest Lectures, Seminars, Workshops and Conferences to provide hands-on experience. Participative learning encourages practical activities like Role Play, Debates and Poster Making to grasp concepts and foster collaborative problem-solving. Problem-solving methodology employs activities such as Group Discussions and Case Studies to enable students to identify and address existing problems effectively. The Institute has a qualified and experienced teaching faculty. Average percentage of full-time teachers against sanctioned posts for the last five years is 100%. The Institute conducts all University and Institute level assessments in accordance with guidelines provided by the SPPU. Paper setting, examination schedules and evaluation for first and second-year classes are managed at the Institute level for the midterm and end term exams , while final year processes are overseen at the University level. Students have the avenue to approach the College Exam Committee for any exam-related grievances. The Programme Outcomes (POs) and Course Outcomes (COs) are learner-centric, serving as a framework for both curricular and co-curricular activities undertaken by the teachers. The COs and Pos are communicated to the students' during the induction programme by the programme co-ordinator. The faculty exerts considerable efforts towards achieving these outcomes for positive learning results. The college evaluates learning outcomes based on students' performance in University and College-level examinations. Average passing percentage of final year students over the last five years is 84.80%. Student Satisfaction Survey is conducted using the prescribed format provided by the NAAC

Research, Innovations and Extension

The Institute has established a comprehensive ecosystem to promote innovation, knowledge creation, and transfer, centered around key initiatives that actively engage both students and faculty in addressing societal challenges and fostering innovation. Faculty members are strongly encouraged to contribute to academic literature through book chapters, publications, and articles, and are supported in organizing seminars, conferences, and workshops. The Institute's faculty have successfully published books, research papers, and book chapters with reputable publishers. The Institute has also received a total grant of 14,50,117 during the last five years. The Innovation & Start-up Cell, in alignment with the University, empowers students to participate in national competitions like Avishkar and Hackathon, fostering a spirit of creativity and entrepreneurship. The Intellectual Property Rights (IPR) Cell emphasizes the importance of safeguarding innovations through patents and copyrights, organizing seminars and expert talks to encourage both students and faculty to file patents. To date, 17 patents and 16 copyrights have been successfully published. The Ph.D.

Research Centre, approved by Savitribai Phule Pune University, supports 18 research scholars under the guidance of seven full-time Ph.D. faculty members.The Institute regularly organizes international conferences and publishes the management journal "Yashomanthan." Additionally, the Institute motivates faculty and students to engage in funded projects and consultancy work, with support from plagiarism detection software like Drillbit and Plag X. Extension activities, conducted in collaboration with NGOs, promote community engagement and social responsibility among students. These activities, such as blood donation camps and campus cleaning drives, help raise awareness of social issues, improve communication skills, foster teamwork, and develop students into socially conscious individuals. The Institute has also forged collaborations with various industries through MoUs, leading to regular student development programs, internships, and other collaborative activities. The Software Development Cell further supports innovation by providing resources for student start-ups and enabling collaboration on software projects. The cell's first product, the Website for International Conference and Research Journal, is now live, and the IIMS ERP system has been successfully developed. Collectively, these initiatives create a robust platform for innovation, research, and development at the Institute.

Infrastructure and Learning Resources

The infrastructure and facilities of the Institute are modern, and well-equipped to meet the educational and administrative needs of students, faculty, and staff. Institute has a total of ten classrooms, providing ample space for various classes and learning activities. Classrooms are equipped with multimedia teaching aids. Laboratory equipment is as per the syllabus requirements and also supports content beyond syllabus experiments. The Institute has upgraded the computer systems over the years to meet the evolving demand of education and research. A seminar hall is available for workshops and guest lectures. The institute has a computer lab with 100 computers for students' academic needs, a language lab with 30 computers for language learning, a multimedia lab with 10 computers for creative courses, and 25 computers for teaching and non-teaching staff. Classroom computers support teaching activities. The Institute has integrated digital classroom solutions with two smart boards, featuring interactive features and multimedia projectors, to enhance teaching and learning experiences. The internet bandwidth has been progressively increased from 60 Mbps to 100 Mbps, adhering to AICTE norms. Five printers ensure smooth operations. The library has a vast collection of books and digital resources. The campus has 90 security cameras, a generator, and an elevator for easy movement, especially for those with mobility challenges. The Institute has improved its Wi-Fi infrastructure, increasing its number of access points from 11 to 38. It has also expanded its CCTV cameras from 50 to 179. The campus has increased its LCD projectors from 10 to 19 and upgraded its switch hub and server from 10 to 17. The Institute has subscribed to essential e-resources like DELNET, NDL, e-Shodh Sindhu, and Autolib, and has updated its library software to the latest version. The Institute has also replaced Shoppe ENTL Language Lab Software with Portia Digital Language Lab 30 Users. The institute is recognized as NPTEL local chapter. In addition, the department libraries have good collection of reference books, project works, and reports. Institute has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities.

Student Support and Progression

The scholarship section of the institution plays a crucial role in guiding and assisting economically and socially disadvantaged students in securing scholarships from various government, non-government, and institutional sources. To ensure the continuous development and excellence of its students, the institute conducts a variety of events, including seminars, workshops, and expert sessions, which contribute to capacity building and skill enhancement. The Career Counselling and Placement Cell offers pre-placement training that focuses on soft skills, communication skills, personality development, and technical skills. Students secure placements through on-campus, off-campus, and pool campus drives, as well as through alumni referrals. The institution has established a well-functioning grievance redressal committee, anti-ragging committee and squad, and college internal complaints committee, all of which address various student concerns. The institution also boasts adequate infrastructure and actively encourages student participation in social, cultural, and sports activities. Annual events such as the college fest, YASHOFEST, and the Annual Sports Meet are regularly conducted, providing students with opportunities to engage in various activities. Students are encouraged to participate in cultural and sports events both within the institution and at other institutions. The Institute also organizes inter-collegiate events annually, fostering a spirit of competition and collaboration. The institution maintains a strong alumni association, which plays a significant role in the development of the institution. Many alumni actively support current students by engaging in placement activities and contributing to events like YASHOPRAVESH and YASHOFEST as expert speakers, guest lecturers, and chief guests. The mission of the Alumni Association is to foster a mutually beneficial relationship between the Institute and its alumni.

Governance, Leadership and Management

The governance and leadership of the Institute is entrusted to the distinguished Management of the Yashaswi Education Society guided by visionary Governing Board Members at the helm. Faculty members, esteemed as pivotal members of the management committee, actively participate in the deliberative process, fostering a collaborative ethos vital to institutional advancement. The Institute operates under a well-defined Governance Manual that provides clear guidelines and principles for effective leadership and decision-making. Regular and meaningful dialogues among the management committee, Director, and IQAC Coordinator ensure strategic coherence and informed decision-making, propelling the institute towards greater heights of excellence. Aligned with a vision and mission, all stakeholders converge to shape the institution's foundational values, ensuring steadfast adherence to overarching objectives. Governed by meticulously crafted strategic plans, inclusive of SWOT analyses and actionable agendas, IIMS operates with a clarity of purpose that underscores every decision and action taken. A meticulously designed organizational hierarchy delineates lines of accountability and oversight, promoting transparency and operational efficacy throughout the institution. Embracing the transformative power of digitalization, operations across diverse domains have seamlessly transitioned, bolstering efficiency and transparency in governance. A multitude of Statutory and non-statutory committees, comprising esteemed faculty members and dedicated student representatives, rigorously evaluate campus activities, fostering a culture of inclusivity, collaboration, and accountability.

At the heart of our institution lies an unwavering commitment to the holistic growth of our staff and students, exemplified by the faculty empowerment policy in terms of attendance and presentation of papers to Conference and publication of papers in journals. Financial sustenance is judiciously cultivated through a harmonious amalgamation of tuition fees, external funding avenues, meticulously managed by our proficient Finance Department. The institute maintains rigorous financial management through comprehensive budgeting

and auditing processes. The establishment of the Internal Quality Assurance Cell (IQAC) in 2018 stands as a testament to our unyielding dedication to quality assurance. Tasked with the vigilant oversight of quality matters, the IQAC stands as a bastion of excellence, ensuring unwavering adherence to established standards and perpetuating a culture of continuous improvement across all facets of institutional operations.

Institutional Values and Best Practices

The Institute of Management Studies (IIMS) is dedicated to promoting core values such as human values, women empowerment, gender equity, tolerance, harmony, and peaceful coexistence among its students. The institute conducts gender audits each year to address workplace discrimination and women's empowerment and offers various initiatives on gender awareness. The institute also conducts human rights sessions and awareness programs focused on cybersecurity,POSH,Voter awareness,Traffic Awareness .IIMS also organizes cultural celebrations, regional diversity, and linguistic diversity through various events and activities. It also sensitizes students to constitutional obligations and values. The Institute regularly conducts Green Audit, Energy Audit and Environment Audit. The Institute has taken the initiative of Nirmalaya Collection for environment conservation. The Institute has 24 hours security surveillance for the safety and security of the staffs and students.The Institute has implemented several best practices to enhance education and improve the lives of students. One such practice is "Yashoprayash – Adopting Village Schools for Education Enhancement," which involves students in social upliftment, developing leadership qualities, and conducting programs on awareness, personal hygiene, self-confidence, and motivation. The Yasho Gurukul – Mentor-Mentee Programme provides guidance in learning, personal counselling, and support to mentees through academic, personal, professional, and emotional support. The Institute also introduced a Software Development Cell (SDC) to provide students with practical experience in software development and apply theoretical knowledge gained in classrooms to real-world projects The E-Waste Collection Initiative aims to implement preventive and curative measures for the proper disposal of E-waste, raise awareness about E-waste management, and establish a public-academia partnership.

IIMS's "Tea with Director" meetings exemplify the institute's commitment to fostering open communication and collaboration. Along with other initiatives like the "YASHOMANTHAN" journal and mentoring sessions with industry experts, these meetings highlight IIMS's dedication to providing a holistic education that integrates theory with real-world practice. By bridging the gap between academia and industry, IIMS prepares students for successful careers and contributes to the advancement of knowledge and best practices in management. Through these collaborative efforts, the institute continues to drive innovation, excellence, and sustainable growth in both academia and industry.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE
Address	Yashaswi Education Societys International Institute of Management Science S.NO 169/1/A,Opp to Elpro International, Chinchwad. Pune-33 Maharashtra
City	Pune
State	Maharashtra
Pin	411033
Website	www.iims.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Shivaji Mundhe	020-7350014530	9822242322	-	iims.director@yashaswigroup.in
IQAC / CIQA coordinator	Vandana Mohanty	020-2067171400	9657096854	-	vandanam.iims@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Maharashtra	Savitribai Phule Pune University	[View Document](#)

Details of UGC recognition

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

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

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	[View Document](#)	01-09-2011	12	First EOA by AICTE
AICTE	[View Document](#)	01-09-2011	12	First EOA by AICTE
AICTE	[View Document](#)	01-09-2011	12	First EOA by AICTE

Recognitions

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

Location and Area of Campus				
Campus Type	**Address**	**Location***	**Campus Area in Acres**	**Built up Area in sq.mts.**
Main campus area	Yashaswi Education Societys International Institute of Management Science S.NO 169/1/A,Opp to Elpro International, Chinchwad. Pune-33 Maharashtra	Urban	0.5	2994

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	**Name of Programme/Course**	**Duration in Months**	**Entry Qualification**	**Medium of Instruction**	**Sanctioned Strength**	**No.of Students Admitted**
PG	MBA,Master Of Business Administration,MBA Marketing Finance Human Resource Mangement Operations and Supply Chain Business Analytics	24	Graduation	English	120	120
PG	MCA,Master Of Computer Application,	24	Graduation	English	120	120
Doctoral (Ph.D)	PhD or DPhil ,Doctoral Ph d,Commerce and Management	36	Post Graduation	English	28	18

