



Vishweshwar Education Society's

Indira Institute of Business Management

Plot No. 2, Sector 9, Sanpada, Navi Mumbai – 400 705

SELF ASSESSMENT REPORT (SAR)

Submitted To

National Board of Accreditation

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On

14th October 2024

By:

Vishweshwar Education Society's

Indira Institute of Business Management

Plot No. 2, Sector 9, Sanpada,

Navi Mumbai – 400 705

For:

MASTERS OF MANAGEMENT STUDIES (MMS)

INTRODUCTION TO IIBM

The Malankara Orthodox Syrian Church (MOSC) traces its heritage back to the missionary efforts of the first century C.E., and share the nation's history for the last 20 centuries, to fully integrate the socio-cultural setting of India by contributing magnanimously to the fields of education and health care through numerous reputed schools, medical and engineering institutes, all over India. The prestigious MOCCB, under the tutelage of Malankara Orthodox Syrian Church (MOSC) run VES Trust's Group of Institutes, are pioneers in education in Mumbai well known for its chain of educational institutes established all over Maharashtra & Gujarat.

Vishweshwar Education Society's (VES) Indira Institute of Business Management (IIBM) was established in the year 2008. The Institute houses one post graduate program Masters in Management Studies (MMS) in affiliation with University of Mumbai and approved by All India Council of Technical Education (AICTE) and Government of Maharashtra with an intake capacity of 120 seats, IIBMs MMS Program follows the University of Mumbai syllabus for its academic curriculum.

Located at Sector 9, Sanpada, Navi Mumbai, IIBM is an ideal location for students aspiring to seek higher education in management. Within one hour to reach the city of Mumbai on one side and the dual hill stations of Lonavala and Khandala on the other, the IIBM campus is well connected by all travel modes of roads and local trains, within one kilometer of its campus. Our students profile largely consists of students from various graduated colleges from the city of Mumbai and districts of Maharashtra largely belonging to the categories of SC/ST/OBC/SBC/NT/VJNT/EWS etc.. They comprise of BMS, B.Com, BAF, B.Sc., BA, Engineering, B.Pharm, Hotel Mgmt., etc. graduates. The admission process of IIBMs MMS program is implemented as per guidelines of The Commissioner State Common Entrance Test Cell, Maharashtra. It is done through a Centralized Admission Process (CAP), wherein, student allotment to the program is released by the CET Cell. Eligibility to the program is determined by the students having appeared for any one of the tests of CET, CAT, CMAT, XAT, GMAT, MAT and ATMA of that year. However, a large population in IIBMs MMS admission aspirants are from the city of Mumbai and belong to the CET exam participants.

IIBM attracts bright minds and trains them in a diverse and competitive environment. Over the last ten years of excellence in management education, not only has our students carved a niche for themselves in the market but we pride ourselves in having a nationally and internationally placed alumni network. We have our students continuously striving for excellence. They imbibe global values and acquire leadership qualities. IIBM provides a perfect mix of classroom learning and industry exposure.

Since its inception in 2008, with the last fourteen batches passing-out, the Institute strives to work and build a culture and environment supporting the larger vision of the Institute adopting values which not only defines one's character but also go a long way in creating a competitive learning environment, to enable all our stakeholders, to realize their full potential.

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NATIONAL BOARD OF ACCREDITATION

PART A- Institutional Information

1. Name and Address of the College:-Vishweshwar Education Society's Indira Institute of Business Management, Plot No.2, Sector 9, Sanpada

City:- Navi Mumbai

State:-Maharashtra

Pin Code:-400705

Website:-www.indiraiibm.edu.in

E-mail:-info@indiraiibm.edu.in

STD Code: -022

Phone No:-27753226/7/8

2. Name and Address of the Affiliating University:- University of Mumbai Mahatma Gandhi Road, Fort, Mumbai, Maharashtra 400032.

City:- Mumbai

State:- Maharashtra

Pin Code:- 400032

Website:- www.mu.ac.in

E-mail:-

Phone No:- 022 68320000

Fax:-

3. Year of Establishment:- 2008- 09

4. Type of the Institution:

Institute of National Importance

☐

University

☐

Deemed University

☐

Autonomous

☐

Affiliated Institution	☒ Y
AICTE Approved PGDM Institutions	☐
Any other (Please specify) Provide Details	☐

**Provide Details: affiliated to University of Mumbai*

5. Ownership Status:

Central Government	☐
State Government	☐
Government Aided	☐
Self-financing	☒ Y
Trust	☐
Society	☐
Section 8 Company	☐
Any Other (Please specify) Provide Details:	☐

6. Vision of the Institution

To be one of the most preferred institutes in higher management education.

7. Mission of the Institution:

- To provide education that enable students to apply knowledge of Management in their respective domains.
- To inculcate and nurture a sense of ethics and values in students.
- To develop managerial, analytical and collaborative skills related to business environment.

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

Sr. No.	Name of the program to be considered	Year of Start	Initial Intake	Increase in intake, if any (from the start)	Year of increase	AICTE Approval	Accreditation Status*
01	Master of Management Studies	2008-09	60	60	2011-12	Yes F.No. Western/1-414107171/2011/EOA	Applying First Time

Write applicable one:

- Applying First Time

9. Programs to be considered for Accreditation vide this application

Sr. No.	Program Name	Current Year Sanctioned Intake	Current year admitted No:	EWS & TFWS Quota	Total admitted A.Y. 2023-24
01	Masters of Management Studies	120 students	90 students	10 students	100 students

10. Contact Information of the Head of the Institution and NBA co-ordinator:

Head of the Institution

Name : Dr. Ashok Luhar
 Designation : Director
 Mobile No. : 7021817827
 Email Id : director@indiraiibm.edu.in

NBA Co-ordinator

Name : Mr. Nikhil Vijay Shirsat
 Designation : Assistant Professor
 Mobile No. : 8898482073
 Email ID : nikhil@indiraiibm.edu.in

Criteria Summary

Name of the Program: Masters of Management Studies

Criteria No.	Criteria	Mark / Weightage	Self-Assessment Marks
1	Vision, Mission & Program Educational Objectives	50	40
2	Governance, Leadership & Financial Resources	100	70
3	Program Outcomes & Course Outcomes	100	72
4	Curriculum & Learning Process	125	80
5	Student Quality and Performance	100	75
6	Faculty Attributes and Contributions	250	173
7	Industry & International Connect	100	65
8	Infrastructure	75	62
9	Alumni Performance and Connect	50	37
10	Continuous Improvement	50	40
	Total	1000	714

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

CRITERION 1	Vision, Mission & Program Educational Objectives	50 Marks
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The governance of Indira Institute of Business Management has been under the leadership of Vishweshwar Education Society (VES) a traditional Indian Christian Community. This institute was started in the year 2008. The management trace their heritage back, to its missionary efforts from the first century, to fully integrate to the socio-cultural setting of India, by contributing magnanimously to the field of education. Under the leadership, the Institute is governed with accountability and transparency of its operations. The dream to become one of the most preferred Institute in higher management education, was realized through the Masters in Management Studies program, affiliated to the University of Mumbai. With the University of Mumbai laying down the overall structural framework to implement the program, the Institute ensured that the program educational objective developed was achieved through the medium of quality delivery of education.

As per NBA 2024, Criterion 1: Vision, Mission & Program Educational Objectives and its related details and the respective marks are stated below.

Sr. No.	Particular	Marks	Self-Assessment Marks
1.1	Governance and Leadership	5 Marks	4 Marks
1.2	PEOs statements	5 Marks	4 Marks
1.3	Dissemination among stakeholders	10 Marks	8 Marks
1.4	Formulation process	15 Marks	12 Marks
1.5	Consistency of PEOs with the mission	15 Marks	12 Marks
	Total	50 Marks	40 Marks

Governance & Leadership (5 Marks)

1.1.1 Vision Statement:

To be one of the most preferred institutes in higher management education.

1.1.2 Mission Statement:

M1: To provide education that enables students to apply knowledge of Management in their respective domains.

M2: To inculcate and nurture a sense of ethics and values in students.

M3: To develop managerial, analytical and collaborative skills related to business environment.

1.1 PEOs Statements (5 Marks)

The Program Educational Objectives (PEOs) are crafted to correspond with the essential qualities and attributes required for a thriving management professional. These qualities include ethical codes, employer-valued attributes, and core competencies recognized by professional bodies.

Programme Educational Objectives Statements are as follows:

PEO 1: Knowledge and Community

Equip graduates with knowledge and skills to excel as effective managers, leaders, and contributors in organizations and society

PEO 2: Analytical and Decision making

To enable graduates to leverage their analytical skills and decision-making abilities to effectively apply managerial expertise in ethical and productive management careers, ensuring professional success and organizational growth.

PEO 3: Contribute to Society and Ethical Value

To prepare graduates with the knowledge and ethical values necessary to make meaningful contributions to society, addressing global issues such as health, safety, and environmental protection with unwavering professionalism and integrity.

PEO 4: Social Values and Professional Ethics

To empower graduates with strong social values and professional ethics, enabling them to excel in their careers through effective teamwork, proactive engagement, and impactful communication skills.

PEO 5: Lifelong Learning

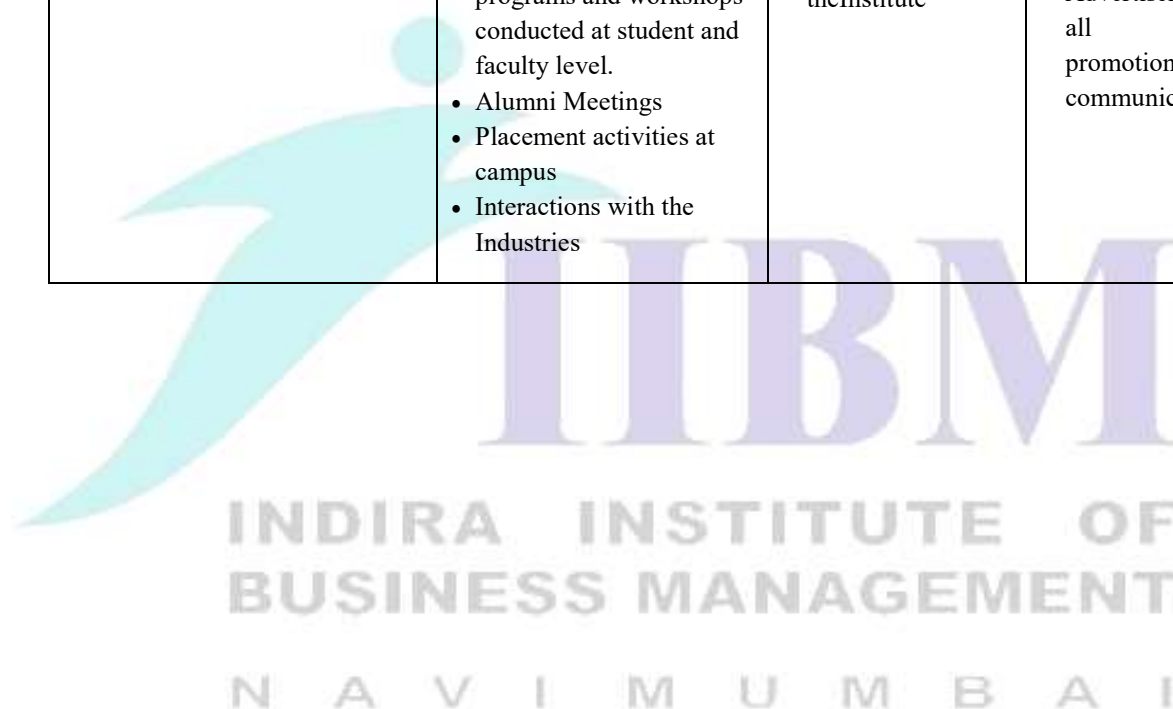
To instil in graduates a deep appreciation for lifelong learning, fostering their commitment to continuous professional development and practical training for sustained growth and adaptability in the dynamic field of management.

1.2 Dissemination among stakeholders (10 Marks)

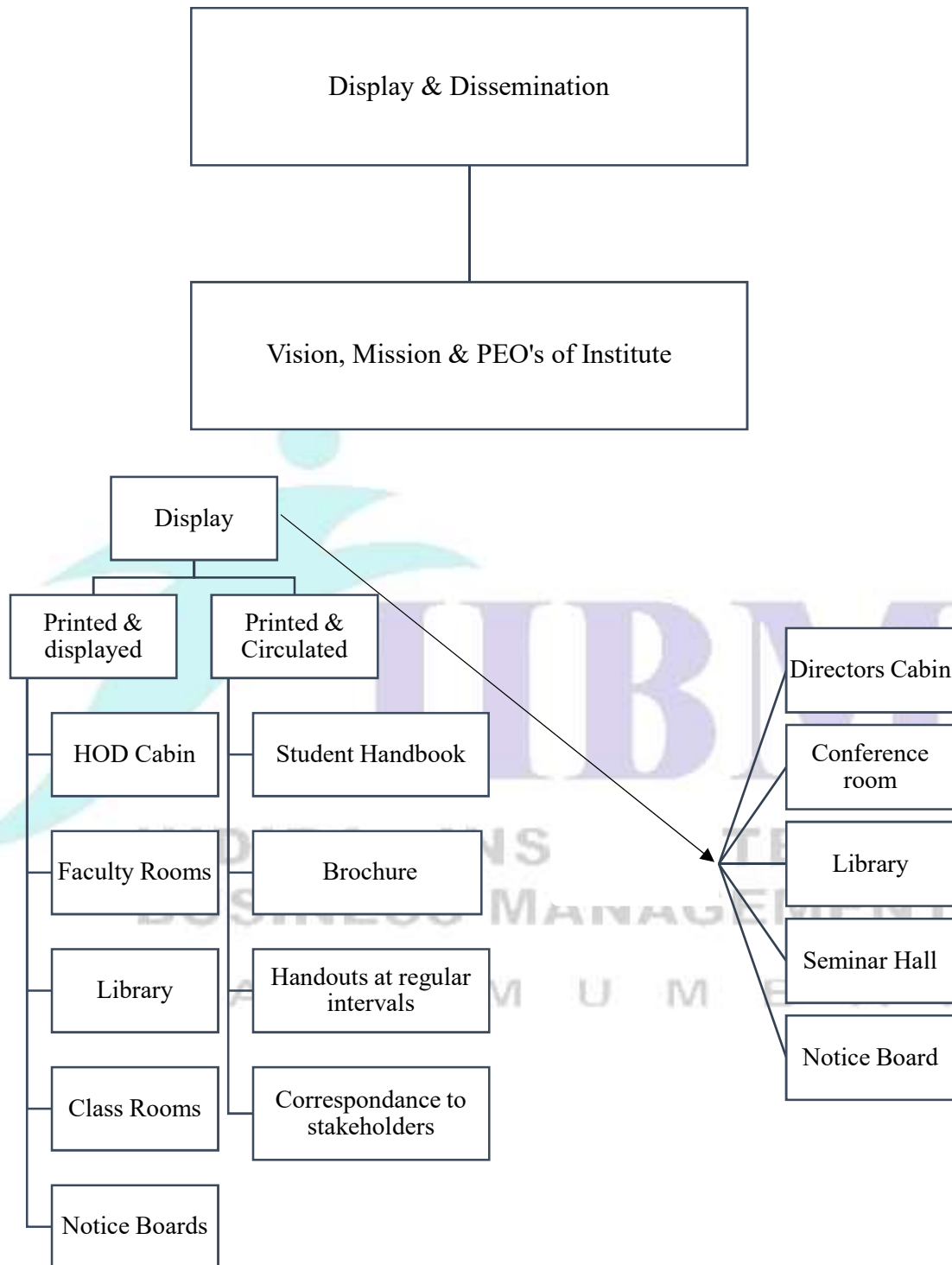
- IIBM organizes an orientation program for every new batch admitted introducing and connect them with their Teachers, Non-teaching staff members, fellow students and the Institute's Vision, Mission and Values in general. On the day of induction, students are handed a copy of the Student Handbook which describes in detail the rules and regulations of IIBM that starts with the Vision and Mission and PEO's of the institute.
- Every new faculty and staff members who are appointed go through an induction program, to imbibe the vision, mission and ethical values of the Institute
- The Vision, Mission and PEO of the Institute communicate to the students and parents through the correspondence sent at the time of admissions and also communicated through the prospectus.
- The stakeholders are conveyed about the Institute's Vision, Mission and PEO's through Brochures, Newsletters and other Publications.
- The other stakeholders such as industry and alumni are communicated about the Institute's Vision, Mission through the Institute's website.
- The Vision, Mission and PEO's are displayed physically at major locations.
- Apart from this, these statements are displayed to all the stakeholders in various programs and workshops conducted at student and faculty level.
- The institute disseminates the vision and mission statement during the following meets also
- Student council meetings:
 - Parent Teachers Meet
 - Interactions with the Industries
 - Placement activities at campus
 - Alumni meetings

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

Dissemination to Stakeholders			
Employees – Teaching & Non-Teaching	Students and Parents	Corporate Partners / Recruiters / Governing Authorities	General Ecosystem
• Induction of the Employee • Through the display of the Vision and Mission at all prominent locations in the institute	• Website • Induction Programme • Prospectus • Parent Teachers Meet • Student Handbook • Through various programs and workshops conducted at student and faculty level. • Alumni Meetings • Placement activities at campus • Interactions with the Industries	• Website • Placement Brochure • Event Brochure • Publications of the Institute	• Website • Through the display of the Vision and Mission at all prominent locations in the institute • Advertisements and all other promotional communication



Flowchart of Display of Vision, Mission and Dissemination



1.3 Formulation Process (15 Marks)

Formulation of VISION and MISSION Statement

The IQAC conducted a meeting to discuss about the reframing of the Vision, Mission and PEOs of the institute. The Planning and Advisory committee further discussed the proposed statements in their meeting and feedback from faculties was taken on the statements.

The College development committee (CDC) of the institute organized a meeting with key stakeholders to develop the vision and mission statements and formulate Program Educational Objectives (PEOs). Attendees included the Secretary of the Trust, Director, senior faculty members, and administrative heads of the institute, alumni, parents, students, and industry recruiters.

These statements were intended to be extensively discussed, and votes were collected from various stakeholders, including the Secretary of the VES Trust along with other Trustees, faculty, students, and alumni, to finalize the vision and Mission statement.

The Director recommended that all statements be reviewed and reframed using keywords derived from the discussions, such as knowledge, teaching, learning, managerial skills, analytical skills, entrepreneurial skills, social awareness, consciousness, empathy, integrity, honesty, ethical practices, innovative practices, collaborative research, and global issues. The IQAC committee also informed all stakeholders about the discussion and obtain their responses through a questionnaire.

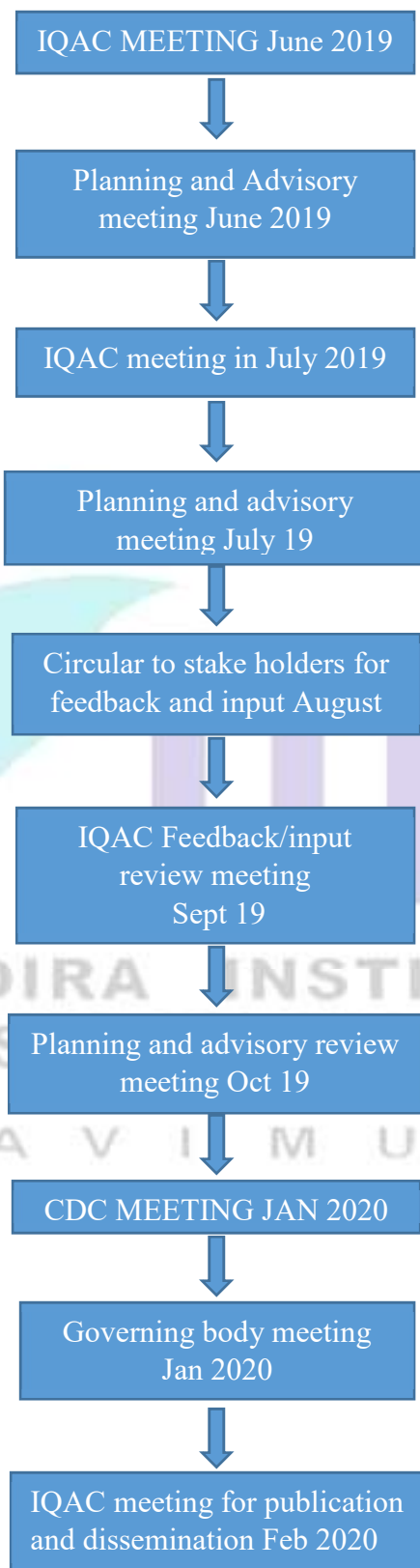
Based on the feedback received, the final vision and mission statements were formulated. The IQAC committee provided the consent on the statements to be discussed for final approval in the General Body meeting. The newly developed vision and mission statements were then communicated to the Governing Body and all stakeholders.

The revised statements were updated across all communication channels.

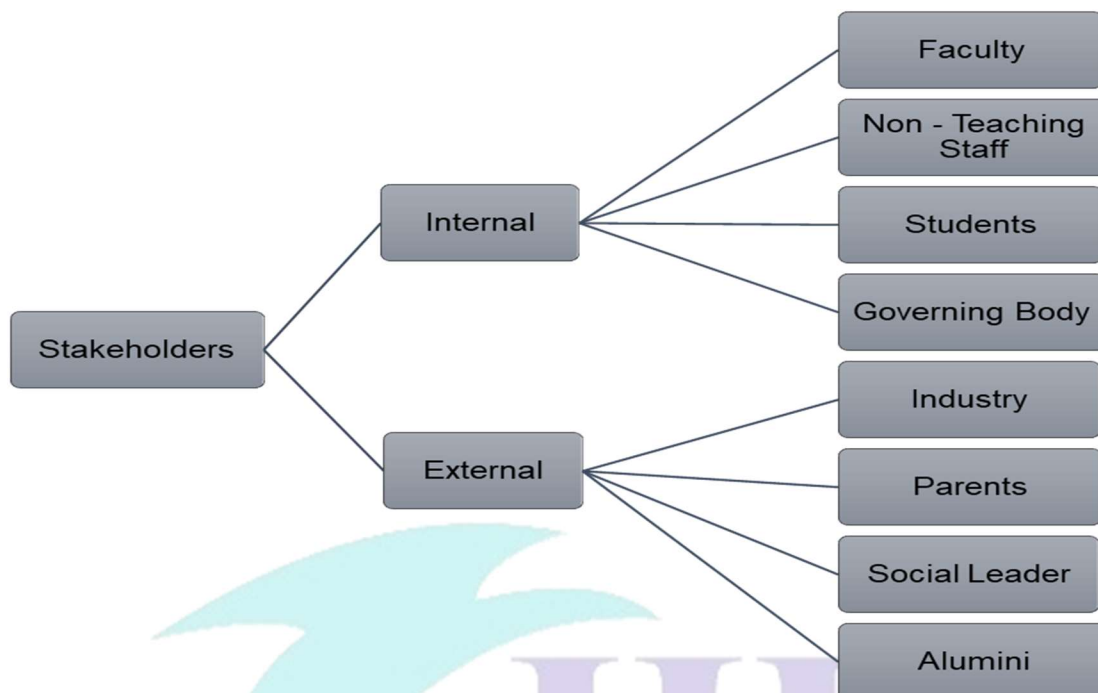
The PEOs are comprehensive statements that embody the program's objectives. Firstly, they align with the program's mission statements, emphasizing the program's purpose and goals. Secondly, the program's mission is designed to equip students with the skills and knowledge necessary for leading a fulfilling and valuable life, both personally and in contributing to the broader society. To achieve this, the program relies on a competent faculty that possesses a synthesis of expertise and the ability to effectively communicate knowledge, including the latest advancements in research.

The mapping shows a substantial correlation of PEOs with Mission Statements enabling the graduates to develop attitude, skills and knowledge, and application of the same.

Formulation process of Vision, Mission statements.



PEO Mission Mapping Flowchart



1.5 Consistency of PEOs with the Mission (15 Marks)

Levels of Correlation

Levels of Correlation	No Correlation	Low	Medium	High
	-	1	2	3

Table 1.5a: Consistency of PEOs with the Mission

PEO Statements	M1: To provide education that enable students to apply knowledge of Management in their respective domains.	M2: To inculcate and nurture a sense of ethics and values in students.	M3: To develop managerial, analytical and collaborative skills related to business environment
PEO1: Knowledge and Community	3	3	2

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PEO 2: Analytical and Decision making	2	2	3
PEO 3: Contribute to Society and Ethical Value	3	3	2
PEO 4: Social Values and Professional Ethics	2	3	2
PEO 5: Lifelong Learning	3	3	2

	PEOs		Mission	Rating	Justification
PEO1	Knowledge and Community	M1	To provide education that enables students to apply knowledge of Management in their respective domains.	3	1. 2months internship 2. Guest Lectures from Corporate Leaders
PEO1	Knowledge and Community	M2	To inculcate and nurture a sense of ethics and values in students.	3	1. Seminars, Webinars 2. Internship for 2 months 3. Certification Programs
PEO1	Knowledge and Community	M3	To develop managerial, analytical and collaborative skills related to business environment	2	1. Certification programs 2. Preparation for industry
PEO2	Analytical and Decision making	M1	To provide education that enable students to apply knowledge of Management in their respective domains	2	1. Internship of 2 months 2. Certification courses
PEO2	Analytical and Decision making	M2	To inculcate and nurture a sense of ethics and values in students.	2	1. International and Domestic Industrial visits

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PEO2	Analytical and Decision making	M1	To provide education that enable students to apply knowledge of Management in their respective domains	2	1. Internship of 2 months 2. Certification courses
PEO3	Contribute to Society and Ethical Value	M1	To provide education that enable students to apply knowledge of Management in their respective domains	3	1. NGO internship for 1 weeks 2. Social service through Rotary chapters on campus
PEO3	Contribute to Society and Ethical Value	M2	To inculcate and nurture a sense of ethics and values in students.	3	1. NGO internship for 1 weeks 2. Social service through Rotary chapters on campus
PEO3	Contribute to Society and Ethical Value	M3	To develop managerial, analytical and collaborative skills related to business environment	2	1. Guest Lectures from Corporate Leaders 2. Student Committees
PEO4	Social Values and Professional Ethics	M1	To provide education that enable students to apply knowledge of Management in their respective domains	2	1. Guest Lectures from Corporate Leaders 2. Seminars and Webinars
PEO4	Social Values and Professional Ethics	M2	To inculcate and nurture a sense of ethics and values in students.	3	1. One on One mentorship with faculty
PEO4	Social Values and Professional Ethics	M3	To develop managerial, analytical and collaborative skills related to business environment	2	1. Student committees
PEO5	Lifelong Learning	M1	To provide education that enable students to apply knowledge of Management in their respective domains	3	1. Certification programs 2. Research Conference

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					3. Guest Lectures from Corporate Leaders
PEO5	Lifelong Learning	M2	To inculcate and nurture a sense of ethics and values in students.	3	1. Research Conference 2. Student committees
PEO5	Lifelong Learning	M3	To develop managerial, analytical and collaborative skills related to business environment	2	1. Certification programs 2. Preparation for industry



CRITERION 2	Governance, Leadership and Financial Resources	100 Marks
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The governance of Indira Institute of Business Management has been under the leadership of traditional Indian Christian Community. The new management acquired IIBM from Vishweshwar Education Society (VES) Trust in 2011, though the Trust name remains the same as earlier. The new management trace their heritage back, to its missionary efforts of the first century, to fully integrate to the socio cultural setting of India, by contributing magnanimously to the field of education. Under the new leadership, the Institute is governed with accountability and transparency of its operations.