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				4				18			
Recruited	1	0	0	1	0	2	0	2	10	5	0	15
Yet to Recruit	0				2				3			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				20
Recruited	14	6	0	20
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

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

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	**Professor**			**Associate Professor**			**Assistant Professor**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	0	2	0	3	1	0	7
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	7	4	0	11
UG	0	0	0	0	0	0	0	0	0	0

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

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

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

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	259	7	0	0	266
	Female	186	5	0	0	191
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	12	0	0	0	12
	Female	6	0	0	0	6
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		**Year 1**	**Year 2**	**Year 3**	**Year 4**
SC	Male	28	26	15	4
	Female	16	18	11	7
	Others	0	0	0	0
ST	Male	1	2	1	0
	Female	1	0	1	0
	Others	0	0	0	0
OBC	Male	8	17	11	4
	Female	10	17	1	2
	Others	0	0	0	0
General	Male	41	39	38	14
	Female	39	30	15	11
	Others	0	0	0	0
Others	Male	26	20	17	8
	Female	10	9	7	9
	Others	0	0	0	0
Total		180	178	117	59

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The NEP 2020 Policy aims to offer high-quality education to students, enabling them to meet global challenges with a strong foundation rooted in indigenous knowledge. Aligned with this vision, our Institute's existing policy embraces a multi/interdisciplinary approach as outlined in its vision and mission statement. The Institute being affiliated to Savitribai Phule University, the university has a holistic multidisciplinary curriculum with a vision to equip the students with an overall knowledge on allied fields apart from their core subjects. The MBA Course has Major and Minor Specialization which helps the students to master multi-disciplinary subjects during their course tenure. The students may opt from multiple discipline. The affiliated University has given freedom to opt for open courses from different technology. As per the CBCS pattern, the university offers several self-learning and value based non CGPA courses of interdisciplinary nature. 'Democracy, Elections and Good Governance' and 'Personality Development' are the one credit courses for First year students of all disciplines. 'Environmental studies' for second year students and 'Indian Constitution' as well as 'Skill Development' are one credit courses for final year's students of all disciplines. For the MBA AND MCA programmes, additional Courses like Communication skills and Presentation skills are provided by the Institute for the overall development of the students. The students are also encouraged to take additional courses on NPTEL/SWAYAM. The Institute also organizes multidisciplinary international conferences every year to promote a blending of different disciplines leading to the exchange of research ideas and knowledge on topics of overlapping domains and to enhance Multidisciplinary education. Guest Speakers, Experts are invited to give talks on various interdisciplinary & multidisciplinary topics.
2. Academic bank of credits (ABC):	International Institute of Management Science is an affiliated institute of Savitribai Phule Pune University. The institute is running regular programmes and courses in the curriclum scheme are delivered. In the direction of Academic Bank of Credits the guidelines issued by the affiliating university is being implemented by the institute and the registration process of students have been started in the month of November 2022.This will actively

	work towards decreasing the drop-off rate, and when students do discontinue their course, they can readily return to ensure its completion. Our institute also actively adopting the policy guidelines for the appropriate credit transfer. During the Induction sessions the students are made aware about the importance of ABC and the benefits of ABC getting mobility, academic flexibility. ABC allows student to choose own learning path & recognized learning achievements. Students will be supported in this matter by both the examination section and their respective class instructors. The institute will comply with any further instructions or directives conveyed to it by the relevant authorities.
3. Skill development:	Skill development is one of the major quality aspect institute is focusing. IIMS is focusing on skill development through extension sessions, industry internships and industry projects. Even skill development is focused through academic with appropriate changes in teaching learning process, curriculum and assessment evaluation of students. The Institute had collaborated with Coursera to give all students free licenses to pursue an endless number of courses in a given time period as per their liking for skill development through online mode. The value added courses designed by the institute are also in line with the additional skill enhancement of the students and preparing them for the job interviews. The students are encouraged to participate in intercollegiate functions which also contribute towards their skill enhancement and builds up confidence in them. Students join different training programs, certificate courses, hands-on workshops, and events that focus on entrepreneurship skills. These activities help them improve their chances of getting a job by developing employability, communication, and interpersonal skills. As mentioned in our Mission Statement our aim is to extend beyond the established curriculum, encouraging the cultivation of managerial and analytical skills tailored to the demands of today's dynamic business environment
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	International Institute of Management Science encourages learning of national language Hindi by organising various Programmes including online value added courses, webinars and seminars on culture heritage & law and celebration of Hindi

	Diwas.Equal emphasis is also given for celebrating Marathi Divas and Birth anniversary of Shivaji Maharaj which imbibes the deep cultural values and ethics among students. Further, Subjects like Corporate Governance, Ethics and Social Responsibility of Business, Human Rights and Value Education etc. in the curriculum of various programmes inculcates cultural values in Indian tradition so that students imbibe value orientation. The Institute sensitizes students towards society through its best practice of adopting the school and recycling the e waste. It aims to link Indian art and culture into teaching learning process. Institute facilitates linkages between education and culture through promoting use of various online platforms such as SWAYAM, NPTEL which provides teachers & students with a structured, user-friendly, rich set of assistive tools for monitoring progress of learners. Numerous initiatives, such as the National Anthem at the start of every formal function, make it a point to honour our flag and inspire a sense of pride and reverence for one's motherland. The Institute Library has got a good collection of IKS which students can refer and inculcate the IKS Culture. The Institute also motivates the student to visit the IKS website for imbibing values and ethics in their current curriculum studies.
5. Focus on Outcome based education (OBE):	The Institute adheres to the syllabus of Savitribai Phule Pune University which was built upon the Choice Based Credit System (CBCS) and Grading System and the Outcome Based Education. The University has well defined Program Outcomes (PO), Program Specific Outcomes (PSO) and Program Education Objectives (PEO) for each program. Institute has adopted outcome based education and for every subject course outcome are set and mapped with program outcomes. The POs, PSOs and PEOs are satisfied through the teachinglearning process and the additional programs conducted at the Institute. As the part of curriculum, each course has defined Course Outcomes (CO) which are mapped to POs and PSOs. Assessment tools are designed considering the requirements of POs. The activities and programs are organized in the Institute to achieve POs. Outcome of assessment and evaluation of students through unit tests, assignments and course activities assigned, continuous assessment is used to measure

course outcomes, as internal assessment tools. The Institute places a significant emphasis on problem-solving, experiential learning, and participatory learning in several of its courses ont he curriculum. The curriculum has a compulsory course Summer Internship Programme and Mini Project and Major Project in MCA which incorporates Project based learning. University examination is used as external assessment tools for CO attainment. For PO attainment, same tools and in addition, exit survey is used as an indirect assessment tool for PO and PSO attainment.At the end of the semester, analysis of PO, PSO attainment is done by each department.

6. Distance education/online education:	Being an affiliate to Savitribai Phule Pune University, Pune the institute follows the guidelines prescribed by the University. As per the guidelines of university, all lectures and practical's are conducted in physical mode. During pandemic, the system has adopted the change from classroom teaching to blended learning. Ms Teams platform was effectively used for course conduction and evaluation process. Each course contents were available on MS Teams including syllabus, PPTs and notes. The assessments of the courses are done through online assignments, quizzes. The MCQ tests are conducted using Ms Teams and Google platform. Online sessions were conducted and recorded on Ms Teams. Various student activities were also conducted through online using Ms Teams. Both the programmes at the Institute being regular courses so the lecture delivery happens through physical mode only. To effectively support online education, the Institute made investments in upgrading its technical infrastructure. This required enhancing internet access, supplying essential hardware and software, and educating teachers and staff on the best practices for online instruction. The Institute library also has a subscription to INFLIBNET, which offers quick and easy access to an enormous number of resources. It is quite simple to obtain textbooks, reference books, research papers, and a lot of other reading material. Students were encouraged to undertake online skill development courses through ODL Coursera, IIT Bombay Spoken Tutorial.SWAYAM/NPTEL Platforms. The faculty & students pursued a lot of online certification courses on Coursera and various other digital platforms.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	The Institute participates in the Systematic Voter Education and Electoral Participation (SVEEP) program of Government of Maharashtra. Under this Electoral Literacy Club (ELC) has been set up in IIMS in 2021 which serves as a platform to engage students through interesting activities and hands-on experience to sensitize them on their electoral rights and familiarize them with electoral process of registration and voting. The Electoral Literacy Club (ELC) is working effectively in the Institute by organising awareness programs among the young generation in the Institute. Through ELC, we forward the vision of Election Commission of India, to strengthen the culture of electoral participation among young and future voters. The Institute has organised the voter's awareness programme in association Pimpri Chinchwad Municipal Corporation.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	IIMS has appointed following Campus ambassador and Nodal Officer: 1) Nodal officer - Dr.Pushpraj Wagh 2) Campus Ambassadors – Abhishek Mishra, Atharva Kupale, Sanskriti Lonkar. The role of campus ambassador is to organize the election awareness activities under the guidance of nodal officer. The role of Nodal officer is to regularly attend the meetings. The ELC's agenda aligns with the Election Commission of India, and it operates in a representative manner. The Institute also regularly conducts awareness programme with the Pimpri Chinchwad Municipal Corporation. The institute being approved by AICTE also attends regular webinars conducted for awareness of electoral literacy.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under	IIMS Electoral Literacy Club actively works to sensitize students for their electoral rights and familiarize them with the electoral process of registration and voting. It's a significant step towards empowering the next generation of voters. With each student registered, we're building a stronger, more engaged democracy. These young voices will shape the future of our nation, and Institute is proud to be a

privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	part of their journey. National Voter's Day is celebrated on 25th January every year to encourage, facilitate and maximize enrolment, especially for the new or first-time voters & to encourage the youth to participate in the vote in the electoral process. National Youth Day, International Women's Day, Indian Constitution Day is celebrated to create awareness among the youth and sensitizing the young generation about the rights of voting for a secured democratic nation. The Institute takes initiatives which are socially relevant to electoral-related issues like voter awareness campaigns, creating posters to highlight the contribution of citizens towards the participation in electoral processes and promoting ethical voting.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	The Institute has organised the awareness drive with the help of MBA and MCA Students in the nearby community. The Special Lectures are organised by regional Election Officer of Municipal Corporation on Changing perspectives of voters in NewAge democracy. The AICTE Initiatives to create the voter's awareness among the youth is broadcasted among the MBA and MCA. The MBA curriculum has a non-credit course 'Human Rights' and 'Constitution of India'. The course creates awareness in the young generations.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	The minimum age of MBA and MCA students is 21 years and all the students in the Institute are guided and persuaded for their enrolment in the voters list. Most of the students are registered as Voters. Additionally, we plan to conduct motivational programs to raise awareness about electoral procedures.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
358	295	176	140	158

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

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 18

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

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
18	15	11	9	9

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
1.233	1.236	0.576	0.676	1.408

File Description	Document
Upload Supporting Document	[View Document](#)

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

The Institute is affiliated to Savitribai Phule Pune University. The Institute follows the University Calendar and then designs its own academic calendar as per the dates in the University Calendar. The Curriculum delivery process is as follows-

1. Preparation of Academic Calendar: At the beginning of each academic year, the academic calendar is prepared at the college level incorporating curricular, co-curricular and extra-curricular events in alignment with the University academic calendar.
2. Course Preferences and Allocation: Courses are allocated to the faculty members based on their expertise & subject preferences by the Head of the department (HOD) and approved by the IQAC and Director.
3. Timetable Preparation: Class-wise timetables also include time slots for Guest Lectures, Mentor-Mentee sessions & library. Timetable for lab courses is prepared separately. Individual faculty timetables are prepared reflecting his/her complete workload.
4. Design and Dissemination of Course Plan: Each faculty member prepares a detailed course plan including the textbook(s) and reference book(s). The same is verified time to time by the IQAC Coordinator and Director.
5. Preparation of Course file: Each faculty member prepares the course file which includes the time table, lecture plan, course outcomes, mapping of course outcomes with program outcomes & program specific outcomes, attainment levels and targets, identified curriculum gaps, unit wise notes, previous question papers and previous performances. After the completion of the semester, it is updated with analysis of students' feedback, attainment of COs, POs & PSOs and justifications for non-attainment of COs,and Pos. Each Course file is verified weekly by the IQAC coordinator.
6. Content Delivery: New and innovative teaching techniques, in addition to the traditional lecture method are adopted to deliver the content. Learner-centric techniques such as peer learning, collaborative learning, group discussion, video lectures, quiz etc., are employed to encourage students' active participation.
7. Tutorial/Assignments: The CIE of the students is conducted by performing internal assessment tests, assignments, quizzes, presentations, research projects, poster presentations, oral examinations, etc. Students are informed in advance about deadlines for the submission of assignments, dates for tests, presentations, and criteria for assessment. Students are informed about the marks obtained.
8. Reviews: Periodical review on the coverage of syllabus and regularity of the students is takenby the IQAC followed by Director.
9. Assessments: As per the regulations of the affiliated university, the assessment is in two ways:

1. Internal Assessment (50 Marks): The faculties regularly conduct Internal assessment of their subjects as mentioned in the academic calendar. Apart from the concurrent evaluation, Midterm exams of 30 Marks and End term Exams of 50 marks are regularly conducted in every semester.