As per NBA 2024, Criterion 2: Governance, Leadership and Financial Resources and its related details and the respective marks are stated below.

Sr. No.	Particular	Marks	Self Assessment Marks
2.1	Governance and Leadership	60 Marks	35 Marks
2.2	Financial Resources	40 Marks	40 Marks
	Total	100 Marks	70 Marks

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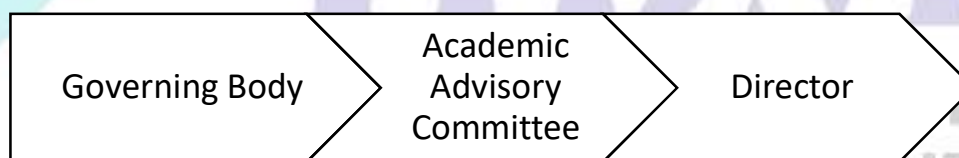
2.1. Governance and Leadership

Vishweshwar Education Society (VES) was formed in 1998 imparting education to over 2000 students yearly and have alumni across the globe. Under the tutelage of the Malankara Orthodox Church Council of Bombay (MOCCB) manage VES Trust's Group of Educational Institutes. Head quartered in Vashi, Navi Mumbai on Dr. Mar Theophilus Marg, this leading and exemplary educational group, has a proven track record of outstanding work in value-based education, aimed at holistic growth and overall development of its students.

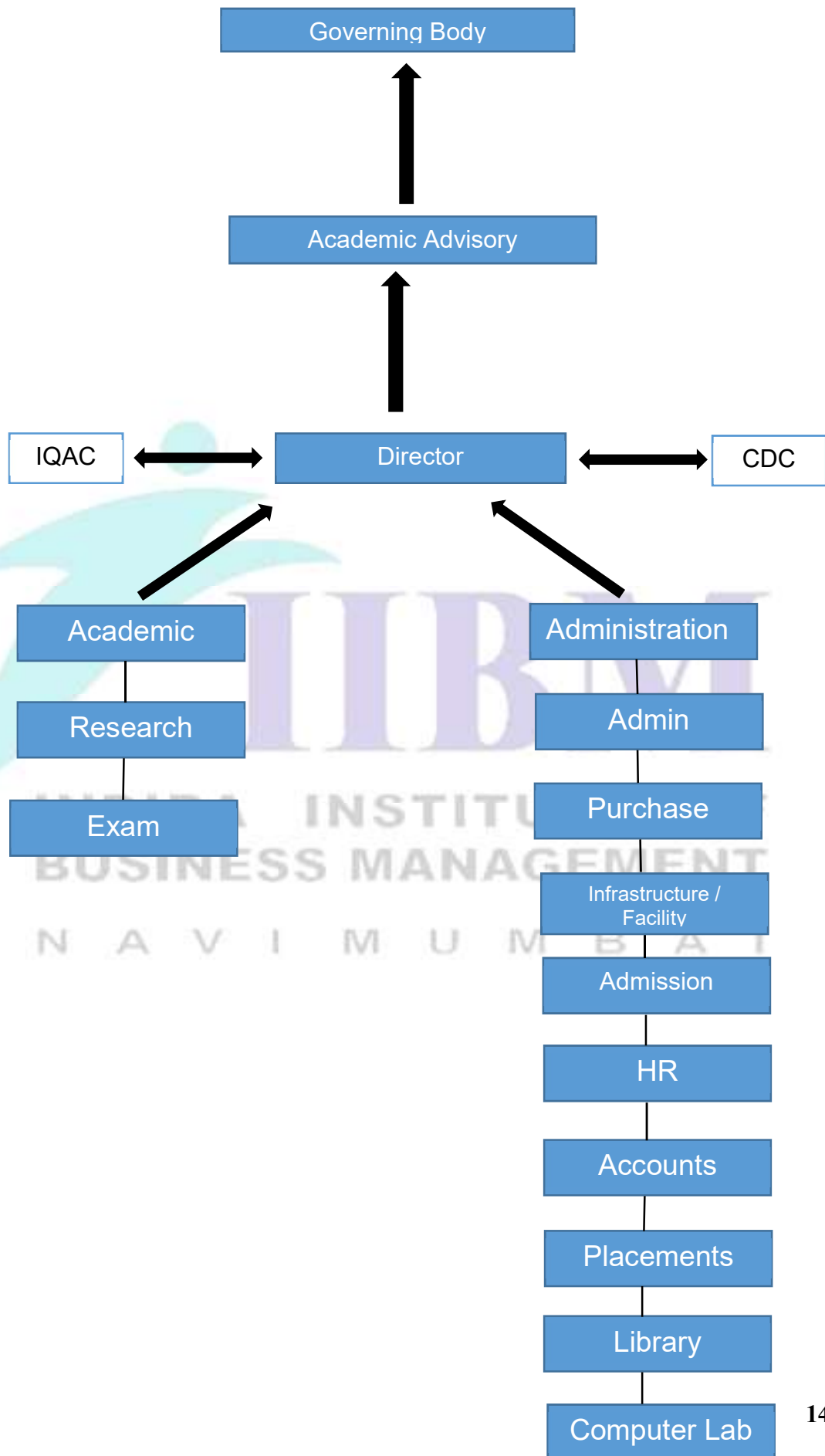
VES Trust also runs the following prestigious educational Institutes since their year of foundation:

- A) Year 2001 Western College of Commerce & Business Management (WCCBM) Sanpada, Navi Mumbai, Maharashtra.
- B) Year 2015 Western College of Commerce & Business Management (WCCBM) Junior College Sanpada, Navi Mumbai, Maharashtra.

The governing structure of the Institute is as explained in the chart below:



ORGANOGRAM OF THE INSTITUTE



A. GOVERNING BODY

A governing body is the apex body that governs, regulates and monitors the overall working of the Institute.

The members of the Governing Body are social and public figures, industry stalwarts, business professionals and distinguished academicians. The Governing Body is the apex body of the trust and is primarily responsible for the following:

- Strategic guidelines and direction for institutional development.
- Policy matters both short-term and long-term.
- Financial approvals, decisions and audit.
- Decisions related to infrastructure and capital investment.
- Monitoring of quality of academic standards.

Governing Body meets for pre-defined regular matters and as and when necessary for issues that deserve attention and guidance.

Sr. No	Name	Designation
1	H. G. Geevarghese Mar Coorilos	President & Chairperson
2	H, G. Geevarghese Mar Theophilos	Vice President
3	Fr. Abraham Joseph	Secretary, VES
4	Mr. M. K. Varghese	Nominee of the Chairperson
5	Dr. Peter Philip	Member
6	Dr. Sunny Pariyaram	Nominee of Trust
7	Mr. M. C. Sunny	Nominee of Trust
8	Mr. Jacob Varghese	Nominee of Trust
9	Mr. Abraham Easo	Nominee of Trust
10	Rev. Fr. Santhosh Varghese	Special Invitee

B. ACADEMIC ADVISORY COMMITTEE

The Academic Advisory Committee is an eclectic mix of distinguished individuals representing the trust, members of faculty, nominees of the state government, nominees of AICTE and eminent educationists. The committee not only provides strategic direction to the institute but also keeps a close eye on performance at regular intervals. The committee is appointed for a period of three years, and they meet at least twice in a year for review and monitoring. The primary responsibilities of the BoG are as follows:

- Encourage Quality education system in the Institute
- Propose strategic decisions in the interest of the stakeholders.
- Monitor and review effective functioning of the academic activities of the Institute
- Critique performance and suggest areas and methods of improvement.
- Advice on academic issues for holistic quality education

Sr. No	Name	Designation	Committee Post
1	Fr. Abraham Joseph	Secretary, VES	Chairperson
2	Dr. Susy Kuriakose	Incharge Director	Member Secretary
3	Dr. Ambarish Patnigere	Executive Director, VES	Member
4	Mr. Anand Patil	Industry Representative	Member
5	Mr. Abhinav Chopra	Industry Representative	Member
6	Mr. Lalitkumar Bhole	Assistant Professor	Member
7	Regional Officer, WRO	Nominee of AICTE	Member
8	Regional Officer, DTE	Directorate of Tech. Edu., Maharashtra	Member
9	Ms. Radhika Kirankumar	Assistant Professor	Member
10	Mr. Tushar Dharkar	Academics Representative	Member
11	Mr. R.V. Raman	Academics Representative	Member

C. DIRECTOR

The Director is the academic head of the institute. He is assisted by a team of competent and capable professionals and is responsible for the regular academic, administrative and operational matters of the institute. The Director is responsible for driving the academic rigour and ensuring the implementation of all policies that help the institute achieve its academic endeavours and goals.

D. AFFILIATING UNIVERSITY – UNIVERSITY OF MUMBAI

By virtue of being affiliated to the University of Mumbai, the institute is also governed by all the rules and regulations of the University. The institute comes under the academic hierarchy of the University including the Managing Council, Senate, Faculty Deans, Board of Studies etc. The University is the driving force of the curriculum and academic impetus of the Institute.

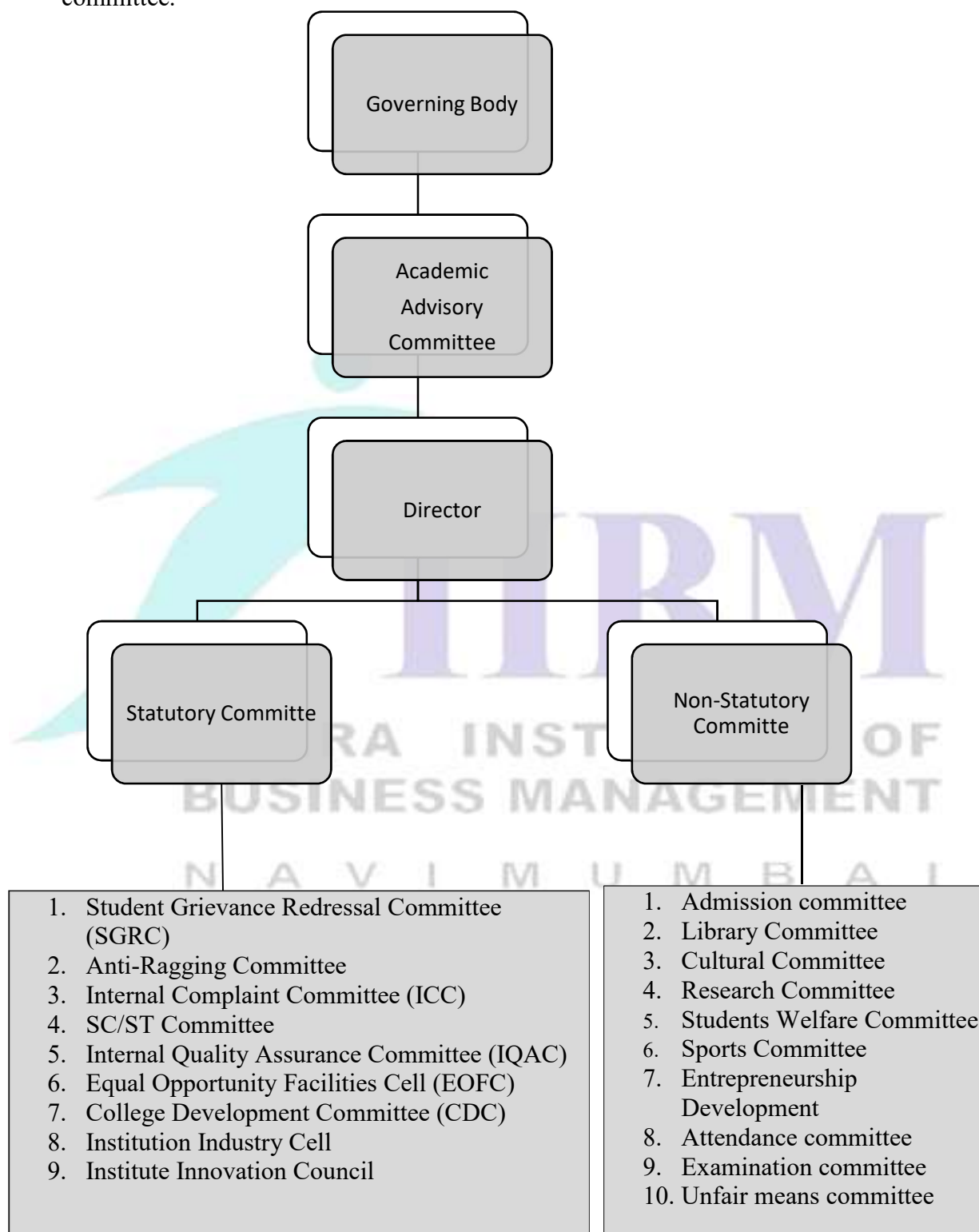
E. OTHER REGULATORY BODIES

The institute is also governed by the statutes and regulations of other government bodies like AICTE, DTE, ARA, FRA, etc. These governing bodies are responsible for the regulations pertaining to admissions, fee fixation and regulating the academic schedule of the course.



F. INTERNAL COMMITTEES

Statutory and non-statutory Committees constituted for various functions and tasks work through their respective conveners with the Director as ex-officio chairperson of each committee.



INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

2.1.1.2. Service Rules: (10)

The Institute is approved by AICTE, recognized by DTE and Affiliated to University of Mumbai. Hence all types of policies, service rules and functioning of the institute are governed by the competent authorities. The institute adheres to all the norms of recruitment, pay scales, functioning, guidelines and procedures as mandated. Further the institute adheres to all notifications, circulars and amendments issued by the authorities at regular intervals.

All policies, rules and guidelines that the Institute adheres to as prescribed by the competent authorities are published in the Employee Handbook and are:

- Made available on the Institute website
- Kept available in the institute office for the perusal of all employees at any point in time.
- Cited in the appointment letters issued to all employees and shared with them at the time of their joining.

2.1.1.3 Policies (5)

The policies for governance are predominantly prescribed by various regulatory authorities including the University of Mumbai, Office of the Joint Director, Higher and Technical Education, ARA, FRA, etc. These authorities mandate the following policies:

Policy	Authority
Admissions	Admission Regulatory Authority – CET
Fee Fixation and Regulation	Fee Regulatory Authority – DTE
Academics and Curriculum	University of Mumbai
Appointments, Qualifications and Pay scales	University of Mumbai, AICTE
Attendance	University of Mumbai
Student Issues	University of Mumbai, AICTE
Examination and Results	University of Mumbai
Employee Policies	University of Mumbai, AICTE

2.1.1.4. Strategic Plans crafted for a period of 5 years from 2022 to 2027 (5)

IIBM aims to deepen and strengthen its ties with prominent national and international management institutions and universities and collaborate on faculty and student exchange programs. It also plans to add more diversity interns of the student and faculty proposition. IIBM has signed MOUs with various management institutions/Universities for student exchange programs for MMS Students. Further collaborative avenues with other universities in the emerging markets would be focused upon in the future. The purpose of these exchange programs is to encourage the exchange and sharing of knowledge to foster better research and teaching ecosystems. The institute aims to

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

boost the existing support environment for entrepreneurial initiatives by provisioning partnerships with professional bodies, venture capitalists, angel investors, and technical support groups.

Quality has always been considered crucial at IIBM and further accreditations like NBA would definitely lead the institution to standardise its offerings. This will also lead to quality and significant collaborations. IIBM provides new-age certification courses in Business Analytics, Fintech, and Digital marketing and transformation, for which international collaborations can add great value. There are initiatives which engages students in internships with Professional organisations. Our diverse pools of students, educators, industry experts and other stakeholders can contribute to create this culture for long-term sustainable development. The industry has been a crucial stakeholder whose contribution to IIBM ranges from Internship to placement opportunities to professional mentoring to guest sessions and the like. IIBM identifies progress in consultancy and Management development initiatives for the industry as a major area of improvement.

Though 2021 was a difficult year with the pandemic and its serious challenges, IIBM could bring to the fore, most of its academic and related plans. Integration of departments was made possible with Learning Hubs. This also brought the systems thinking approach as an important step toward the progress of IIBM and its stakeholders.

The years 2020 and 2021 were spent in social distancing and proved to be a year of mental and physical challenge. Microsoft teams, Google Classroom and with a range of digital teaching methods took prominence this year. Various research activities were planned thus giving impetus to increase research publications and to promote a research mindset in students and faculty. The following table sums up the strategic goals set for the future.

Table 2.1.1.4 Strategic goals

Strategic Goals No.	Areas	Strategic Goals – Steps Underway
1	Accreditation	To be accredited by various reputed national accreditation agencies.
2	Research	• To create progress and visibility of the MMS Program offered by IIBM. • To give impetus to research and research programs and increase research publications with the support of a dedicated Research Cell.
3	Industry Interface	Industry must value IIBM as the “Institute of their choice” for recruitment of talent for managerial roles. Industry must associate with IIBM for Consultancy and Management development programs.

4	Holistic Education	New age certification courses, competence to face challenges through lifestyle management and leadership lab, and other initiatives that are focused on students' progress and development.
5	Collaboration	To establish collaborations with prominent national management institutions to foster knowledge sharing through the exchange of students and faculty and also to raise IIBM to the level of a tier-I institute in the country.
6	Health & Wellness	Provide mental and physical health wellness initiatives and create a happy and mindful campus.

2.1.2. Faculty Empowerment (15)

2.1.2.1. Faculty development policies (5)

The institute provides a very encouraging and empowering work environment to faculty members in order to facilitate their academic development and progress.

- Faculty members are supported in the pursuit of academic qualifications like Ph.D. Two faculty members are presently pursuing their Ph.D. Support in the form of study leave is made available for researchers for pursuing course work, data collection, thesis compilation etc. All benefits admissible on acquiring Ph.D., as per university and UGC norms are awarded to the faculty members on successful completion of Ph.D.
- Faculty development programs and activities covering a wide array of areas like Research, Stress Management, Writing Research Papers, analytics, simulations, use of ICT tools, use of digital resources etc. are regularly conducted on campus in association with external experts or agencies.
- Faculty members are encouraged to participate in FDPs conducted by AICTE, University and other agencies in order to help them develop their academic profiles and outlook.
- Faculty members are also encouraged to attend national and internal conferences and seminars organised by other academic institutions.
- Faculty members have been motivated to enroll for many online courses like those offered by Udemy, Coursera and AICTE's Swayam.
- Encouragement is given to faculty members to associate with industry and institutions as trainers, subject experts, consultants etc.
- Online feedback from students is collected and the same is shared with the faculty member regularly.
- Formal appraisal process is conducted annually where objective feedback and guidance is given to the faculty member on an individual basis to enable them to self-evaluate and take corrective measures if any required.
- Research, MDP and Consulting Policies have been formulated to encourage quality research and industry interaction. Faculty members are encouraged to publish in prominent

index-based journals.

2.1.2.2. Decentralisation, delegation of power, and Collective decision making (10)

The Institute very strongly believes in a holistic and integrated mode of operation wherein the faculty members besides academics are also involved in the smooth functioning of the institute. The faculty members have been assigned various administrative responsibilities and also been delegated authority to ensure implementation of the same. The table below indicates the roles and responsibilities assigned to various faculty members.

Table 2.1.2.2 Administrative powers of faculty members Administrative powers (A.Y. 2023-24)

Sr. No.	Faculty	Administrative Powers
1	Ms. Radhika KiranKumar	• NBA/IQAC Co-ordinator • Member Secretary - Students Grievance Redressal Committee (SGRC) • Internal Complaint Committee (ICC) • SC/ST Committee
2	Dr. Monica Khanna	• Head - Research Cell • Presiding Officer - Internal Complaints Committee
3	Mr. Nikhil Shirsat	• Program Coordinator • Member - Students Grievance Redressal Committee (SGRC) • Member - Equal Opportunity Facilities Cell
4	Mr. Amit Ahire	• Cultural committee activities • Member - Anti-ragging committee
5	Mr. Lalitkumar Bhole	• Alumni interface • Member - Internal Complaints Committee • Member - Students Grievance Redressal Committee (SGRC)

The following are the salient features of decentralization and delegation of power that also facilitates collective decision making:

- All institutional processes are carried out by various committees that have clearly defined roles and responsibilities.
- The committees are headed by the Director and convened by designated senior faculty members.
- These committees include statutory committees for Student Grievance Redressal Committee (SGRC), Anti-Ragging, Internal Complaint Committee (ICC), SC/ST Committee, Internal Quality

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Assurance Committee (IQAC), Equal Opportunity Facilities Cell (EOFC), College Development Committee (CDC), Institution Industry Cell, Institute Innovation Council,, etc.

d. In addition to the various statutory committees as per the university guidelines, non-statutory committees are constituted for institutional activities like induction, placement assistance, Entrepreneurship development, Library, use of ICT, Branding etc.

e. Committees are also formed for organising events like seminars, workshops, conclaves, CSR initiatives, study tours, etc.

f. All these committees are delegated authority to plan their activities and submit their proposed plans and budgets to the Director who then approves of the same.

g. Similarly, all activities are budgeted and the same is sanctioned vide an internal note that contains statement of expenses and rationale of the same.

h. Decision making on most issues is collective by ensuring participation of all members. The final decision on most matters is taken by the Director of the Institute.

i. The Director has been given autonomy on financial matters and reserves the right to make financial decisions once the expenses have been budgeted. For major expenditures s/he consults and seeks approval from Governing Body

The various committees currently functional in the institute are as listed herewith

STUDENTS GRIEVANCE REDRESSAL COMMITTEE (A.Y. 2023-24)

Sr. No.	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Ms. Radhika Kirankumar	Assistant Professor	Member Secretary
3	Mr. Nikhil Shirsat	Assistant Professor	Member
4	Mr. Lalitkumar Bhole	Assistant Professor	Member
5	Ms. Varunika Singh	Student Representative	Member

SC/ST COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Ms. Radhika Kirankumar	Assistant Professor	Member Secretary
3	Mr. Amit Ahire	Assistant Professor	Member
4	Mr. Vikas Gore	Librarian	Member
5	Mr. Atul Ramteke	Systems Administrator	Member
6	Ms. Shruti Bhoir	Student Representative	Member

ANTI-RAGGING COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Dr. Neha Sharma	Associate Professor	Member Secretary
3	Mr. Amit Ahire	Assistant Professor	Teaching
4	Ms. Shailaja Desai	Office Superintendent	Member
5	Mr. Vikas Gore	Librarian	Member
6	Mr. Benjamin Stephen	NGO	Member
7	Mr. D.K. Singh	Campur Incharge	Member
8	Mr. Sherry John	Local Media	Member
9	Mr. Jino Johnson	Student Representative	Member
10	Ms. Trinkal Bothara	Student Representative	Member
11	Ms. Ann Maria	Student Representative	Member
12	Mr. Tejas Hanchate	Student Representative	Member
13	Mr. John	Parent Representative	Member
14	Mrs. Matthew	Parent Representative	Member

INTERNAL COMPLAINTS COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Dr. Monica Khanna	Associate Professor	Presiding Officer
2	Ms. Radhika Kirankumar	Assistant Professor	Member
3	Mr. Lalitkumar Bhole	Assistant Professor	Member
4	Ms. Threza Joseph	P. A. to Director	Member
5	Ms. Archana Shringarpure	Accounts Officer	Member
6	Ms. Sherin Thomas	Student Representative	Member
7	Mr. Vaibhav Varak	Student Representative	Member
8	Mr. Karan Bhoir	Student Representative	Member
9	Mr. Benjamin Stephen	NGO	Member

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)**INTERNAL QUALITY ASSURANCE COMMITTEE (IQAC) (A.Y. 2023-24)**

Sr. No	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Ms. Radhika Kirankumar	Assistant Professor	Member Secretary, IQAC Co-ordinator
3	Fr. Abraham Joseph	Secretary, VES	Member
4	Mr. M. C. Sunny.	Industrialist	Member
4	Dr. Monica Khanna	Associate Professor	Member
5	Mr. Amit Ahire	Assistant Professor	Member
6	Mr. Lalitkumar Bhole	Assistant Professor	Member
7	Mr. Nikhil Shirsat	Assistant Professor	Member
8	Ms. Shailaja Desai	Office Superintendent	Member
9	Mr. Sabastian Pallath	Alumni	Member
10	Ms. Premlata Pramod	Local Society	Member

EQUAL OPPORTUNITY FACILITIES CELL (A.Y. 2023-24)

Sr. No.	Members Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Mr. Nikhil Shirsat	Assistant Professor	Member Secretary
3	Ms. Shailaja Desai	Office Superintendent	Member
4	Mr. Sahil Pawar	Student Representative	Member
5	Ms. Manali Shelke	Student Representative	Member
6	Mr. Yashkumar Gangurde	Student Representative	Member
7	Ms. Mayuri Pawar	Student Representative	Member