2. External Assessment (100 Marks): The external assessment is based on the semester end examinations conducted by the university

The students in each semester are encouraged to enrol themselves for MOOC , IIT Bombay and NPTEL Courses. All faculties of the college are permitted to attend FDPs, Orientation and Refresher Courses conducted by various HRDCs of India. The IQAC monitors the overall process through the collection of feedback from students and conducting regular Academic Audits by the external peers.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 72

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Other Upload Files	
1	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 84.38

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
356	264	176	92	63

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

IIMS is affiliated to SPPU and follows the syllabus designed by SPPU. This syllabus includes subject related to some of the cross-cutting issues such as gender, environment, human values and professional ethics. IIMS offers the following subjects that are included in MBA and MCA syllabus and also cover some of the cross-cutting issues.

Sr. No.	Name of Subject	Issues covered into
1	Legal Aspects of Business	Human values
2	Organization Behavior	Professional Ethics, Human values
3	Basics of Marketing	Environment
4	Employee Health & Safety	Human Value, Environment
5	Rural Marketing	Social Environment
6	Green Logistics and Supply Chains	Environment
7	Managing for Sustainability	Environment and Sustainability

8	Business Communication	Professional Ethics
9	Labor Laws and social Security	Human values
10	Start up and new venture Management	Social Environment
11	Indian Ethos & Business ethics	Professional Ethics
12	Corporate Governance	Professional Ethics
13	Cyber Laws	Professional Ethics & Human Values
14	Human Rights	Human Values
15	Soft Skills 1 & Soft skills 2 & Soft Skills 3	Professional Ethics & Human Values
16	Cyber Security	Professional Ethics & Human Values
17	Indian Constitution	Professional Ethics & Human Values
18	Human Values I & Human Values II & Human Values III	Professional Ethics & Human Values
18	PPM and OB	Professional Ethics & Human Values

SPPU has incorporated 'Human Rights Education Programme' 'Constitution of India' and offering extra credits to the students in new CBCS pattern. The aim of inclusion of these Subject is to promote dignity, tolerance, and peace, by educating individuals and groups to respect, defend and advocate for their rights. The faculties and students are encouraged to undertake the course on Universal Human Values by AICTE. Apart from the course curriculam,the Institute makes efforts to integrate the cross-cutting issues in to the student's learning. Some of the issues highlighted are as follows:

Cross-Cutting Issue	Efforts taken by the Institute
Gender	• Admissions to MBA Program are done by Directorate of Technical Education (DTE). • Reservations of male and female students in the admission is taken care of by DTE.
Gender	• Institute has established Internal Complaint Committee to handle various complaints pertaining to sexual harassment, women right & security etc Gender Audit Committee is also Constituted for Gender Audit in the organization. • POSH Workshop Surveillance Cameras and 24 hours security is available for women staff and girls students. • The Institute celebrates Women's Day every year..
Environment	• Swacha,Bharat Abhiyan, Tree Plantation Drive • Sessions on cleanliness at the adopted school, • In addition, the Institute routinely carries out audits for green, energy, and pollution

	control audits to take the appropriate actions to • make it as a clean and green campus. • E Waste Collection Drive.
Human Values	• The institute has constituted an anti-ragging committee and anti-ragging squad comprising of senior faculty members and student representatives . • Distribution of educational material, food at orphanage and for the flood victims. • School Adoption. Blood donation camps, Medical Camps, Covid Vaccination Camps. • Celebrations of regional festivals of different states and of freedom fighters.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 69.27

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 248

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 93.18

2.1.1.1 **Number of seats filled year wise during last five years (Only first year admissions to be considered)**

2022-23	2021-22	2020-21	2019-20	2018-19
180	178	117	59	81

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
180	180	120	90	90

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 71.88

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2022-23	2021-22	2020-21	2019-20	2018-19
59	72	45	45	27

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

2022-23	2021-22	2020-21	2019-20	2018-19
90	90	60	60	45

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 19.89

2.3 Teaching- Learning Process

2.3.1

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

The Institute being affiliated to Savitribai Phule Pune University follows the curriculum, designed by the university board of studies. The Syllabus includes Summer Internship Programs (SIP), Mini and Major Projects, Open Courses, Soft Skills, Human Rights, and Cyber Security. These components cater to the students' needs for experiential, participative, and problem-solving learning experiences. The Institute provides a conducive teaching and learning environment with a student-centric approach, aiming to develop versatile learners who excel through innovative methods integrated into daily academics and diverse activities.

ICT-Enabled Infrastructure

IIMS offers state-of-the-art ICT-enabled infrastructure, including:

- Classrooms and computer labs equipped with LCD projectors, computers, whiteboards, and smart classrooms.
- Language labs with advanced facilities to enhance soft skills.
- Comprehensive internet access across the campus to boost learning outcomes and foster student engagement.

Student-Centric Learning Methods

IIMS focuses on various student-centric methods to promote experiential, participative, and problem-solving learning:

1. **Problem-Based Learning**:
   - **Case Study based Learning**: Real Cases from business world and Software Project Mangement are discussed and brainstormed in the class.
   - **Role Plays and Research Paper Writing**: To enhance understanding and critical thinking students are given opportunities to publish and present their research in conferences.
   - **Industrial Visits and Field Work**: are organised to give them a practical exposure to the real workplace.
   - **Summer Internship Programs for MBA**: Hands-on industry experience for 45-60 days as prescribed in the syllabus
   - **Mini and Major Projects for MCA**: Comprehensive project work to develop problem-solving skills.
2. **Experiential Learning**:
   - Application of theoretical knowledge to real-world problems through industry expert sessions, training programs, and major projects.
   - Value-added courses like IIT Bombay Spoken Tutorial, NPTEL, Coursera, Infosys Springboard, Rubicon, ATOS-GTT, and ExcelR provide hands-on experience.
3. **Participative Learning**:
   - Encourages students to share ideas and experiences through events like Avishkar, hackathons, case study presentations, research conferences, and Crescendo Annual Function.
   - Consistent organization of presentations, group discussions, sports, and physical fitness activities.

- Yashofest, an annual inter-college competition, includes various technical and management competitions.

4. **Problem-Solving Methodologies**:
    - Case study solving, research paper writing and publication, quiz competitions, laboratory experiments, and summer internship projects to develop problem-solving skills.
    - A Software Development Cell to empower students' application designing skills and innovations in academics and the teaching-learning process.

ICT-Enabled Tools

The institute emphasizes the automation of teaching, learning, and administration processes through various ICT tools:

- **Classroom and Lab Equipment**: LCD projectors, computers with essential software, printers, and smart boards equipped with microphones, projectors, and audio systems.
- **Connectivity**: 24/7 Wi-Fi access across the campus.
- **Digital Resources**: MOOC platforms like NPTEL, SWAYAM, and IIT Bombay's Spoken Tutorial courses, MS Teams for online submissions and assessments, and digital library resources like DELNET, J-Gate, and plagiarism checkers like PLAGX and Drillbit
- **Video Lecture Recording**: was made available during the Covid 19 Period .

ERP Dashboard

IIMS has developed a comprehensive ERP Dashboard featuring:

- Attendance tracking
- Feedback submission
- Conference and journal websites
- Gate pass system

These initiatives ensure that IIMS remains at the forefront of integrating technology into education, enhancing the overall learning experience, and preparing students to meet contemporary challenges in management and technology.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
18	15	11	9	9

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 41.94

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
6	5	4	5	6

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	[View Document](#)
Institution data in the prescribed format	[View Document](#)
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

The Institute adheres the affiliating SPPU norms for conducting Internal and external assessments and evaluation. The examination department efficiently conducts these assessments in accordance with the academic calendar of SPPU and institute. Assessment parameters and schedules are determined in the IQAC Meeting following university guidelines, and are communicated to students during induction and displayed on the notice board.

1. **Internal Assessment:**

- **Concurrent Evaluation (CCE):** Institute communicates the **Concurrent Evaluation (CCE)** parameters to students in advance during the commencement of academics. It includes Home Assignments, MCQ, In-depth viva/subject viva , Presentations , online examination, Mid Term and End Exam, Practical & Project Exam, as per the Guidelines of SPPU Syllabus at institute level examinations.
- The performance of the students is communicated for future improvements . Counselling, personal guidance, extra lectures, remedial sessions are conducted to the poor performance/ slow learners after their result.

1. **External Assessment:** The external (university) examination is conducted as per university time table. The Chief Examination Officer and the Examination Committee ensures the examinations are monitored thoroughly on a regular basis.

- An internal squad, comprising senior faculty members, supervises the smooth conduct of the university examinations.
- Any student found engaging in malpractice during the exam faces severe disciplinary action by

the examination cell.
- In addition to this, institute has well configured CCTV Cameras for more transparency, to maintain the discipline of examination system.

1. **Grievance Redressal System**

Institute has well established Grievance Redressal cell . Director along with IQAC appoints the Chief examination Officer for transparent, time- bound and efficient examination. This mechanism is broadly classified into: grievance resolution at institute level, external (university) examination and at university level.

1. At Institute Level: Students can initially approach to class coordinator and then to the Chief Examination Officer. Students can raise the grievance through various channels namely tea with director, direct application to director and online grievance filing through institute website. For more complex or unresolved issues, students can bring their concerns to the Director through the student grievance committee.

To ensure examinations are conducted smoothly, university appoints an exam squad and external senior supervisor to ensure that no cheating or misconduct occurs during exams. The Institute appoints Chief Examination Officer, internal senior Supervisor and internal squad. If students face any problems during the examination then it is resolved by the CEO. The CEO is responsible for evaluating grievances and taking necessary actions to address and resolve them. Further if needed the issues are escalated to the Director and necessary action is been taken. The examination department then assesses these grievances in detail and, if required, reports them to the University for Further Resolution.

2. At University Level

Grievances related to university examinations are managed by the university itself, with clear guidelines provided on the university's website and through the circular. If students are dissatisfied with their marks, they have the option to apply for revaluation or reassessment. This formal mechanism allows students to seek a review of their examination results, ensuring fairness, accuracy and transparency in the evaluation process.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

The institute is affiliated to Savitribai Phule Pune University and the syllabus is designed by the university's board of studies. The syllabus of Savitribai Phule Pune University (SPPU) defined Programme Outcomes (PO) and Course Outcomes (CO) and Bloom's Taxonomy under CBCS Pattern 2013 and revised 2019 pattern respectively.While designing the syllabus the university takes care of Programme Educational Objectives**,** Programme Outcomes (PO), Programme Specific Outcomes (PSO's) and Course Outcomes (CO). The institute offers MBA and MCA programs under a Choice Based Credit System (CBCS), which enhances teaching and learning by providing students with the flexibility to select courses that align with their interests and career goals. As per the syllabus students have options of selecting there elective subjects as per their own interest. The motive behind keeping an elective course is to make students aware of current/upcoming trends in Information Technology, Management and other domains.

The Institute offers a student-focused Outcome Based Education (OBE) system with clearly defined program outcomes (POs). The institution's vision and mission prioritize value-based education, facilitated by motivated and trained faculty, to prepare students for the challenges of globalization. Program Outcomes (POs) and Course Outcomes (COs) are established by the affiliating university. In developing POs, considerations include academic excellence, research capabilities, extension activities, human values, employment generation, and current job market trends. Feedback from alumni and other stakeholders is also incorporated. The current syllabus of SPPU gives the more emphasis on the New Education Policy (NEP) 2020.

For the programme of MCA there are in all 12 Program outcomes (POs) and for the programme of MBA there are in all 10 Program outcomes (POs), and also Programme Specific Outcomes (PSOs)   in the syllabus allotted affiliated university for these programs. Each Course has its predefined Course Outcomes (COs) which as well is designed and allotted by Savitribai Pule Pune University.

Awareness of COs and POs: The Institute actively notifies about COs and POs to enhance awareness among students and faculty members. This efforts are taken in order to clear the expectations about the benefits of it upon course and program completion.

- The Institute conducts an Induction and Orientation Program at the start of each academic year. During this event, the Program Coordinator explains the overall program structure and outcomes to the students.
- Subject faculties gives the brief outline of the COs specific to their courses during subject introduction session. COs are also periodically discussed in the classroom throughout each semester to maintain awareness amongst students.
- Institute maps all concurrent evaluation parameters (Assignment, Midterm and End terms) with CO's of each subject.
- Additionally, COs and POs are communicated through the College Website, hand-outs, course files, internal exam and external (university) exam question papers are set by mapping CO and PO's and displayed in prominent locations on campus.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Institute evaluates programme outcomes and course outcomes constantly where the CO and PO are given by the affiliating university Savitribai Phule Pune University. University has incorporated the Blooms taxonomy in the MBA and MCA syllabus. Institute has define rubrics for concurrent evaluation assessment as per the Blooms Taxonomy. To measure the attainment of PO's, PEO's, PSO's and CO's of MBA and MCA Programmes Institute has developed effective mechanism as follows:

Concurrent Evaluation during Semester: Institute follows Concurrent Internal Evaluation (CCE) rigorously where performance of each students is continuously assessed by the respective course faculty. Student's performance is evaluated throughout each semester through the predetermined CCE parameters namely Assignments, Mid Term, End Term, Class Tests, MCQ, Subject Viva and Presentations.

The Mid Term and End Term exam helps the students to understand the theoretical concepts of each subject whereas Practical, Project and Summer Internship Project helps students to gain knowledge about practical implementation and experiential learning.

Course faculty evaluates student's performance through the CCE parameters during the entire semester.

External University Examination: At the end of every semester affiliated university conducts External Examination. The course outcomes are then evaluated based on the student's performance in internal and university external examination. It gives understanding of attainment of COs of the courses undertaken by the students during the academic year. It also helps in mapping attained CO's with prescribed PO's.

CO attainment Process: For each course, following activities are done:

  1. Define CO along with Bloom's taxonomy level

1. Define target level of attainment of CO.

1. Set attainment level for each CO by analyzing data.

1. Assign assessment parameters to each CO

1. Calculate CO attainment for direct assessment.

1. Calculate CO attainment for indirect assessment.

1. Calculate final CO attainment.

CO Attainment Methods: The CO attainment is categorized as Direct and Indirect Assessments.

1. Direct Assessment: Marks of various modes of Direct Assessment are considered in calculating CO attainment. It consist of two methods:

1. Internal assessments - These cover Continuous assessment methods such as Mid Term examination, End Term Examination, MCQ, Assignments, Subject Viva and Presentations.

1. External assessment - University examination conducted at the end of each semester.

1. Indirect Assessment - Students assess themselves through course exit surveys conducted at the end of each semester.

In order to summarize, the CO attainment includes   direct and indirect assessment components proportion is based on the credit assigned to the course and calculated using the CO attainments for each course at end of each semester.

PO attainment process - To calculate the level of individual PO attainment, 80% weightage is given to Direct Assessment component and 20% weightage to Indirect Assessment component.

1. Direct Assessment Component - There is 80 percent weightage for average of CO and PO attainment of all courses throughout the programme.

1. Indirect Assessment Component: This will be attained on the basis of programme exit survey

responses received from the final year students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 84.3

2.6.3.1 **Number of final year students who passed the university examination year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
156	77	46	67	46

2.6.3.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
174	102	51	67	71

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	[View Document](#)
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.96

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

Response: 14.5

3.1.1.1 **Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
9.37	3.64	0.89	0.60	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

International Institute of Management Science (IIMS) Pune has established a robust ecosystem for innovation, fostering knowledge creation and transfer. Here are the key initiatives that constitute this ecosystem:

1. **Ecosystem for Innovation**: IIMS has developed a dynamic ecosystem that encourages students and faculty to address societal challenges through innovation. This ecosystem facilitates the flow of information and resources to transform ideas into viable solutions, promoting faster development and implementation by innovators and entrepreneurs.Folowing are the initiatives-

   - **Institute Innovation Council (IIC)**: Formed according to AICTE guidelines, IIC connects entrepreneurs with national development agencies and showcases innovative projects by students and faculty. It has organized AICTE-funded impact lectures featuring

industry experts, entrepreneurs, and academicians.

- **Innovation & Start-up Cell**: Aligned with Savitribai Phule Pune University's Centre for Innovation Incubation & Linkage, this cell allows students to present their ideas in competitions like Avishkar, Aspire, and Hackathon at state and national levels.

- **Collaborations for Research & Innovation**: IIMS collaborates with MAHSA University, Malaysia, facilitating joint research, internships, knowledge sharing, and support for international conferences. The institute has over 30 MOUs with various organizations to foster industry-academia knowledge transfer.

- **Industry Mentor Program**: This program links students with industry mentors who guide project development, ensuring alignment with current market needs and enhancing students' industry-relevant knowledge.

- **Activities for Innovation & Incubation**: IIMS conducts various activities such as talks by successful entrepreneurs, industry expert sessions, webinars, ideation competitions, poster presentations, and business idea competitions like MARKETNAMA ,where students participate to showcase their marketing and selling skills..

2. **Indian Knowledge System**: IIMS integrates India's rich cultural heritage into its curriculum and activities, celebrating nationally significant days, festivals, and events to provide students with a holistic educational experience.

3. **Intellectual Property Rights (IPR) Cell**: The IPR Cell at IIMS emphasizes the importance of protecting innovations through patents, copyrights, and trademarks. It organizes seminars, guest sessions, and expert talks on IPR, encouraging students and faculty to file patents and copyrights for their work. To date, they have published 17 patents and 16 copyrights.

4. **Ph.D. Research Centre**: IIMS is an approved Ph.D. Research Centre under Savitribai Phule Pune University. With seven full-time Ph.D. faculty and five recognized Ph.D. guides, the center currently supports 18 research scholars.

5. **Research Culture**: The institute fosters a strong research culture by encouraging students and faculty to participate in conferences and seminars and to publish their work. IIMS organizes international conferences and publishes the peer-reviewed journal "Yashomanthan," with an impact factor of 6.29.

6. **Research Projects & Consultancy**: IIMS motivates faculty and students to engage in funded projects, consultancy work, and research surveys. They have published several issues of the NIPM Research Compendium in collaboration with the National Institute of Personnel Management.

7. **Software Development Cell**: This cell enables faculty and students to collaborate on software development projects, providing a practical industry environment. It supports student start-ups by offering resources like computer labs and libraries. The cell's first product, Website for International Conference and Research Journal are currently live and active. IIMS ERP, has been successfully developed and is yet to be implemented.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 64

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
23	15	11	9	6

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 6.39

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
45	08	20	27	15

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.3.2

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

Response: 6.06

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
24	32	18	18	17

File Description	Document
List of chapter/book along with the links redirecting to the source website	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

The Institute is dedicated to organizing and participating in various extension activities and outreach programs to foster a strong connection between the Institute and the neighboring community. These initiatives aim to sensitize students to community needs, promoting not only societal and community activities but also shaping students, faculty, and staff into responsible citizens of the nation, and facilitating the all-round development of students.

Key Extension Activities and Outreach Programs

1. **Community and Environmental Initiatives**:
   - **Cleanliness Drives and Swachh Bharat Abhiyan**: Students actively participate in cleanliness drives both on and off-campus, raising awareness about the importance of a clean environment for human health.
   - **Green Environment and Tree Plantation**: Tree plantation drives are conducted to promote environmental sustainability.The Institute with NGOs organize Tree Plantration drive
   - **Hygiene and Environment Awareness**: Programs focused on sanitation, hygiene, and waste disposal.
2. **Health and Wellness Initiatives**:
   - **Covid-19 Awareness and Vaccination Drives**: Distribution of Covid-19 awareness kits and organizing vaccination drives in collaboration with local health departments to the neighbouring communities.
   - **Blood Donation Camps**: Organized to instill empathy, compassion, and a sense of ethical responsibility among students.
   - **Mental Health Awareness**: Programs aimed at promoting mental well-being.
3. **Social Responsibility and Empowerment**:
   - **Gender Sensitization and Women Empowerment**: Activities and workshops to raise awareness about gender issues, empower women, and reduce gender biases.
   - **Clothes Donation Camps**: Collection and distribution of clothes to those in need.
   - **Personal Health and Hygiene, and Diet Awareness**: Programs to educate students on maintaining personal health and hygiene.
   - **Road Safety Awareness Campaigns**: Conducted in association with the Pune Traffic Police to educate the public on road safety measures.
4. **Educational Support and Youth Development**:
   - **Books and Stationery Distribution**: Provided to children in slum areas to support their education.
   - **National Youth Day Celebrations and Yuva Shibir**: Activities to motivate and inspire students.
   - **Visits to Orphanages**: To support and uplift underprivileged children.
   - **Voter Awareness Campaigns**: Conducted to encourage informed voting.
5. **Sustainable Practices**:
   - **E-Waste Collection Drives**: In collaboration with Harshita Green Recycler to promote

sustainable waste management practices.

Partnerships and Collaborations

- **MOU with Vivekananda Kendra, Kanyakumari, Chinchwad Branch**: To execute various extension activities such as International Yoga Day, expert talks, and motivational programs like Yuva Shibir.

Impact and Learning Outcomes

1. **Holistic Development**: Students develop leadership skills, self-confidence, and a sense of responsibility through active participation in these activities.
2. **Community Relationships**: Strengthened ties with local organizations and communities foster a sense of brotherhood and commitment to humanitarian work.
3. **Skill Development**: Enhancement of social, communication, management, leadership, analytical, and perceptual skills.
4. **Ethical and Sustainable Practices**: Activities encourage students to engage in ethical and sustainable acts, considering human rights, environmental, and social impacts.