INSTITUTE INNOVATION COUNCIL (A.Y. 2023-24)

Sr. No.	Name	Designation	Committee Post
1	Dr. Monica Khanna	Associate Professor	Chairperson
2	Dr. Neha Sharma	Associate Professor	Co-chairperson
3	Ms. Tanvi Patil	Student Representative	Member Secretary
4	Ms. Sakshi Bajaj	Student Representative	Member
5	Ms. Akansha Dhawale	Student Representative	Member

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)**COLLEGE DEVELOPMENT COMMITTEE (CDC) (A.Y. 2023-24)**

Sr. No.	Name	Designation	Committee Post
1	Fr. Abraham Joseph	Secretary, VES	Chairperson
2	Ms. Radhika Kirankumar	Assistant Professor	Member Secretary, NBA coordinator
3	Mr. M. K. Varghese	Nominee of the Chairperson	Member
4	Mr. Nikhil Shirsat	Assistant Professor	Member
5	Mr. Aji John	Assistant Professor	Member
6	Ms. Shailaja Desai	Office Superintendent	Member
7	Ms. K. Khan	Local Member nominated by the Management - Education/Research	Member
8	Mr. Aneesh Shaikh	Local Member nominated by the Management - Industry	Member
9	Mr. Sebastian Pallath	Local Member nominated by the Management - Alumnum	Member
10	Ms. Sherin Thomas	Student Representative	Member

INSTITUTE INDUSTRY CELL (A.Y. 2023-24)

Sr. No.	Name	Designation	Committee Post
1	Mr. Amit Ahire	Assistant Professor	Chairperson
2	Mr. Aji John	Assistant Professor	Member Secretary
3	Mr. Vikas Gore	Librarian	Member
4	Ms. Aneesh Sheikh	Director, Florican Enterprises	Member

EXAMINATION COMMITTEE (A.Y. 2023-24)

Sr. No.	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chief Conductor
2	Ms. Radhika Kirankumar	Assistant Professor	Joint Conductor & Member Secretary
3	Mr. Amit Ahire	Assistant Professor	Members
4	Mr. Nikhil Shirsat	Assistant Professor	Members

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)**UNFAIR MEANS COMMITTEE (A.Y. 2023-24)**

Sr. No	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Ms. Radhika Kirankumar	Assistant Professor	Member Secretary
3	Mr. Amit Ahire	Assistant Professor	Member
4	Mr. Nikhil Shirsat	Assistant Professor	Member
5	Mr. Aji John	Assistant Professor	Member
6	Mr. Lalitkumar Bhole	Assistant Professor	Member

RESEARCH COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Dr. Monica Khanna	Associate Professor	Chairperson
2	Dr. Pinaki Mandal	Associate Professor	Co-chairperson
3	Dr. Neha Sharma	Associate Professor	Co-chairperson
4	Ms. Tanvi Patil	Student Representative	Member Secretary
5	Ms. Sakshi Bajaj	Student Representative	Member
6	Ms. Akansha Dhawale	Student Representative	Member

CULTURAL COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Mr. Amit Ahire	Assistant Professor	Chairperson
2	Mr. Nikhil Shirsat	Assistant Professor	Co-chairperson
3	Ms. Varunika Singh	Student Representative	Member Secretary
4	Mr. Shreeraj Kadam	Student Representative	Member
5	Mr. Sahil Bagul	Student Representative	Member
6	Ms. Sanjeevani Chalke	Student Representative	Member

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ADMISSION COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Mr. Nikhil Shirsat	Assistant Professor	Member Secretary
3	Ms. Radhika Kirankumar	Assistant Professor	Member
4	Dr. Monica Khanna	Associate Professor	Member
5	Mr. Aji John	Assistant Professor	Member
6	Mr. Jayaraj V.S	Assistant Professor	Member
7	Mr. Vikas Gore	Librarian	Member
8	Ms. Shailaja Desai	Office Superintendent	Member
9	Ms. Threza Joseph	P. A. to Director	Member
10	Mr. Atul Ramteke	Systems Administrator	Member

ATTENDANCE COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Dr. Susy Kuriakose	Incharge Director	Chairperson
2	Dr. Neha Sharma	Associate Professor	Member Secretary
3	Ms. Radhika Kirankumar	Assistant Professor	Member
4	Mr. Tejas Hanchate	Student Representative	Member
5	Ms. Ann Maria	Student Representative	Member

SPORTS COMMITTEE (A.Y. 2023-24)

Sr. No	Name	Designation	Committee Post
1	Ms. Radhika Kirankumar	Assistant Professor	Chairperson
2	Mr. Lalitkumar Bhole	Assistant Professor	Co-chairperson
3	Ms. Akanksha Dhawale	Student Representative	Member Secretary
4	Mr. Sunil Penak	Student Representative	Member
5	Ms. Sakshi Bharti	Student Representative	Member

Staff Secretary : Ms. Threza Joseph
Contact Details : 022-27753226/7/8
NBA Co-ordinator : Ms. Radhika Kirankumar
Contact Details : 022-27753226/7/8

2.1.3. Effective Governance Indicators (15)**2.1.3.1. Grievance redressal mechanism (2)**

The Institute has constituted Committees for prevention of Ragging and Sexual Harassment. These committees are active in deterring any unfortunate occurrences of Ragging or Sexual harassment on campus by adequately educating the students about the consequences of such offences.

- Students and Employees are briefed about the institute's policy in this regard at the point of first contact and these are also reiterated intermittently.
- Anti-ragging posters are displayed at prominent places on campus and students have to sign an undertaking regarding the same during admission.
- Newly admitted students are adequately briefed about the redressal mechanisms they can avail of; in case any unfortunate incident occurs to them or anyone else. Talks are conducted to sensitise students and employees on gender equality and sensitivity through our CSR initiatives.
- Gender sensitivity and appropriate professional behaviour with the opposite sex, is also incorporated in some subjects like Effective Business Communication and CSR.

Year	Grievance – Anti Ragging	Action Taken	Grievance – Sexual Harassment	Action Taken
2020-21	NIL	NIL	NIL	NIL
2021-22	NIL	NIL	NIL	NIL
2022-23	NIL	NIL	NIL	NIL
2023-24	NIL	NIL	NIL	NIL

Grievance Redressal Status**2.1.3.2 Transparency (5) Self Assessment (5)**

(Information on policies, rules, processes and dissemination of this information to stakeholders is to be made available on the web site)

1. The institute adheres to the standard rules and policies laid down by the University of Mumbai and other statutory authorities.
2. Areas concerning employees like employment terms, promotion policy, leave policy etc. are made known to all employees at the time of appointment. These are made available whenever they are required by them. These are mentioned in the appointment letters and also in promotion letters.
3. Likewise, students are informed about all rules and policies that govern them right at the time of admission and induction. These rules covering academic policies, attendance, discipline etc. are made available to them in the prospectus as well as on the institute website.
4. The Institute exhibits transparency in all forms by ensuring all information that should be known to various stakeholders is displayed and prominently on the website.

2.1.3.3 Leader and Faculty Selection Process (5) Self Assessment (5)

(Effective implementation)

(A well delineated selection process should be there for leader and faculty selection process. Institute should provide sufficient proofs of such process being in existence)

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1. The institute is governed by the rules and procedures laid down by the University of Mumbai for filling all Leadership and Faculty positions.
2. All the procedures for recruitment, selection, placement, promotion etc. prescribed by the University of Mumbai are scrupulously adhered to by the institute.
3. The Institute has got the staff details and roster updated and approved by the competent authority and has followed all the laid down procedures for the selection.
4. All these are meticulously documented and submitted to the University for approval.
5. The appointments of the Director and all the senior faculty members of the institute have approval from the University of Mumbai.
6. The recruitment and selection of the Director and the members of the faculty follows the following steps:
 - a. Approval from the Trust for filling vacant posts
 - b. Approval of post from the competent authority
 - c. Preparation of the draft advertisement as per University guidelines
 - d. Approval of the advertisement from the University
 - e. Release of advertisement
 - f. Formation of Selection Committee as per the University Guidelines and Instructions
 - g. Formation of Internal Scrutiny Committee for shortlisting of applications
 - h. Interviews of the candidates by the Selection Committee constituted by the University
 - i. Submission of documents to the University of selected candidates
 - j. Approval of the selected candidates from University of Mumbai

2.1.3.4 Stability of the Academic Leaders (5) Self Assessment (5)

The institute has been led by a capable, qualified and established academician with strong industry experience since inception. This is an indication of the institution and management's commitment to ensuring stability to the academic leadership.

The same can also be said about many of the senior faculty members who have been with the institute for more than ten years and collectively provide the operational academic leadership at the institute in all the operational areas.

Table 2.1.3.4. List of Stable Academic Leaders

Sr.No.	Faculty	Qualification	Date of Joining	Specialisation
1	Dr. Susy Kuriakose	Mphil, PhD	01-08-2020	General Management
2	Dr. Monica Khanna	PhD	06-08-2012	General Management
3	Ms. Radhika Kiran Kumar	MBA	22-08-2014	Human Resources
4	Mr. Nikhil Shirsat	MCom, MIM, UGC NET, MH SET	07-09-2018	Finance

2.2 Financial Resources (40)

2.2.1 Budget Allocation, Utilisation and Public Accounting at Institute Level (40)

Summary of current financial year's budget and actual expenditure incurred (for the institution Exclusively) in the three previous financial years.

CFY: Current Financial Year

CFYm1 (Current Financial Year minus 1)

CFYm2 (Current Financial Year minus 2)

CFYm3 (Current Financial Year minus 3)

Table no. 2.2.1.a – Total Income at Institute Level (Rs. in Lac)

Financial Year	Fee Received	Grant Received from Govt (students fees received from DBT as per Scholarship norms)	Other Sources (Specify)	Total Amount
2023-24	178.42	71.87	14.46	264.75
2022-23	168.38	58.50	15.93	242.81
2021-22	165.79	47.20	11.71	224.70
2020-21	169.50	40.10	13.95	223.55

Table no. 2.2.1.b - Summary of budgeted and the actual expenditure (for the stand alone Management Institute / Management department of an institute) (Rs. in Lac)

Items	Budgeted in CFY (2024-25)	Budgeted in CFY (2023-24)	Actual in CFYm1 (2023-24)	Budgeted in CFY (2022-23)	Actual in CFYm1 (2022-23)	Budgeted in CFYm1 (2021-22)	Actual in CFYm1 (2021-22)	Budgeted in CFYm2 (2020-21)	Actual in CFYm2 (2020-21)
Infrastructure	10.00	9.00	8.69	12.00	5.60	12.00	3.73	10.00	0.26
Library	3.00	2.00	1.57	6.00	4.45	6.00	6.58	5.00	4.43
Computer Labs and Software	7.00	7.00	6.85	6.00	24.20	6.00	12.77	5.00	5.14
Teaching and non-teaching staff salary	150.00	140.00	136.29	160.00	151.23	185.00	182.00	170.00	166.70
Research	1.25	0.60	0.59	0.00	0.00	0.00	0.00	0.00	0.00
Training & Travel	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Placment Activities	1.00	0.50	0.33	1.00	0.42	1.00	0.18	4.30	4.31
Entrepreneurship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Co- curricular	25.00	24.00	23.63	31.00	31.02	19.35	22.50	23.00	23.70
Extra Curricular	14.00	11.00	16.85	9.00	8.83	1.00	1.17	4.00	0.00
Alumni Relations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Miscellaneous expenses	4.00	7.50	1.01	9.00	8.20	15.00	16.29	0.70	0.86
Admin & General Exp	95.00	89.00	88.69	69.00	68.49	50.00	50.18	40.00	39.86
TOTAL	311.25	290.60	284.50	303.00	302.44	295.35	295.40	262.00	245.26

2.2.1.1. Adequacy of budget allocation (15 Marks)

IIBM follows systematic budget approval process. All departments submit departmental budget to the Director. Director reviews and consolidate the budget and submit to IQAC committee for review quality parameters and suggestions. After considering IQAC's reviews Director submit revised budget to CDC for approval. After obtaining CDC approval the budget is then submitted to Finance Dept and get approval from Board of Trustees. After getting final approval of the budget from the trust it is communicated to all departments. In case any additional budget provision is required to be made, Director gets approval for the same from Trust .