Recognition and Awards

- **District Level Award for Swachh Bharat Abhiyan 2021-22**: Received from Nehru Yuva Kendra, Pune.
- **Certificates of Recognition**: Awarde Reconised and Appreciated fromyvarious organizations, including the Pimpri Chinchwad Municipal Corporation.

IIMS remains committed to leading students and faculty in staying updated on the latest trends in management and technology, while also fostering a sense of social responsibility and community engagement.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

The Institute has actively engaged in numerous extension activities beyond its campus, particularly in and around Pune city, and has been recognized by both government and non-government agencies. With the support of faculty members, students regularly participate in these initiatives aimed at fostering social

responsibility. These activities are conducted in collaboration with various organizations, including Vivekananda Kendra, Branch Chinchwad, Harshita Green Recycler, local blood banks, NGOs, and the Pune Traffic Police. Below is a summary of the institution's recognized extension activities:

Key Extension Activities

1. **Disaster Relief and Health Initiatives**:
   - **Food and Daily Needs Distribution**: Provided food, daily need products, and clothing to flood-affected areas in Sangali District.
   - **Covid-19 Vaccination Drive**: Organized in collaboration with the Health Department of Pimpri Chinchwad Municipal Corporation.
   - **Covid-19 Awareness Kit Distribution**: Conducted to spread awareness about preventive measures in Pimpri Chinchwad Municipal Corporation.
   - **Blood Donation Camps**: Held in partnership with local blood banks in Pimpri Chinchwad Municipal Corporation.
   - **Health Check-up Camps**: Organized for both faculty and students as well as for people of neighbourhood.
2. **Educational and Environmental Initiatives**:
   - **Books and Stationery Distribution**: Provided to children in slum areas.
   - **Tree Plantation Drives**: Conducted to promote environmental conservation,the Institute regularly conducts Tree Plantation Drive.
   - **Environmental Awareness Programs**: Plastic Eradication and Ban of Plastic in the Campus and promoting no vehicle day.
3. **Social and Community Development**:
   - **Women Empowerment Programs**:Organising POSH Workshops.
   - **Road Safety Awareness**: Conducted in association with the Pune Traffic Police to educate the public on road safety measures.
   - **Swachhta Abhiyan (Cleanliness Drives)**: Promoted cleanliness and hygiene.
   - **National Integrity and AIDS Awareness**: Programs to foster national unity and awareness about AIDS.
   - **Visits to Orphanages**: Organized to support and uplift underprivileged children.
   - **Voters Awareness Campaigns**: Conducted to encourage informed voting.
4. **Partnerships and Collaborations**:
   - **MOU with Vivekananda Kendra, Kanyakumari, Chinchwad Branch**: To execute various extension activities, including International Yoga Day, blood donation camps, expert talks, and Yuvashibir to motivate students.
   - **E-Waste Collection**: In collaboration with Harshita Green Recyclers to promote sustainable waste management.

Recognition and Awards

- **District Level Award for Swachh Bharat Abhiyan 2021-22**: Received from Nehru Yuva Kendra, Pune, for outstanding contributions to cleanliness and hygiene initiatives.

Through these activities, the International Institute of Management Science (IIMS) is committed to shaping students into responsible citizens by making them aware of and involved in addressing social issues. The institute's collaboration with various government and non-government agencies ensures a broad impact and fosters a sense of community service among students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 43

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
14	11	7	7	4

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship,

on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 37

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
List of year wise activities and exchange should be provided	[View Document](#)
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

The infrastructure and facilities of the Institute are modern, and well-equipped to meet the educational and administrative needs of students, faculty, and staff. Institute has a total of eight classrooms, providing ample space for various classes and learning activities. Each classroom is designed to create a conducive learning environment, with comfortable seating and adequate lighting. A seminar hall is available for workshops and guest lectures. This hall is equipped with audio-visual equipment to support high-quality presentations, interactive sessions and cultural events.Computer lab consists of 100 computers cater to the needs of students for their practical assignments, research, and other academic pursuits. Institute has a language lab with 30 computers, specifically designed to provide a focused environment for language learning through interactive software and tools.The multimedia lab, with its 10 computers, is tailored for creative and media-related courses, providing the necessary tools and software for students to develop their skills in digital media production. Additionally, the Institute has 25 computers designated for teaching and non-teaching staff, ensuring that faculty and administrative personnel have the resources they need to perform their duties efficiently.Classroom computers, numbering 10, are available to support teaching activities, enabling instructors to incorporate digital resources and technology into their lessons seamlessly.The institute also ensures smooth administrative and academic operations with the availability of five printers strategically placed for easy access.Institute's Library offers a vast collection of books, journals, and digital resources to support the curriculum and foster a culture of reading and research. To ensure the security of premises, 90 security cameras have been installed throughout the campus, providing comprehensive surveillance and enhancing the safety.Institute is equipped with a generator, ensuring an uninterrupted power supply, which is critical for maintaining the functionality of electronic equipment and overall campus operations. The elevator facilitates ensure easy movement across different floors of the building, particularly benefiting individuals with mobility challenges.

 a.ICT – enabled facilities such as smart class, LMS Facilities.

In addition to traditional classrooms, Institute has two state-of-the-art smart classrooms that are equipped with advanced technological tools to facilitate interactive and engaging learning experiences.Institute's Learning Management System (LMS) is an integral part of infrastructure, providing a digital platform for managing course content, assignments, and communication between students and faculty. This system

enhances the learning experience by offering a structured and accessible approach to education.

b. Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc.

The Institute organizes various co-curricular and extracurricular activities and motivate students to participate in intercollegiate competitions.Indoor games such as- Carom, Chess, such as Blind Coding, Shape Coding, Counter Strike, Mad Advertisement, On the Spot Creativity, Business Plan and Management Games, Market Nama, Photography of the Day and Poster Making and outdoor games such as cricket. The outdoor games are conducted on rented ground.The Institute promotes Yoga on campus. Institute organize Yoga activities for students as well as staff members especially on International Yoga Day to create awareness for their physical and mental well-being.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 31.68

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
0.279	0.223	0.145	0.180	0.798

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The Institute Library, with its state-of-the-art facilities and advanced automation through the Autolib NG software, stands as a cornerstone of academic support. It provides a rich collection of resources, ample study spaces, and comprehensive digital access, all of which contribute to a thriving academic environment.

a. Digital facilities using Integrated Library Management System (ILMS)

The Institute Library is a modern, advanced facility that utilizes Auto-lib NG software for efficient management of resources and streamlines services, enhancing user experience and supporting academic and research needs.The Software helps in core in-house operations and ensures seamless automation and efficient management of library resources. This includes Acquisition, Cataloguing, Circulation, Serial Control, and Online Public Access Catalogue (OPAC).

Database Maintenance: The library's database is maintained and regularly updated to ensure that it accurately reflects the current collection. This ongoing maintenance guarantees that users have access to the most up-to-date information about available resources, enhancing the overall efficiency and reliability of the library.

Accessibility: To support the diverse needs of its users, the library provides comprehensive access to electronic resources both on-campus and remotely. This ensures that students and faculty can easily access necessary materials from anywhere, facilitating continuous learning and research.

Facilities and Capacity:

The library's facilities are designed to accommodate a significant number of users and a vast array of materials:

Reading Room: This space can accommodate up to 100 students, providing a quiet and comfortable environment for reading and studying.

Newspapers: The library subscribes to three regional and national daily newspapers, keeping users informed about current events.

Book Collection: The library boasts a collection of over 8,268 volumes, covering a wide range of subjects and interests.

b. Subscriptions to e-resources and journals:

e Resourses:

In addition to physical resources, the library offers extensive digital access, providing students and faculty with valuable online resources. These include databases and digital libraries such as the National Digital Library, DELNET Database, J-Gate Database, Shodhganga, and e-PG Pathshala, Drillbit Plagiarism Software. This digital access ensures that users can find and utilize a wealth of information efficiently.

Journals: Access to 24 different journals is provided, supporting research across various disciplines.

c. Optimal usage of Library by faculty and students:

The library operates with user convenience in mind, featuring extended hours during exam periods to accommodate increased demand.Students can borrow up to two books at a time for a duration of one week, facilitated by library cards issued to all students. This borrowing system helps to manage the circulation of materials and ensures fair access for all users.Faculty and students extensively utilize the library to support their teaching, learning, research, and assignments. They regularly visit to read newspapers and refer to journals for home assignments, internship projects, and continuous comprehensive evaluations (CCE).

Library Activities:

The library fosters reading habits among students by showcasing new arrivals. It also hosts a range of activities, such as Book Exhibitions and the Best Reader Award, to inspire students and cultivate their management and leadership abilities.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

The Institute regularly updates the IT facilities to ensure consistent support to academic and administrative needs of students and staff. The details of the IT facilities and updation are as below:

Computers:

The Institute has upgraded the computer systems over the years to meet the evolving demand of education and research. In 2018-19, the computers were equipped with Intel assembled dual core processors, 2 GB RAM and 320 GB HDD. Over time, the hardware has seen significant improvements with the current configuration (2023-24) featuring Intel Core i3 1125 G4 11th Gen Processors, 8 GB RAM and 512 GB SSDs. ensuring faster processing speeds and better storage capabilities. The number of computers has also increased from 90 in 2018-19 to 175 in 2023-24 accommodating the growing student number. The student computer ratio has been maintained effectively averaging around 2:1 ensuring ample access to IT resources for students.

Smart Board:

For enhancing the teaching and learning experience the Institute has integrated digital classroom solutions with two smart boards .These smart boards are equipped with interactive features including finger and pen touch capabilities complimented with multimedia projectors, speaker systems. This setup is consistent and maintained ensuring the classrooms are equipped with modern teaching tools.

Internet Bandwidth:

The internet bandwidth has been progressively increased from 60 Mbps from 2018-19 to 100 Mbps lease-line by 2020-21 and this level has been maintained through-out as per AICTE norms.

Other IT Facilities:

Wi-Fi-Devices:

The Wi-Fi infrastructure has undergone significant enhancements with the number of Wi-Fi devices increased from 11 Cisco access points in 2018-19 to 38 Ruijie RG-RAP 2260 (G) access points by 2022-23.

CCTV Cameras:

Beginning with 50 Hikvision Network Cameras in 2018-19, the Institute has expanded the campus security with 102 cameras in 2021-22 and further enhanced it to 179 cameras by 2023-24 of 2MP.

LCD Projectors:

The campus was equipped with 10 BenQ projectors since 2018-19. This number was maintained until 2020-21, after which the Institute increased the number of projectors to 19 by 2021-22 including both BenQ and Viewsonic models providing high quality projection capabilities.

Switch Hub and Server:

For supporting the IT infrastructure, the Institute had 10 D-Link switches until 2021-22. By 2022-23, the institute upgraded it to 17 D-Link DGS 1250 -28X 24 port switches enhancing the network's capacity to handle increased data traffic and providing faster and more reliable connectivity across campus.

e-Resources:

The Institute has consistent subscriptions since 2018 to essential e-resources like DELNET, NDL, e-ShodhSindhu and Autolib ensuring access of students and faculty to range of academic materials. Subscription to J-Gate and Drillbit plagiarism detection software has been added during the year 2023-24.

Library Software:

The Integrated Library Management Software Autolib NG has been fully automated and regularly updated to the latest version which includes Web OPAC.

Language Lab Software:

The Institute used Shoppe ENTL Language Lab Software for learning since 2018. The software has been discontinued and updated version of software Portia Digital Language Lab 30 Users has been installed for better learning experience to students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 2.56

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 140

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	[View Document](#)
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 52.86

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

2022-23	2021-22	2020-21	2019-20	2018-19
0.798	0.875	0.346	0.414	0.278

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 79.59

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
350	210	138	97	102

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	**View Document**
Report with photographs on ICT/computing skills enhancement programs	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**	

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 92.19

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
350	280	152	121	136

File Description	Document
Upload supporting document	**View Document**
Institutional data in the prescribed format	**View Document**

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 90.56

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
122	86	36	47	64

5.2.1.2 **Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
156	77	46	67	46

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	**View Document**
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 2.7

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
1	0	0	0	0

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

5.3 Student Participation and Activities

5.3.1

Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 27

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years*

2022-23	2021-22	2020-21	2019-20	2018-19
14	4	5	2	2

File Description	Document
Upload supporting document	[View Document](#)
list and links to e-copies of award letters and certificates	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 30.8

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
42	35	22	27	28

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.4 Alumni Engagement

5.4.1

There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

Established in 2007, Yashaswi's IIMS launched its AICTE-approved PGDM program, producing a significant number of alumni who have gone on to hold prestigious positions in reputable organizations. In 2011, the institute introduced its MBA program, affiliated with SPPU and recognized by AICTE New Delhi, offering specializations in Human Resource Management, Finance, Marketing, Operations, and Supply Chain Management. To date, 11 batches have successfully graduated, with approximately 1,500 alumni now working in various capacities across esteemed organizations.

The majority of these alumni actively support current students through interactions and assistance with placement activities. They also contribute to events like Yashopravesh(induction ceremony) and Yashofest,(Annual Fest) serving as expert speakers, guest lecturers, and even chief guests. The mission of the Alumni Association is to foster a mutually beneficial relationship between the Institute and its alumni.

Alumni Contributions:

1. **Alumni Meet:** An annual Alumni Meet is held, inviting all alumni to attend. This event provides a platform for discussing various issues related to IIMS, with a focus on the growth and development of both students and the institution. Alumni contributions are acknowledged, and the event facilitates interaction between students and alumni.

2. **Alumni Records:** The Institute maintains updated records of all alumni, including job postings and contact details, to ensure ongoing communication and engagement.

3. **Feedback from Alumni:** Feedback is regularly collected from alumni, with their suggestions implemented to enhance the growth and development of IIMS students.

4. **Interaction with Students:** Alumni are frequently invited to deliver lectures, speeches, seminars, and workshops, sharing their expertise with current students.

5. **Committee Participation:** Alumni are also involved in various committees, such as the College Development Committee (CDC) and the Grievance Committee. They regularly attend meetings and provide valuable suggestions for the continuous improvement of IIMS.

File Description	Document
Upload Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

The Institute's governance and leadership are closely aligned with its vision and mission. This is reflected in the implementation of the NEP, continuous institutional growth, decentralization of management, and active participation in governance. These practices are guided by both short-term and long-term Institutional Perspective Plans, ensuring the institution stays true to its goals and values.

Institutional Governance & Leadership at IIMS

The Institute operates under a well-defined Governance Manual that provides clear guidelines and principles for effective leadership and decision-making. This manual ensures that all governance practices align with the institution's vision and mission, maintaining high standards of transparency and accountability.

NEP Implementation

IIMS being affiliated to SPPU follows the guidelines of the University. However ,the Institute organises workshops to facilitate the integration of NEP guidelines into the institute's academic offerings. Specifically, the institute is aligning its MCA and MBA programs with the NEP as outlined by Savitribai Phule Pune University (SPPU). Faculty members are actively involved in the process of setting syllabi, ensuring that the curriculum remains relevant and up-to-date.

Institutional Growth

IIMS is committed to continuous growth and expansion, both academically and infrastructurally. The institute is forming strategic collaborations with international institutions, which enrich students' learning experiences by providing global perspectives. As part of its expansion, IIMS has launched new programs, including MCA and PhD courses. These additions cater to a broader range of educational aspirations and career paths, offering students more opportunities for specialized study.

To further enhance the employability of its students, IIMS offers a variety of value-added courses. These courses, approved by SPPU, equip students with practical skills and industry-relevant knowledge. Additionally, the institute provides access to various certification programs, such as those offered by Swayam NPTEL and IIT Bombay's Spoken Tutorial. IIMS's commitment to academic excellence and infrastructure development is demonstrated by its 2F Certificate from the University Grants Commission (UGC).

Decentralization

IIMS promotes a decentralized approach to governance, aiming to enhance efficiency, responsiveness, and adaptability. This approach is evident in the organization of international conferences and cultural events. For instance, the International Conference held during the academic year 2022-2023 served as a platform for discussing critical issues in education and other fields, fostering innovation and collaboration. Additionally, events like Yashofest 2022 showcase the institute's commitment to celebrating cultural diversity and promoting community engagement. These events encourage a sense of community and inclusivity among students and faculty.

Institutional Policies

The institute has established a set of policies that govern behavior, decision-making, and operations. These policies ensure consistency, fairness, safety, and legal compliance across all levels of the organization. They are fundamental to maintaining the ethical standards and integrity of the institution.

Institutional Perspective Plan

The Institutional Perspective plan serves as a roadmap for the institute's continued excellence in education and leadership in the global academic landscape. It focuses on achieving academic innovation, enhancing infrastructure, and expanding international collaborations. Through these efforts, IIMS aims to remain at the forefront of educational excellence, continually adapting to the evolving needs of students and society.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The Institutional Perspective Plan (IPP) provides a strategic framework for guiding the institution's growth and development.The Institutional strategic Plan is regularly reviwed in the Governing Board meeting and College Developement Committee Meetings presented by the Director and IQAC cordinator.Further Its effective execution is supported by well-developed policies, a structured

administrative setup, clear appointment procedures, and comprehensive service rules and regulations framed by the Management and regulaly reviwed. The development of policies by committees ensures that institutional practices are up-to-date and relevant. The academic calendar and responsibility allocation facilitate organized and efficient academic and administrative operations. Transparent appointment procedures and clearly defined service rules support fair and consistent management of faculty and staff. The Institute has also established various statutory and non statutory committess which also helps in effectve management of policies and procedures in the Institute.Together, these elements contribute to the efficient and effective functioning of the institution, ensuring alignment with its strategic goals and enhancing overall institutional performance

1. Institutional Perspective Plan

The Institutional Perspective Plan outlines the strategic direction for the institution's growth and development. This plan serves as a roadmap for achieving long-term goals, enhancing academic quality, and strengthening institutional capabilities. The execution and deployment of the IPP are crucial for aligning the institution's operations with its strategic vision. It ensures that various institutional bodies operate efficiently and effectively, fostering a consistent approach to achieving institutional objectives.

2. Policies Development

2.1 Policies Development: The development and implementation of policies are central to the IPP. These policies are created and refined by various committees and thereby presented in GoB & CDC Meetings, which document their decisions and discussions in Minutes of Meetings. These committees ensure that policies are up-to-date and relevant to the institution's needs, addressing various aspects of institutional governance and operational efficiency. Policies cover a range of areas, including academic standards, administrative procedures, and compliance with regulations.

2.2 Administrative and Academic Setup

2.2.1 Academic Calendar: It is an essential component of the administrative setup .This calendar outlines the academic schedule, including the start and end dates of terms, examination periods, and holidays. The Academic Calender is approved in the IQAC Meeting and CDC Meeting and is communicated to the faculties and students.

2.2.2 Responsibility Allocation: Responsibility allocation is another critical aspect of the administrative setup. It involves assigning specific roles and responsibilities to faculty, staff, and administrative personnel. This ensures that all functions are managed effectively, with clear accountability and efficient execution of tasks. Proper allocation of responsibilities helps streamline operations and supports the smooth functioning of the institution.

2.3 Appointment Procedures

Appointment procedures are designed to ensure that the recruitment and hiring processes are transparent and fair. These procedures outline the steps for appointing faculty and staff, including the criteria for selection, the process for interviews, and the final decision-making process. By following standardized appointment procedures of AICTE & SPPU.

2.4 Service Rules & Regulations

The Service Rules are established by the GoB and it governs the conduct and performance of faculty and staff members.

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

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

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	[View Document](#)
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-

teaching staff and avenues for career development/progression

Response:

The International Institute of Management Science is dedicated to the overall development of its staff through a evaluation system, inclusive welfare measures, and ample career growth opportunities. The institution's policies aim to enhance the health, well-being, and career progression of staff members, nurture a motivated and high-performing team. This is achieved through continuous recognition and support, creating an environment of excellence and innovation that benefits both the staff and the broader academic community.

IIMS has a Performance Based Appraisal System to evaluate staff performance time to time. This system assesses various aspects, including teaching effectiveness, professional development, contributions to the organization, and research activities. The system is designed to provide regular feedback, encouraging continuous improvement and effort for excellence in all areas.

To prioritize staff well-being, IIMS offers a wide range of welfare measures. These include health insurance, regular health camps, and mental health support services. Additionally, special provisions are available, such as providing uniforms, priority admission, and fee concessions for staff and their wards. The institute also celebrates staff birthdays, which boosts morale and fosters a positive and supportive work environment. Furthermore, IIMS has comprehensive leave policies that cater to the diverse needs of its staff, including casual, sick, earned, maternity, and study leaves. These policies help maintain a healthy work-life balance and support staff during significant life events.

Recognition and rewards are built-in to IIMS's approach to staff management. The institute and its management regularly acknowledges outstanding contributions from staff through various awards and honors. These honor recognize excellence in teaching, research, and service, serving as motivation and appreciation for the hard work of the staff.

IIMS also offers numerous career development opportunities. The institution encourages staff to enhance their skills by participating in workshops, seminars, and Faculty Development Programs (FDPs). Staff members are also supported in attending national and international conferences to present their research and network with peers. Additionally, IIMS provides support for pursuing professional certifications and offers a transparent promotion system, clearly outlining career advancement pathways.

In the area of research and innovation, IIMS is committed to bringing up a dynamic and supportive environment. The institute offers research grants and collaboration opportunities, providing financial support for innovative research projects. IIMS also encourages partnerships with other institutions and industry partners, allowing staff to engage in joint research projects. This exposure to new developments in their fields enhances the research skills of staff members and contributes to their professional growth.

 IIMS prioritizes the all-inclusive development of its staff through a well-rounded approach that includes a strong evaluation system, extensive welfare measures, recognition programs, career development opportunities, and support for research and innovation. These initiatives ensure a motivated, well-supported, and highly skilled team, capable of contributing significantly to the institution and the broad academic organization.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2

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

Response: 74.19

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

2022-23	2021-22	2020-21	2019-20	2018-19
12	12	10	5	7

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	[View Document](#)
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 54.46

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
17	13	9	7	9

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	10	7	7	5

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)
Annual reports highlighting the programmes undertaken by the teachers	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The institute has established effective strategies for mobilizing and utilizing funds from diverse sources. The structured approach to fund allocation supports various developmental areas, ensuring the enhancement of academic and infrastructural capabilities. Regular internal and external audits reinforce financial discipline and transparency, contributing to the institution's overall effectiveness and integrity.

1. Fund Mobilization

The institute has successfully mobilized funds from a combination of government and non-government organizations. Key government sources include scholarship funds, support from the Commanding Officer at INS Shivaji Lonavala, ATMA (AIMS), SPPU NEP Fund, and the AICTE Impact Series. Non-government sources of funding include German Renal Care, TALENT ASSESS PVT. LTD, EagleBurgmann India Private Ltd., Maharashtra Industrial Services, Linamar, and the Association of Indian Management School (AIMS).

2. Fund Utilization

The institute allocates funds received from various sources to enhance infrastructure, support research and faculty development, and facilitate student development. For library development, funds are used to subscribe to electronic journals and maintain library software. In research and faculty development, financial support is provided for faculty research, remuneration for external experts, and organizing conferences and seminars. For student development, the institute covers publication fees and funds extracurricular and co-curricular activities, including training programs and expert sessions. Infrastructural development includes upgrading campus facilities, updating computer labs with recycled equipment, installing generators, providing water filters for clean drinking water, and enhancing campus security with CCTV installations.