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2.2.1.2 Utilization of allocated funds (15 Marks)

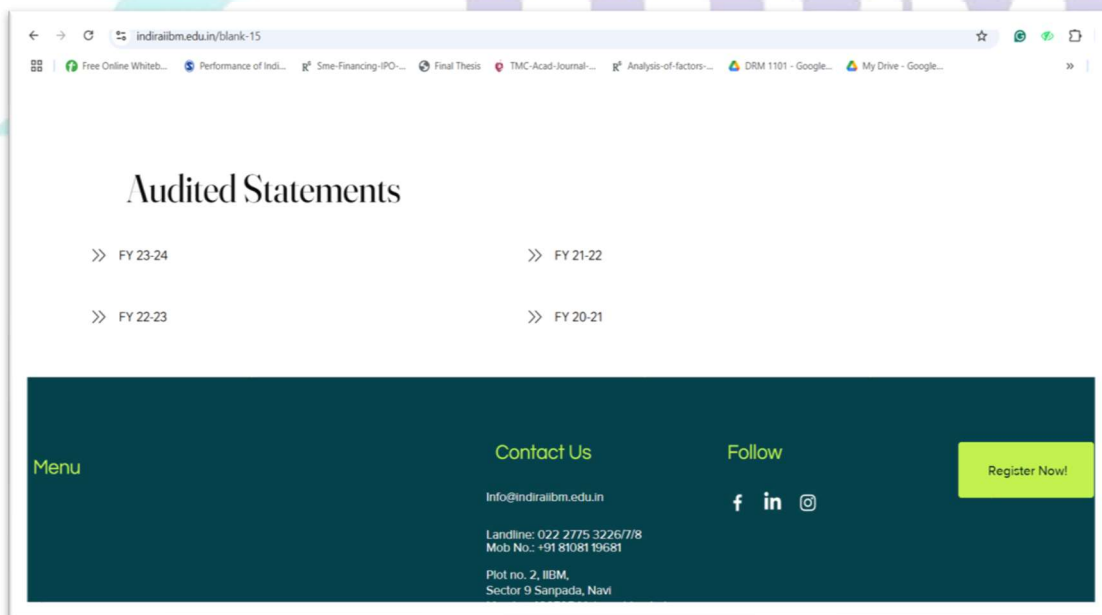
AT IIBM, we follow the systematic process for fund allocation and its utilisation. Allocated funds are properly used and expenses are reviewed on a timely basis. The payment for the concerned expenses gets approved and signed by the Manager - Finance, Director & Secretary of the Trust. Utilisation of the expenses is clearly reflected in the Annual Balance Sheet of the institute which is audited by the External auditors. Additional funds required for meeting unforeseen expenses are sanctioned by the trust.

Statement of Utilisation of allocated funds (Rs. In Lac)

Financial year	Budget Allocated	Actual Expenditure	% of Utilization
2023-24	290.60	284.50	97.90%
2022-23	303.00	302.44	99.82%
2021-22	295.35	295.40	99.95%
2020-21	262.00	245.26	92.53%

2.2.1.3 Availability of the audited statements on the institute's Website (10 Marks)

The audited statements are available on the Institute's website



CRITERION 3	Program Outcomes & Course Outcomes	100 Marks
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Indira Institute of Business Management's MMS programme is affiliated to University of Mumbai. Program Outcomes (POs) are prescribed by NBA for Management program. Course Outcomes (COs) were developed based on the course syllabus given by University of Mumbai. Program Specific Outcome (PSO) was developed based on POs and Cos to give a more complete and clear assessment.

As per NBA 2024, Criterion 3: Program Outcomes & Course Outcomes and its related details and the respective marks are stated below.

Sr. No.	Particular	Marks	Self Assessment Marks
3.1	Establish the linkage between the Course Outcomes, the Program Outcomes (POs) and Program Specific Outcomes	20 Marks	15 Marks
3.2	Course Outcomes	40 Marks	27 Marks
3.3	Attainment of Program Outcomes and Program Specific Outcomes	40 Marks	30 Marks
	Total	100 Marks	72 Marks

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3.1. Establish the linkage between the Course Outcomes, the Program Outcomes (POs) and Program Specific Outcomes (20 Marks)

Program outcomes (POs):

POs outline what students should know and be able to do by the time they graduate. These are associated with the abilities, know-how, and conduct that students develop as they advance through the curriculum.

The management education emphasizes on 5 domain specific program outcomes and 1 program specific outcome. These five different program outcomes and 1 program specific outcome is to be attained through the various courses imparted to the students through the concept of outcome based education. Upon successful completion of the MMS program the graduates will be able to:

Table 3.1 a Program Outcomes and Program Specific Outcomes

Sr. No	PARTICULARS
PO 1	Apply knowledge of management theories and practices to solve business problems.
PO 2	Foster Analytical and critical thinking abilities for data-based decision making.
PO 3	Ability to develop Value based Leadership ability.
PO 4	Ability to understand, analyse and communicate global, economic, legal, and ethical aspects of the business.
PO 5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.
PSO1	To gain knowledge in management and be capable to sustain in the industry.

The PO attainment tools and procedures ensure that the assessment process is capable of measuring the attainment of PO by each learner. The tools used to measure attainment of PO are: Direct assessment tools and indirect assessment tools. Both the internal evaluation and the end term examination adds up to the quantitative attainment of the programme outcome.

3.1.1. Course Outcomes (COs) (5 Marks)**Course Outcomes (COs):**

COs are statements of what a student is capable to do after successful completion of a course. Each course has a distinct set of course outcomes. The course material that is covered in each unit of a course is taken into account while defining the CO statements.

Sample Course Outcomes (COs):

Below mentioned are Course Outcomes of one course, each semester:

Table 3.1.1 a Course Outcomes

Semester 1: Course Name: Effective and Management Communication		
1	C106.1	Students will be able to understand the importance and process of communication, as well as the various channels of communication within an organization, and will also be able to use technology effectively to communicate with their stakeholders.
2	C106.2	Students will be able to identify and overcome the problems in organizational communication that occur on account of external factors, linguistic issues, or social and personal attributes.
3	C106.3	Students will be able to apply principles of effective communication for better written communication in various forms of business communication including letters, emails, reports etc.
4	C106.4	Students will be able to utilize principles of effective communication for better oral communication, for instance meetings, discussions, public speaking etc.
5	C106.5	Students will be able to employ principles of effective communication for better non-verbal communication, eg. posture, gestures, eye contact, voice modulation etc.
6	C106.6	Students will be able to understand, embrace and accept the differences in culture that exist so as to enhance productivity in a globalized multi-cultural setting which entails dealing with people from diverse cultures.

Table 3.1.1 b Course Outcomes

Semester 2: Course Name: Marketing Management		
1	C201.1	Students will be able to formulate and understand strategic operational and tactical marketing decisions.
2	C201.2	Students will be able to plan and conduct an investigation into an organisation's marketing.
3	C201.3	Students will be able to learn and communicate findings in an appropriate format.

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4	C201.4	Students will be able to develop the understanding of marketing strategies.
5	C201.5	Students will be able to evaluate marketing implementation strategies.
6	C201.6	Students will be able to critically analyse an organisation's marketing strategies.

Table 3.1.1 c Course Outcomes

Semester 3: Course Name: International Business		
1	C301.1	Students will comprehend the significance of international Business.
2	C301.2	Students will evaluate internal attractiveness, the effects of cultural variations on business operations, and the effects of these factors on business models.
3	C301.3	Students will understand the mode of entry and strategic alliance.
4	C301.4	Students will be able to understand the in depth about international financial decisions and its impact on operations.
5	C301.5	Students will understand the fundamentals of the WTO, multinational management, and subsidiary management.
6	C301.6	Students will explore the relevance of various trade theories/models.

Semester 4: Course Name: Project Management		
1	C401.1	Students will understand the fundamental concepts and principles of project management, including project lifecycle, stakeholders, project organization, work breakdown structure (WBS), scope, priorities, project identification, market feasibility, techno-economic feasibility, government policies, and legal aspects.
2	C401.2	Students will apply project planning techniques to estimate time and cost using Activity-on-Arrow (AOA) and Activity-on-Node (AON) conventions, create budget estimates, conduct network analysis, and analyze float and crashing concepts.
3	C401.3	Students will develop project schedules using Gantt charts, consider splitting and multitasking, identify risks in time estimates, and apply PERT analysis for risk management.

4	C401.4	Students will Understand the role and responsibilities of a project manager, employ team development models, and effectively address conflicts through conflict resolution strategies.
5	C401.5	Students will Apply earned value analysis to assess project progress using 'S' curve, calculate cost and schedule performance indices, and make revised estimates of cost and time.
6	C401.6	Students will Perform financial analysis for project decision-making, including profitability analysis using NPV, IRR, payback period, and discounted payback period, and prepare projected statements of income-expenditure and balance-sheet.

Table 3.1.1 d Course Outcomes

3.1.2 CO-PO matrices of courses selected in 3.1.1 (5 Marks)

CO-PO matrices of courses:

The COs are mapped against the POs according to the below levels of correlation.

Table 3.1.2a Levels of Correlation

Levels of Correlation	No Correlation	Low	Medium	High
	-	1	2	3

Table 3.1.2 b Semester 1: CO-PO matrix for Effective and Management Communication

COs	PO1	PO2	PO3	PO4	PO5	PSO1
CO 1	3	1	2	1	3	3
CO 2	3	1	3	1	3	2
CO 3	2	1	2	2	2	2
CO 4	2	1	2	2	2	2
CO 5	2	1	2	2	2	2
CO 6	3	1	3	3	3	2

Table 3.1.2 c Semester 2: CO-PO matrix for Marketing Management

COs	PO1	PO2	PO3	PO4	PO5	PSO1
CO 1	2	-	1	2	3	2
CO 2	1	3	2	2	1	1
CO 3	3	1	-	2	2	2
CO 4	3	1	1	2	2	2
CO 5	-	1	3	2	2	1
CO 6	2	1	2	3	2	2

Table 3.1.2 d Semester 3: CO-PO matrix for International Business

COs	PO1	PO2	PO3	PO4	PO5	PSO1
CO 1	3	2	1	3	2	3
CO 2	2	2	2	2	1	2
CO 3	3	2	1	2	1	2
CO 4	2	1	1	3	1	-
CO 5	3	2	-	2	1	3
CO 6	3	2	1	3	2	3

Table 3.1.2 e Semester 4: CO-PO matrix for Project Management

Cos	PO1	PO2	PO3	PO4	PO5	PSO1
CO 1	3	2	2	3	2	2
CO 2	2	2	1	2	2	2
CO 3	2	2	1	1	2	3
CO 4	1	1	1	3	2	3
CO 5	1	2	1	2	2	2
CO 6	3	1	2	3	1	3

3.1.3 Course-PO Mapping matrix of all courses in the program (10 Marks)

The CO-PO Correlation Matrix for Common and Specialisation courses of the program followed in 2023-24 is listed below mapped according the levels of correlation mentioned:

Table 3.1.3a Levels of Correlation

Levels of Correlation	No Correlation	Low	Medium	High
	-	1	2	3

Table 3.1.3b CO-PO mapping of Semester 1 Courses

Semester	Course Code	Subject	PO1	PO2	PO3	PO4	PO5	PSO1
1	C101	Perspective Management	3	2	1	1	3	2
	C102	Financial Accounting	2	2	-	1	-	2
	C103	Business Statistics	3	2	2	2	3	3
	C104	Operations Management	3	2	2	2	3	3
	C105	Managerial Economics	3	2	-	3	-	2
	C106	Effective and Management Communication	3	1	3	3	3	3
	C109	Organizational Behaviour	3	2	3	2	3	3
	C112	Negotiation and Selling Skills	2	3	2	3	3	3

Table 3.1.3c CO-PO mapping of Semester 2 Courses

Semester	Course Code	Subject	PO1	PO2	PO3	PO4	PO5	PSO1
2	C201	Marketing Management	3	3	3	3	3	2
	C202	Financial Management	3	3	1	1	1	2
	C203	Operations Research	3	2	2	3	3	2
	C204	Business Research Methods	3	3	3	3	3	3
	C205	Human Resource Management	3	3	3	3	3	3
	C211	Analysis of Financial Statements	2	3	-	-	-	1
	C212	Entrepreneurship Management	3	1	3	3	2	3
	C214	Developing teams & Effective leadership	3	1	3	3	3	3

Table 3.1.3d CO-PO mapping of Semester 3 Courses (All Specializations)

Semester	Course Code	Subject	PO1	PO2	PO3	PO4	PO5	PSO1
3(Core)	C301	International Business	3	2	2	3	2	3
	C302	Strategic Management (UA)	3	3	2	3	2	3
	C303	Summer Internship	3	3	3	2	3	3
3(Marketing)	M304	Sales Management	3	2	3	3	3	3
	M305	Marketing Strategy	3	3	1	2	2	2
	M306	Consumer Behaviour	3	2	3	3	2	2
	M307	Services Marketing	3	2	2	2	3	3
	M308	Product & Brand Management	3	2	1	2	2	3
	M309	Retail Management	3	2	2	3	2	2
3(Finance)	F304	Financial Markets and Institutions	-	2	-	3	-	3
	F305	Corporate Valuation and Mergers & Acquisitions	1	3	-	2	2	2
	F306	Security Analysis and Portfolio Management	1	3	-	2	-	2

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	F307	Financial Regulations	-	2	-	2	1	3
	F308	Derivatives and Risk Management	2	3	1	1	2	2
	F310	Investment Banking	1	2	-	2		2

Semester	Course Code	Subject	PO 1	PO 2	PO 3	PO 4	PO 5	PSO1
3(HR)	H304	Training & Development	3	3	3	3	2	3
	H305	Compensation and Benefits	3	3	3	3	2	3
	H306	Competency Based HRM and Performance Management	3	3	3	3	3	3
	H307	Labour Laws and Implications on Industrial Relations	3	3	3	3	3	3
	H308	HR Planning and Application of Technology in HR	2	2	1	2	3	2
	H310	Global HRM	3	3	3	3	3	3
3 (Operations)	O304	Supply Chain Management	3	3	2	1	2	3
	O305	Operations Analytics	3	2	2	2	3	3
	O306	Service Operations Management	3	3	3	3	2	3
	O307	Manufacturing Resource Planning & Control	3	3	3	2	2	2
	O308	Materials Management	3	2	3	3	2	2
	O314	TQM	3	2	3	3	2	2

Table 3.1.3e CO-PO mapping of Semester 4 Courses (All Specializations)

Semester	Course Code	Subject	PO 1	PO 2	PO 3	PO 4	PO 5	PSO1
4 (core)	C401	Project Management (UA)	3	2	2	3	2	3
	C402	General Management	3	3	2	3	2	2
	C403	Functional Specialization	3	3	2	3	2	2
	C404	Social Relevance	3	3	2	3	2	2
4 (Marketing)	M405	Integrated Marketing Communications	3	3	3	3	3	3

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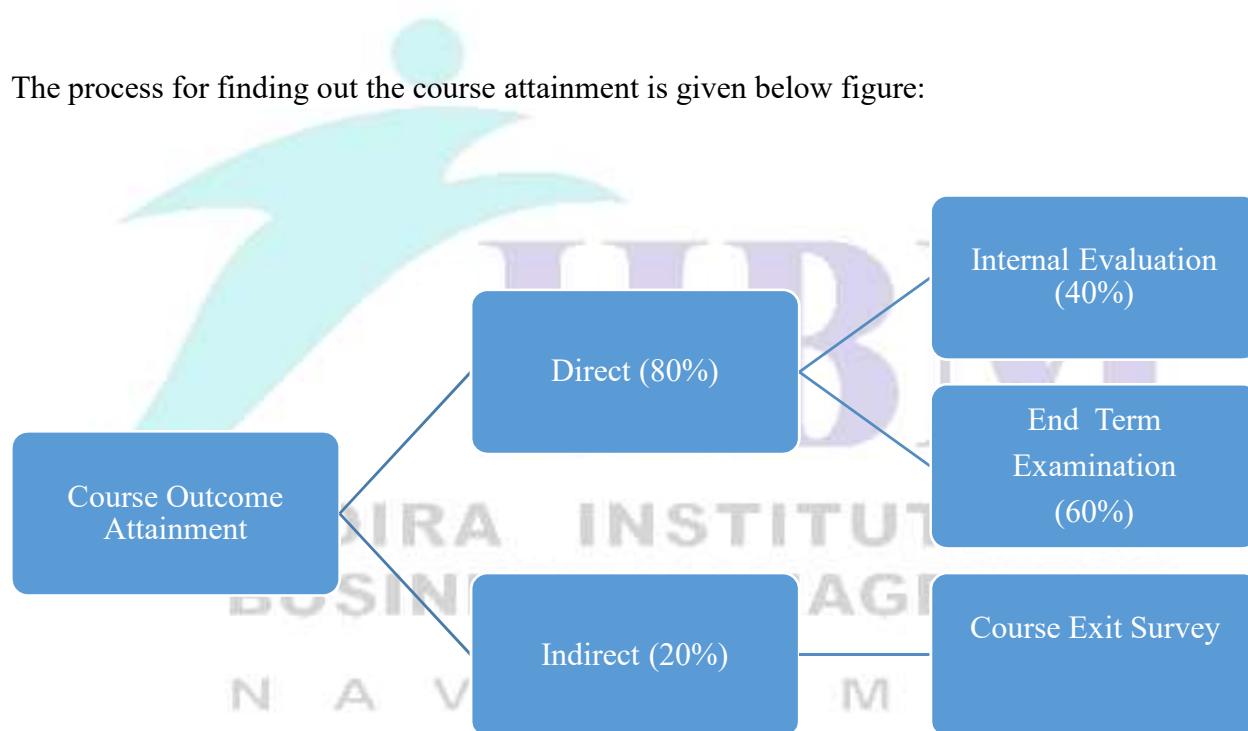
4 (Finance)	F405	Commercial Banking	3	2	-	2	1	2
4 (HR)	H405	OD and Change Management	3	2	1	2	2	3
4 (Operations)	O406	Strategic Sourcing in Supply Management	3	2	2	2	2	3

3.2. Course Outcomes (40 Marks)

3.2.1. Describe the assessment tools and processes used to gather the data upon which the evaluation of Course Outcome is based (10 Marks)

Process for finding out Course attainment

The process for finding out the course attainment is given below figure:



We conduct two types of Broad Assessment Tools for the Course Outcome Attainment.

1. Direct Assessment (80% weightage for CO Attainment) which consists of
 - a) Internal Evaluation (40%)
 - b) End Term Examination (60%)
2. Indirect Assessment (20% weightage for CO Attainment) which consists of
 - a) Course Exit Survey

Process for Course Attainment**1. Direct Assessment**

Direct Assessment is used for Attainment of Course Outcomes. It consists of Internal Evaluation which has 40% weightage, and the End Term Examination has 60%weightage.

Table 3.2.1a Weightage for Internal and End term evaluation

	Internal Evaluation	End Term Examination	Total Marks
Weightage	40%	60%	100%
Minimum passing marks	20 Marks	30 Marks	50 Marks
Maximum marks	40 Marks	60 Marks	100 Marks

a) Internal Evaluation

Internal Evaluation is conducted to assess the performance of the student throughout the duration of the semester through multiple interventions. The Parameters Mix is decided by the individual Course Faculty.

The other Internal Evaluation tools are a mix of the following parameters:

Table 3.2.1b Parameters for Internal Evaluation

Internal Evaluation Parameters	
Class Tests	assess fundamental base, knowledge, analytical skills
Quizzes	assess fundamental base, knowledge
Assignments	assess analytical, problem-solving skills
Projects	assess analytical, problem-solving skills
Presentations	assess analytical, problem solving, communication skills
Viva - Voce	assess knowledge, communication, presentation skills
Case Studies	assess analytical, problem-solving skills.

b) End Term Examination

The Final End Term Examination is a written test conducted for each course at the end of the Semester. It consists of theory, practical sums, case studies etc.

Projects Evaluation

There are 4 projects which are part of the MMS Program. They are evaluated on 40 marks for Viva-Voce and 60 marks for project guide's evaluation.

2. Indirect Assessment

Course Exit Survey

At the end of the semester, students are required to give their feedback about every course considering the course outcomes. Attainment of COs is calculated based on the feedback of the students on a scale of 1 to 5(1: Poor, 5: Excellent).

Attainment of course is calculated as follows,

- i. Number of students getting more than average marks
- ii. Percentage of the number of students securing marks above average.

For calculation of the attainment of the course outcome, the target is set to 60% for all COs and the threshold is set to 40% for both internal and end term examinations. For final attainment, the weightage of direct assessment tools is 80% and the weightage of the indirect assessment tool is 20%.

Template of Assessment Tools and Procedure

Course Code:	CXXX				
Course Title:	_____				
	CO →	CXXX.	CXXX.	CXXX.	CXXX.
		1	2	3	4
EVALUATION TOOLS ↓					
A) Direct Assessment Tools					
Internal Direct Assessment Tools					
	<i>Attainment through Internal Evaluation</i>				
	Average of Attainment through internal assessment tools				
	<i>40% of Attainment through internal assessment tools (A)</i>				
External Direct Assessment Tools					
	<i>Attainment through End Term Examination</i>				

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	<i>60% of Attainment through End term examination assessment tools (B)</i>				
Total direct attainment (A + B)					
Direct Attainment = 80% of total direct attainment (C)					
Indirect Assessment Tools					
Attainment through Course Exit Survey					
20% of Indirect Assessment (D)					
Attainment of Course (C+D)					

Attainment = Percentage number of students who scored more than average

Attainment target levels in terms of the percentage of students getting more than the average marks.

Attainment level 1 : 40 – 50 % of students scoring more than average marks

Attainment level 2 : 50 – 60 % of students scoring more than average marks

Attainment level 3 : More than 60 % of students scoring more than average marks

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One example for course attainment calculation through Indirect Assessment has been given below:

Name of the Course: Effective and Management Communication

Course Exit Survey											
CO No.	Question	Excellent (5)	Better (4)	Good (3)	Average (2)	Poor (1)	Average	Students more than or equal to average	Total Students	% Students	Attainment Level
1	Students will be able to understand the importance and process of communication, as well as the various channels of communication within an organization, and will also be able to use technology effectively to communicate with their stakeholders.	29	46	16	0	0	4.14	29	91	31.87	0
2	Students will be able to identify and overcome the problems in organizational communication that occur on account of external factors, linguistic issues, or social and personal attributes.	32	43	16	0	0	4.17	32	91	35	0
3	Students will be able to apply principles of effective communication for better written communication in various forms of business communication including letters, emails, reports etc.	30	40	21	0	0	4.1	30	91	33	0
4	Students will be able to utilize principles of effective communication for better oral communication, for instance, in meetings, discussions, public speaking etc.	37	42	12	0	0	4.28	37	91	41	1
5	Students will be able to employ principles of effective communication for better non-verbal communication, eg. posture, gestures, eye contact, voice modulation etc.	38	40	13	0	0	4.28	38	91	42	1
6	Students will be able to understand, embrace and accept the differences in culture that exist so as to enhance productivity in a globalized multi-cultural setting which entails dealing with people from diverse cultures.	35	43	14	0	0	4.23	35	91	38	0

One example for course attainment calculation through Direct Assessment has been given below:

Internal & External Marks details

Roll No	Internal Evaluation	External Evaluation
2022001	30	37
2022002	29	41
2022003	34	36
2022004	34	50
2022005	33	46
2022006	34	47
2022007	34	43
2022008	29	44
2022009	29	43
2022010	24	30
2022011	34	52
2022012	31	33
2022013	34	40

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2022014	33	30
2022015	35	50
2022016	31	34
2022017	29	45
2022018	34	46
2022019	24	30
2022020	27	42
2022021	31	41
2022022	35	51
2022024	35	51
2022025	24	36
2022026	35	51
2022027	31	33
2022028	33	32
2022029	31	30
2022030	32	45
2022031	30	40
2022032	34	31
2022033	34	43
2022034	35	48
2022035	31	34
2022036	31	45
2022037	29	45
2022038	30	45
2022039	30	35
2022040	30	45
2022041	31	46
2022042	34	38
2022043	33	38
2022044	29	30
2022045	31	33
2022046	34	53
2022047	34	36
2022049	33	35
2022050	34	32
2022051	31	33
2022052	27	30
2022053	29	30
2022054	30	50
2022055	33	35
2022056	33	43
2022057	30	41

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2022058	33	38
2022059	31	30
2022060	30	30
2022061	34	52
2022062	31	30
2022063	23	38
2022064	33	38
2022065	34	41
2022066	29	47
2022067	32	30
2022068	25	46
2022069	34	35
2022070	29	38
2022071	31	30
2022072	32	36
2022073	32	45
2022074	34	42
2022075	34	30
2022079	34	34
2022080	31	30
2022081	31	30
2022082	32	39
2022083	30	30
2022084	26	43
2022085	32	43
2022086	20	30
2022087	21	42
2022088	32	37
2022089	32	37
2022090	28	30
2022091	31	46
2022092	33	36
2022093	30	30
2022095	33	41
2022096	21	31
2022097	31	31
2022098	34	30
2022099	20	30
2022100	20	30
2022101	33	45
2022102	31	30
2022103	30	38

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2022104	36	30
2022105	24	38
2022106	29	39
2022107	34	48
2022108	34	38
2022109	30	30
2022110	34	40
2022111	34	49
2022112	33	40
2022113	33	42
2022114	20	37
2022115	20	37
2022116	32	40
2022118	32	40
Assessment (Average)	30.73	38.47
No. of students more than or equal to average	72	51
Attainment (%)	64.86%	45.95%
Attainment Level	3	1

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Course Outcome Attainment

Course Code:	C106						
Course Title:	Effective and Management Communication						
CO →		1	2	3	4	5	6
EVALUATION TOOLS ↓							
A) Direct Assessment Tools							
Internal Direct Assessment Tools							
	<i>Attainment through Internal</i>	3	3	3	3	3	3
	<i>40% of Attainment through internal assessment tools (A)</i>	1.2	1.2	1.2	1.2	1.2	1.2
External Direct Assessment Tools							
	<i>Attainment through External</i>	1	1	1	1	1	1
	<i>60% of Attainment through SEE assessment tools (B)</i>	0.6	0.6	0.6	0.6	0.6	0.6
Direct Attainment (C=A + B)		1.8	1.8	1.8	1.8	1.8	1.8
80% of Direct Attainment (D)		1.44	1.44	1.44	1.44	1.44	1.44
B) Indirect Assessment Tools							
Attainment through Course Exit Survey (C)		0	0	0	1	1	0
20% of Indirect Assessment (F)		0	0	0	0.2	0.2	0
Attainment of Course (D+F)		1.44	1.44	1.44	1.64	1.64	1.44
Average Attainment of COs		1.51					

*SEE-Semester End Examination

3.2.2. Record the attainment of Course Outcomes of all courses with respect to set attainment levels (30 Marks)

Each Course Outcome Attainment is calculated by the process mentioned in 3.2.1

The Course attainments are calculated for each course across all specialisations.