3. Budget and Audit

The institute maintains rigorous financial management through comprehensive budgeting and auditing processes. The budgeting process involves the Director and the Internal Quality Assurance Cell (IQAC) proposing the budget during College Development Committee (CDC) and Governing Body meetings. Regular internal audits are conducted to review financial compliance, and periodic external audits by independent auditors ensure transparency and accountability. As part of maintaining control, the audit team periodically visits the Institute to examine accounts and ledgers. Internal audits mainly focus on aspects such as equipment usage and maintenance, stock registers, verification of payment receipts and journal vouchers for transactions, cash books, and ledger account reviews, among other areas.

The external audit is performed annually at the end of each financial year. The Institute prepares the necessary financial documents, including the balance sheet and income and expenditure statement. Qualified chartered accountants audit these financial records, certifying the income, expenditures, balance sheet, and notes on accounts. The audited financial statements of the institute is available to its stakeholders in demand.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

IQAC continuously improves the teaching learning process by providing quality education to students and achieving its overall mission and goals. IQAC reports the progress made in achieving the objectives set and the improvements made in various activities to the management, faculty members, students, and other stakeholders and records incremental improvement in various activities. IQAC typically follows a structured process for reviewing the teaching learning process.

The IQAC has taken the initiatives for quality improvement of the Institute as mentioned below:

Teaching & Learning (Process and Outcomes)

1. **Teaching Learning Process-** The IQAC consistently reviews the teaching and learning processes. This comprehensive review covers all aspects, from subject allocation to result analysis, ensuring that each step is thoroughly evaluated. The teaching methodologies and strategies are continually assessed through feedback from students and faculty, facilitating timely improvements and adaptations.
2. **Value Added Courses and Certifications-** Each academic year, the institute offers value-added courses that are approved by SPPU (Savitribai Phule Pune University). These courses are designed to enhance the skills of students beyond the standard curriculum.Upon successful completion of these courses, students receive certifications that add value to their academic credentials, increasing their employability and professional growth prospects.

Research and Development – The Research cell in discussion with IQAC facilitates the faculty members to publish their research papers in esteemed journals / conferences.

Two Major Initiatives Undertaken Under Research are -

1. **Ph. D Research Centre- Establishment of Ph.D. Research Centre -** The institute has established a Ph.D. Research Centre, providing a dedicated space and resources for advanced research activities. This center aims to foster a research-oriented environment, encouraging faculty and students to engage in high-quality research work.The Research Centre regularly con
2. Consecutively **4 International Confrences** has been organised in association with, IEEF Poland,MAHSA University Malaysia, UniGlobe College Nepal.

Quality Audit-

1. **ISO 21001:2018 Audit Certification-** The institute has achieved ISO 21001:2018 certification, which is an international standard for educational organizations. This certification ensures that the institute's management systems are aligned with the requirements for providing quality

education.

2. **AAA audit-**The institute regularly conducts an Academic and Administrative Audit (AAA) to assess and enhance its academic and administrative functions. This comprehensive audit covers various aspects such as curriculum delivery, faculty performance, infrastructure, governance, and administrative processes.

4 Industry Relations

- **MoU's With Foreign International Universities and Industries-** The institute has signed Memorandums of Understanding (MoUs) with several esteemed foreign universities and industries.
- **Industry Research Project-** The institute actively collaborates with industries on various research projects. The Institute has completed 5 research projects.
- **Research Compendium in Collaboration with NIPM-** In collaboration with the National Institute of Personnel Management (NIPM), the institute has developed 8 research compendiums. The collaboration with NIPM ensures that the research is relevant to industry needs and contributes to the body of knowledge in the field.

The IQAC's systematic approach ensures continuous improvement in the Institute's academic and administrative processes, contributing to enhanced educational outcomes and robust industry relationships.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	[View Document](#)
NIRF report, AAA report and details on follow up actions	[View Document](#)
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	[View Document](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

The Institute is committed to promote gender equity and inclusivity in the campus. Our staff and student committees represent our dedication to parity and inclusive approach and the institute conducts the gender audit to monitor the issues like workplace discrimination, women empowerment and ensuring equal rights for men & women. IIMS ensures the enforcement of gender equity norms and conducts the gender audit on the campus. An array of significant initiatives on gender awareness through workshops, seminars, guest lectures, street plays, poster displays, counselling, and other activities has been undertaken to promote gender equity and inclusivity on the campus.

Gender Equity Policy

IIMS has formulated the its Gender Equity Policy to ensure the equal participation, representation and involvement in all curricular and co-curricular activities.

Measures for the promotion of Gender Equity

1. IIMS takes care of gender reservations as per the norms of Maharashtra State Government, AICTE and SPPU, Pune while **appointing teaching and non-teaching staff**. The Institute has reserved seats for female faculty members in the recruitment process as per the norms of Govt. of Maharashtra.

2. As per the directive of the Directorate of Technical Education, there is **reservation for female students** in the admission process. The seat matrix is strictly followed.

Curricular and Co-curricular Activities

1. Courses in the MBA/MCA Curriculum are offered that touch upon gender related issues. Apart from curriculum, **Sessions on Human Rights** where the students are exposed to diverse viewpoints and understand the importance of gender roles, stereotypes, and inequalities are conducted. The Institute alos conduct awareness programs focused on cybersecurity, specifically aimed at protecting female employees and students.

2. The Institute has arranged the sessions on POSH regularly to create awareness among the staffs and students.

3. Committees like Anti-Ragging, Grievance Redressal & Internal Complaints Committees, address

gender related issues if any.

3. The Institute Celebrates International Women's Day each year by inviting speakers to help raise gender consciousness and women entrepreneurship.

Safety and Security

CCTV Cameras –CCTV cameras are installed at all prominent places in along with 24*7 security personnel in the premises

Girls Common Rooms – Well-lit and well-ventilated girls' common rooms are established and available to use.

Mentor Mentee Session - Regular Counselling sessions are conducted to support the career development and progression of female staff and students with the help various sessions from Industry experts.

Career Counselling Sessions - IIMS is collaborating with various associations to provide expert help, guidance and mentorship to students from the sections of business, NLP coaching, Life Coaching & MOU with Vivek Doba Academy.Additionally, the Institute prioritizes the empowerment of young women by offering comprehensive health care and fostering their physical, moral, cultural, and skill development.

In conclusion commitment to gender equity is evident through its multifaceted approach, encompassing curricular and co-curricular activities and sensitization programs.The Institute promotes gender equity by empowering the female staff and students and fostering an inclusive, equitable environment for all. This contributes to the overall development and success of the institution.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Green audit/environmental audit report from recognized bodies	[View Document](#)
Certificates of the awards received from recognized agency (if any).	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance

and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The Institute has implemented a range of initiatives to promote inclusivity, tolerance and harmony in the campus.The initiatives are to promote better education, economic upliftment of the needy, and set communal harmony.

Cultural Celebrations- Various cultural celebrations are arranged by IIMS in order to promote cultural inclusivity. The festivals like Diwali, Ganesh Festival, Christmas, Navaratri are celebrated with added enthusiasm in the institute. Students take part in Fancy Dress competitions arranged in cultural festivals like CRESCENDO whereby various regional representation can be seen.

Regional Diversity – Various Days are celebrated to deal with regional diversity. Days like Marathi bhasha Diwas are celebrated to mark the regional representation. Various types of activities like book exhibition, essay competition are conducted for celebration of Marathi Bhasha Diwas. Wachan Prerana Diwas is also celebrated to promote the culture of reading and inculcate the habit of reading amongst the students. Chhatrapati Shivaji Maharaj Jayanti is celebrated to honour the contribution of the great Maratha Leader.

Linguistic Diversity – India is a diverse country when it comes to languages. IIMS also tries to give due credit to the multiple languages through celebration of various days and activities. IIMS situated in Maharashtra and Marathi being the prime regional language, Marthi Bhasha Diwas, are celebrated to honour Marathi. Even Guest session for the introduction of foreign languages are conducted to introduce studnets to the other language. IIMS library has diverse collection on multilingual books which are available for the students to refer and read.

Communal and Socioeconomic Diversity - IIMS organizes various social events where students take part as volunteers. Students take part in such activities as volunteers and learn the social responsibility. Initiatives like e waste collection drive, Booster dose campaign, Health Camp, Blood Donation Drive, Swatch Bharat Abhiyan, Cloth Donation Drive, Traffic Awareness Program play a big part in learning about the communal and socio economic diversity. All community engagement programs play a big part in developing the social acumen among the students.

Other Diversities –

Institutional efforts to provide an inclusive environment are multifaceted and ongoing. These efforts not only benefit the individuals within the institution but also contribute to a more cohesive and inclusive society.The Institute also makes a continuous effort in sensitizing students to the constitutional obligations: values, rights, duties and responsibilities of citizens

Constitution Day Celebrations

Celebrating Constitution Day on November 26th is a common practice in IIMS. Activities on this day include reading the Preamble, essay writing and poster-making competitions on constitutional themes, on the relevance of constitutional principles in contemporary society.

Human Rights Awareness Programs

IIMS is affiliated to Savitibai Phule Pune University where, the course on Human rights is included in the curriculum. In addition to that IIMS conducts human rights awareness programs to highlight the fundamental rights enshrined in the Constitution. Through these interactive sessions human rights issues are discussed prevailing in India and the globe. By promoting awareness of rights, these activities empower individuals to advocate for themselves and others, fostering a culture of respect and dignity.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

7.2.1

Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Response:

Best Practice-1

Title: "Yashoprayash – Adopting Village Schools for Education Enhancement"

Objectives:

1. To involve students in the process of social upliftment and thereby developing leadership qualities among them.
2. To conduct programmes on awareness, personal hygiene, self-confidence and motivation to the students and teachers of the Zilla Parishad School.
3. To develop Professional Perspective through Experiential Learning in planning, organizing and decision-making.

Context:

The Institute has adopted a nearby Zilla Parishad Primary School. A good number of faculties and students have devoted themselves in doing professional and service activities for the Upliftment and betterment of the school.

Practice Description:

- Faculty members and students take an active part in organizing various activities for the school students by visiting to the school and interact with the school authorities and students.

- **Environmental** Activities like Tree Plantation and Session on Methods for Conservation of Water are planned as the area faces a serious drought situation in summers.
- **Spiritual Activities** like Session on Yoga and meditation is included for spiritual development.
- For **Holistic development,** Session on Soft Skills, Sessions like Good Touch and Bad Touch, Hygiene awareness, Health Awareness Camp, Moral Education, Life Skills Education, Fundamental Rights are arranged.
- IIMS has donated computers to the school for **Curricular development** and session on Computer Literacy are conducted.
- The teachers are given trainings on the file management system, library management, investments, insurance, financial literacy and cyber security

Evidence of Success: The school has been awarded the "Best School" trophy due to the Institute's continuous support and guidance activities, recognizing the significant contributions of both students and faculties.

Problems Encountered and Resources Required

As the School is 40 kms away from the Institute , it was difficult to include all the Students of the Institute during visit .Due to a very hectic academic session, the institute and students barely manage time to conduct more programs and researches in adopted school.

Best Practise-2

Title: Yasho Gurukul – Mentor-Mentee Programme

Objectives:

1. To provide guidance in learning process so as to make best use of facilities and resources made available to Mentee by the Institute

2. To provide personal counselling to improve the performance and reduce the stress of the students

3. To provide personal support to the Mentee through ups & downs of academia to reinforce a sense of resilience

4.To help mentee through academic, personal, professional as well as emotional support

Context:

The Institute's students come from diverse backgrounds, often facing stress and challenges in professional college life. These students may feel isolated and hesitant to participate in class, hindering their performance. To address these issues, the Institute has introduced a Mentorship Programme to provide individual attention.

Practice Description:

Mentoring sessions are held weekly, with one mentor assigned to every twenty students. Mentors monitor mentees' personal growth, academic performance, and professional progress, providing detailed information on their achievements.

Evidence of Success:

The Mentorship Programme's success is evident in improved exam results, increased student attendance, increased participation in co-curricular activities, better discipline, higher quality internship projects, and increased engagement with e-learning platforms, demonstrating long-lasting relationships between staff and students.

Problems Encountered and Resources Required:

Initially, some students were reserved and reluctant to open up due to different personalities of Students.

Best Practise-3

Title: "Integrated Software Development for Enhanced Institutional Management"

Objectives:

1. To Provide students with practical, hands-on experience in software development by enhancing technical skills in programming languages, development tools, and methodologies.

2. Apply theoretical knowledge gained in classrooms to real-world projects.

Context:

The MCA Department at the Institute has established a Software Development Cell (SDC). The SDC oversees projects that give students the opportunity to work within an organized team structure and adhere to project timelines. Students benefit from experiencing various roles within a software development team, such as programmer, test lead, team lead, manager, and maintenance engineer. This exposure provides them with a comprehensive understanding of the entire software development lifecycle.

Practice Description:

The Students at the Institute have developed

1. **Conference website –** This website is maintained and updated regularly by the team of faculty and students.
2. **Attendance Software –** The attendance software works on precision of the attendance of the individual student across all sessions, subjects and semesters.
3. **Mentor Mentee Software –**Entire tracking of the mentee with respect to various courses, certifications is possible through this software.
4. **ERP Software Development** ERP software works for development of LMS (Learning Management System) to share academic material for the remote access. The MCQ Test module, feedback and Project management module facilitate the automation.

Evidence of Success: The result is evident, as the students have built and successfully maintained its Research Journal Website and the Conference website. Both the website are live and can be traced using https://yashomanthan.co.in/ https://icimit.yashomanthan.co.in/. The Software developments are in progress and on the verge of completion.

Problems Encountered and Resources Required:

Constraint of Time due to hectic Academic Schedules.

Best Practise-4

Title: "E-Waste Collection Initiative"

Objectives:

1. To implement preventive and curative measures for the proper disposal of E-waste.
2. To raise awareness about E-waste management and its broader benefits.
3. To establish a public-academia partnership for the systematic execution of these practices.

Context:

The institute has partnered with Harshita Green Recyclers certified vendors to address the issue of improper disposal of electronic items, which contain hazardous materials like lithium, lead, and zinc, thereby ensuring environmental sustainability.

Practice Description:

IIMS collaborates with Harshita Green Recyclers for e waste management, collecting electronic equipment from students, teachers, and staff from nearby institutions and housing societies.The collected E-waste is handed over to Harshita Recyclers and is recycled ,processed in an environmentally safe manner.

Evidence of Success:

IIMS has collected around 750 kg e waste material to be disposed of from academic institutes, corporates and households in nearby vicinity. IIMS has partnered with e waste management company which helps to manage and dispose of the collected waste.

Problems Encountered and Resources Required:

IIMS has faced challenges like limited awareness among stakeholders, reluctance to dispose of electronic devices properly, and logistical issues in coordinating with recycling agencies.

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File Description	Document
Any other relevant information	**View Document**
Best practices as hosted on the Institutional website	**View Document**

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Distinctive Practice-1

Since its inception, International Institute of Management Science has emphasized on establishing its image as a place for learning and personal enrichment of the learners. The Institute has made efforts in promoting a culture of lifelong learning to ensure continuous development and adaptability in a rapidly changing world.

1. Title: Special Issue of Inhouse Research Journal "Yashomanthan" in Collaboration with NIPM.

2. Goal: Ensure that theoretical knowledge is informed by practical insights and industry needs.

3. Context: The Institute promotes industry-academia collaboration, emphasizing the importance of connecting theoretical knowledge with practical application in management education. By forging strategic partnership with NIPM, since the onset of COVID-19, the International Institute of Management Sciences (IIMS) has published eight special issues of its in-house journal, Yashomanthan, in collaboration with the National Institute of Personnel Management (NIPM). These issues have undergone a rigorous peer-review process to ensure the highest quality of content. Contributions from top industry professionals and distinguished academicians have enriched these publications, significantly adding to the body of literature and knowledge available to the student community. The in-house multidisciplinary research journal, "Yashomanthan," boasts an impressive impact factor of 6.682, as indexed by SJIF. Faculty members have actively encouraged students to contribute to these special issues. Many students and scholars from the institute have submitted articles, enriching the journal with their research and insights. Each of the eight issues covers a diverse range of topics within Human Resource Management (HRM), providing valuable insights and up-to-date information that bridge the gap between academic theory and industry practice. Through these efforts, IIMS continues to enhance the learning experience and professional preparedness of its students.

4. Evidence of Success: Many students and scholars from IIMS have successfully submitted and published their articles in "Yashomanthan," enriching the journal's content and enhancing their own research skills.

5. Problems encountered, and resources required

Encouraging consistent and high-quality contributions from industry professionals can be challenging due to varying levels of research experience and academic writing skills.

Distinctive Practice-2

1. Title: Industry Insights and Mentorship Sessions

2. Goal: To provide students with opportunities to engage directly with experienced industry professionals, alumni, and enabling them to learn the art of making ethical and informed decisions in their professional lives simultaneously keeping in trend with recent advancements in technology

3. Context: Mentoring fosters knowledge-sharing and experiential learning between experienced Industry professionals and students. Mentees develop lasting bonds with their mentors, who serve as role models and advisors throughout their professional journeys. Nine industry mentors from reputed IT companies like TCS, Wipro, Accenture, and Cognizant mentor students on a weekly basis through online sessions. These discussions cover project work, the latest technological trends, additional courses or skills to develop, and career guidance.

4. Evidence of Success: Attendance of mentees in each session is recorded, and mentors submit reports on the sessions held. These mentoring sessions offer several benefits as it helped mentees gain a better understanding of their strengths, weaknesses, and professional aspirations. The Interactions with Industry mentors lead to the formation of Software Development Cell. 4 students received Placement opportunities through direct interaction with industry mentors.

5. Problems encountered, and resources required-

Industry professionals often have hectic and demanding schedules, making it challenging for them to consistently take time out on a weekly basis for mentoring. Similarly, students sometimes face reduced commitment to mentoring activities due to exams and other academic responsibilities.

Distinctive Practise-3

1. Title: Tea with Director" Meetings

2. Goal: To encourage open communication, promote a culture of collaboration and inclusivity, and provide students with a platform to engage directly with the institute's director.

3. Context: This initiative is designed to foster continuous improvement and innovation by enabling open communication within the institute. The meetings allow students to feel heard and understood by the director, address their concerns, and receive guidance and mentorship. These interactions boost students' confidence and provide a unique opportunity to share their experiences and ideas directly with the director. Regular participation from students, with 5 to 7 students from each stream invited every Thursday. The Meetings are noted and put forth in the faculty meetings for further improvement.

The basic aim being positive feedback from students who feel their concerns are addressed and their voices are heard. Students too get benefit from the director's wisdom, experience, and advice on academic, career, and personal matters.

4. Evidence of Success: Regular student participation, increased transparency, and positive student feedback are strong indicators of success. These interactions have led to the organization of additional value-added courses and extracurricular activities, such as annual functions and college fest. This has simultaneously enhanced the experiential learning of the students and their involvement in various activities. In every event organized by the institute, students have played a major role in both planning and execution. This active involvement has contributed significantly to their overall personality development.

5. Problems encountered, and resources required-

- Finding a suitable time that accommodates both the director's and students' schedules can be challenging, especially during exams or busy academic periods.
- Maintaining consistent engagement from students and ensuring that all streams have equal representation is a challenge.

IIMS's "Tea with Director" meetings exemplify the institute's commitment to fostering open communication and collaboration. Along with other initiatives like the "YASHOMANTHAN" journal and mentoring sessions with industry experts, these meetings highlight IIMS's dedication to providing a holistic education that integrates theory with real-world practice. By bridging the gap between academia and industry, IIMS prepares students for successful careers and contributes to the advancement of knowledge and best practices in management. Through these collaborative efforts, the institute continues to drive innovation, excellence, and sustainable growth in both academia and industry.

File Description	Document
Any other relevant information	[View Document](#)
Appropriate web in the Institutional website	[View Document](#)

5. CONCLUSION

Additional Information :

International Institute of Management Science was established in 2007 under the Yashaswi Education Society. The Institute provides full-time CBCS-based MBA , MCA programs and Ph.D Research Program is affiliated to Savitribai Phule Pune University and approved by AICTE. The Institute has recently obtained UGC 2 (F) Status and the status of 12 (B) is under process.

Keeping in mind the recommendations of NEP 2020 and opportunities of IR-04, IIMS has changed its vision and mission and aims to be a leading force in higher education and research, specializing in Management and Information Technology. Along this line, the institute started two new programs of MCA and Ph.D. and doubled the initial intake of the MCA program. It started focusing on overall development of students with a strong emphasis on vocational and skill-based education through its value-added courses.

The Parent Organization Yashaswi Group is a pioneer in Skilled Education through Schemes of NSDCL. IIMS is askill hub centre. Through the training centre the institute enrolls students for skilled education programmes.

The institute has established MoUs with international partners including MAHSA University Malaysia, IEEF Poland, Uniglobe College, Nepal and Perdana University Malaysia to support research and knowledge exchange. The institute will broadly follow a vertical and horizontal structure of organisation in future where the programs like MBA, MCA and committees like research, consultancy, MDP etc. will be horizontals and Centres of Excellence will be verticals. Horizontals will provide the resources while verticals will have projects to execute. Institute is going through a structural and fundamental change for adapting to this new system by tapping the opportunities available in NEP 2020 and IR 04.The Institute in future is aiming for autonomy and more emphasis will be given on obtaining research grants. The institute also recognizes that each student possesses a unique set of strengths and weaknesses that need to be leveraged for their individual success. For this purpose, each student is assigned a dedicated faculty mentor with the help of whom the mentee must assess he/her true potential and devise an improvement plan/career plan for success.

Concluding Remarks :

During the post-accreditation period, the Institute has adopted various measures to address the recommendations of the Peer Team from the first cycle of Accreditation. Over the past 15 years, the Institute has successfully educated and empowered thousands of management students, predominantly from lower to middle-class families. Through the skilling and employability strategies adopted over time, the majority of these students have secured employment in some of the top companies in the country.Consistent efforts have been made to enhance ICT-enabled teaching and learning. The establishment of computer laboratories, along with Language and Research labs, has expanded the potential for ICT-integrated education. The Internal Quality Assurance Cell (IQAC) has played a pivotal role in clarifying and achieving the goals for student development. Recognizing the importance of skill development, the Institute offers value-added and certificate programs every year. As a designated skill hub center under the National Skill Development Corporation (NSDC), our students have enrolled in NSDC's skill development programs. The Institute also plans to collaborate with industries to offer job- and skill-oriented courses, aiming to achieve 100% placement.The Institute continuously upgrades its services and infrastructure to adapt to the evolving educational landscape. Faculty and students actively engage with the community, fulfilling the Institute's mission to disseminate

knowledge and information to society. The Institute remains committed to its vision of providing transformative education for empowerment. The college takes pride in its alumni, many of whom have distinguished themselves in various fields, including academia, business, entrepreneurship, and corporate sectors. Numerous academic collaborations have been established, allowing students to stay updated with the latest trends in management and technology through international conferences.