The Course attainments for each course and for each specialisation of the Academic Year 2023-24 are mentioned below:

Table 3.2.2a Course Outcome Attainment of all courses (Batch 2022-24)

Semester	Cours e Code	Subject	PO1	PO2	PO3	PO4	PO5	PSO 1
1	C101	Perspective Management	0.40	0.40	0.37	0.20	0.43	0.38
	C102	Financial Accounting	0.40	0.40		0.40		0.40
	C103	Business Statistics	1.68	1.66	1.62	1.70	1.68	1.68
	C104	Operations Management	0.65	0.64	0.66	0.72	0.66	0.66
	C105	Managerial Economics	1.80	1.80		1.80		1.80
	C106	Effective and Management Communication	1.49	1.51	1.50	1.51	1.49	1.50
	C109	Organizational Behaviour	0.56	0.56	0.57	0.54	0.55	0.55
	C112	Negotiation and Selling Skills	2.00	2.00	2.00	2.00	2.00	2.00
2	C201	Marketing Management	2.15	2.09	2.07	2.11	2.1	2.12
	C202	Financial Management	0.2	0.2	0.2	0.2	0.2	0.2
	C203	Operations Research	2.16	2.15	2.16	2.14	2.14	2.13
	C204	Business Research Methods	0.8	0.8	0.8	0.8	0.8	0.8
	C205	Human Resource Management	0.32	0.32	0.52	0.52	0.48	0.46
	C211	Analysis of Financial Statement	0.32	0.32				0.32
	C212	Entrepreneurship Management	1.1	1.1	1.04	1.1	1.1	1.04
	C214	Developing Teams and Effective Leadership	1.07	1.07	1.08	1.08	1.07	1.06
3(Core)	C301	International Business	1.25	1.24	1.22	1.24	1.23	1.24
	C302	Strategic Management (UA)	1.26	1.27	1.26	1.26	1.29	1.27
	C303	Summer Internship	1.6	1.6	1.6	1.6	1.6	1.6
3 (Marketing)	M306	Consumer Behaviour	0.96	0.96	0.96	0.96	0.96	0.96
	M305	Marketing Strategy	1.18	1.18	1.26	1.19	1.16	1.14
	M313	Product and Brand Management	0.95	0.97	0.95	0.95	0.93	0.93
	M309	Retail Management	1.85	1.84	1.84	1.83	1.9	1.83
	M309	Sales Management	1.66	1.73	1.69	1.7	1.76	1.72
	M307	Services Marketing	1.37	1.36	1.35	1.39	1.39	1.37
3(Finance)	F305	Corporate Valuation and Mergers & Acquisitions	0.58	0.6		0.48	0.61	0.58
	F308	Derivatives and Risk Management	0.64	0.77	0.84	0.64	0.64	0.77
	F304	Financial Markets and Institutions		1.52		1.28		1.45

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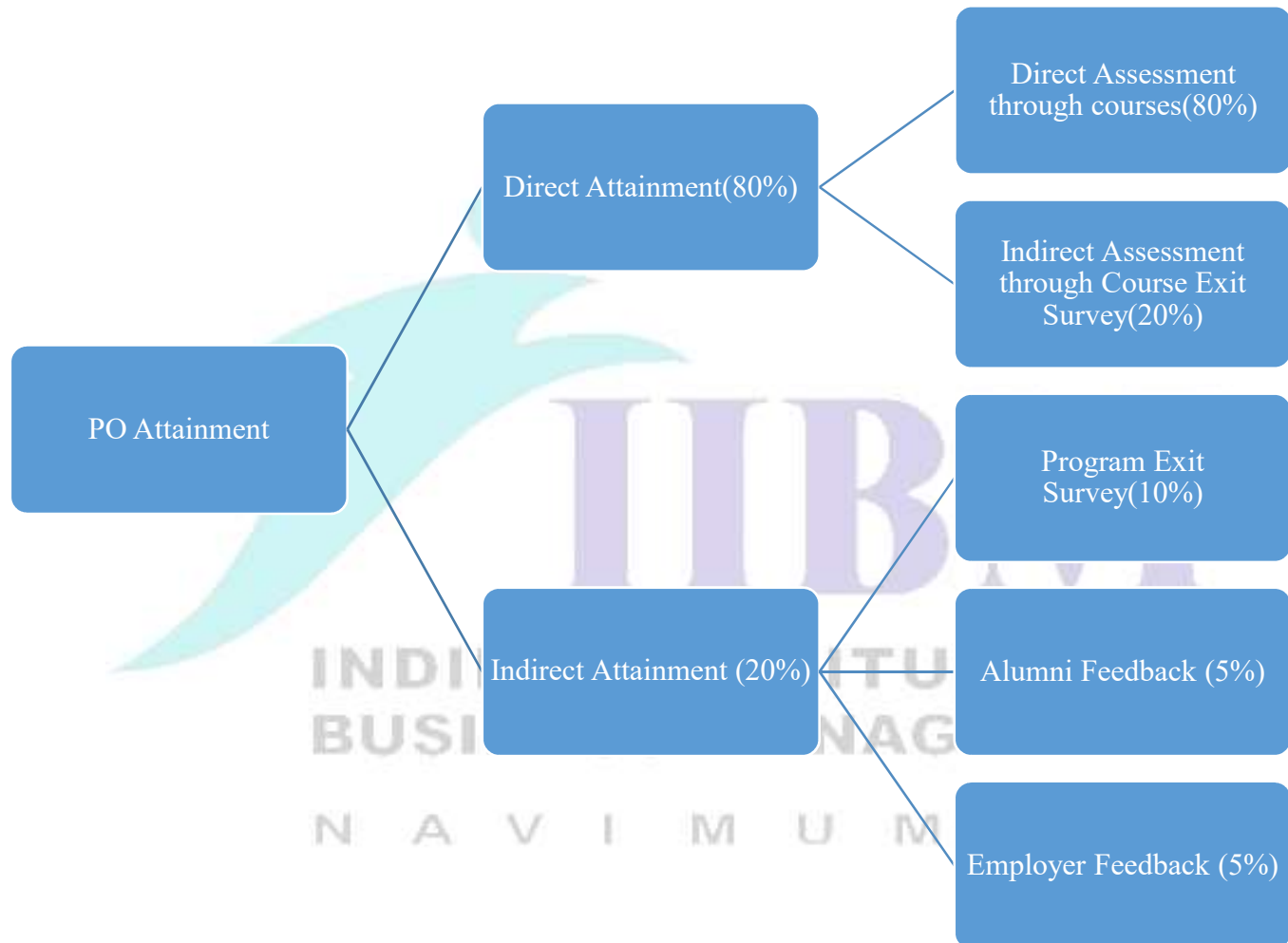
3(HR)	F307	Financial Regulation		0.77		0.74	0.74	0.74
	F310	Investment Banking	1.72	1.72		1.72		1.72
	F306	Security Analysis and Portfolio Management	1.32	1.39		1.22		1.39
	H305	Compensation and Benefits	1.36	1.3	1.28	1.33	1.36	1.38
	H306	Competency Based HRM and Performance Management	0.13	0.11	0.12	0.11	0.16	0.11
	H310	Global HRM	2.69	2.54	2.66	2.7	2.68	2.68
	H308	HR Planning and Application of Technology in HR	1.74	1.72	1.74	1.71	1.79	1.7
3 (Operations)	H307	Labour Laws and Implications on Industrial Relations	1.18	1.18	1.16	1.14	1.13	1.17
	H304	Training & Development	0.95	0.9	0.91	0.9	0.88	0.88
	O307	Manufacturing Resource Planning & Control	2.84	2.8	2.9	2.8	2.8	2.8
	O308	Materials Management	2.13	2.14	2.14	2.16	2.2	2.12
	O305	Operations Analytics	2.11	2.12	2.06	2.09	2.06	2.07
	O306	Service Operations Management	2.93	2.93	2.92	2.91	2.9	2.89
	O304	Supply Chain Management	1.64	1.64	1.64	1.64	1.64	1.64
4(core)	O314	TQM	2.25	2.23	2.26	2.16	2.2	2.23
	C401	Project Management	1.36	1.34	1.36	1.35	1.33	1.36
	C403	Functional Project	1.68	1.68	1.62	1.48	1.48	1.58
	C402	General Management	2.11	2.11	2.11	2.16	2.12	2.06
4 (Finance)	C404	Social Relevance	1.73	1.73	1.62	1.48	1.43	1.58
	F405	Commercial Banking	0.62	0.32		0.62	0.32	0.72
	H405	OD and Change Management	0.72	0.62	0.92	0.57	0.76	0.72
	M405	Integrated Marketing Communications	1.77	1.75	1.7	1.76	1.74	1.78
4(Operations)	O406	Strategic Sourcing in Supply Management	2.77	2.76	2.78	2.73	2.75	2.73

3.3. Attainment of Program Outcomes and Program Specific Outcomes (40 Marks)

3.3.1. Describe the assessment tools and processes used to gather the data to evaluate and Program Outcomes and Program Specific Outcomes (10 Marks)

To calculate the Program Outcomes and Program Specific Outcomes, the following procedure has been adopted.

Figure 3.3.1a Process to find Program Outcomes and Program Specific Outcomes



Direct Attainment (80%)

1. Direct Assessment (80% weightage)

Direct Assessment consists of Internal Assessment which has 40% of weightage and the End Term Examination which has 60% of weightage in the Direct Assessment.

- a) The Course Outcomes are prepared for the course.
- b) The Direct Assessment procedure is as follows -
 - i. CO Attainment Level through Internal Evaluation is found out.
 - ii. The CO Attainment Level through End Term Examination is found out.

Final Direct Program Attainment Level is as follows:

- The Attainment Level for the Course is found out at the Internal and End Term Examination Level by taking the average of Attainment Levels of all COs for that course.
- The Direct Course Attainment Level is calculated by applying respective weightage to Internal Evaluation (40% weightage) and End Term Examination (60% weightage)
- For example, the Course Attainment Level through Internal Evaluation is 2.4 and through End-Term Examination is 1.9; then the Final Direct Course Attainment Level would be calculated as $2.4 \times 0.4 + 1.9 \times 0.6 = 2.1$
- Now, finally, the Course Outcome Attainment for the course is calculated by multiplying the Direct Course Attainment Level by the weighted alignment of each PO stated under the CO-PO Correlation Table.

2. Indirect Assessment (20% weightage)

Indirect Assessment is calculated based on Course Exit Survey.

Indirect Attainment (20%)

- a) **Program Exit Survey (10% weightage)**
 - A program exit survey is conducted at the end of the program.
 - Attainment of POs and PSOs is calculated based on the feedback of the students.
 - 10 % weightage is given to the above POs and PSOs indirect attainment through surveys, in the final calculation.
- b) **Alumni Feedback (5% weightage)**
 - Alumni feedback is systematically collected to gauge the relevance and effectiveness of the program in achieving the defined Program Outcomes (POs).
 - This feedback contributes to the Indirect Attainment component, carrying a weightage of 5% in the overall PO attainment calculation.
- c) **Employer Feedback (5% weightage)**
 - Employer feedback is obtained to assess the performance and industry readiness of graduates in relation to the Program Outcomes (POs).

- This input forms part of the Indirect Attainment, with a weightage of 5% in the overall PO attainment process.

Overall Program Attainment

Overall Program Attainment is calculated with 80% weightage to PO and PSOs attainment through courses and 20 % weightage to PO and PSOs attainment through Program Exit Survey, Alumni and Employer feedback.

3.3.2 .POs and PSO attainment levels (30 Marks)

The Program outcome attainment for each course of the batch 2020-22 are mentioned below:

Table 3.3.2a POs and PSO Attainment of all courses (Batch 2022-24)



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Semester	Course Code	Subject	PO1	PO2	PO3	PO4	PO5	PSO1
1	C101	Perspective Management	0.40	0.40	0.37	0.20	0.43	0.38
	C102	Financial Accounting	0.40	0.40		0.40		0.40
	C103	Business Statistics	1.68	1.66	1.62	1.70	1.68	1.68
	C104	Operations Management	0.65	0.64	0.66	0.72	0.66	0.66
	C105	Managerial Economics	1.80	1.80		1.80		1.80
	C106	Effective and Management Communication	1.49	1.51	1.50	1.51	1.49	1.50
	C109	Organizational Behaviour	0.56	0.56	0.57	0.54	0.55	0.55
	C112	Negotiation and selling skills	2.00	2.00	2.00	2.00	2.00	2.00
2	C201	Marketing Management	2.15	2.09	2.07	2.11	2.1	2.12
	C202	Financial Management	0.2	0.2	0.2	0.2	0.2	0.2
	C203	Operations Research	2.16	2.15	2.16	2.14	2.14	2.13
	C204	Business Research Methods	0.8	0.8	0.8	0.8	0.8	0.8
	C205	Human Resource Management	0.32	0.32	0.52	0.52	0.48	0.46
	C211	Analysis of Financial Statement	0.32	0.32				0.32
	C212	Entrepreneurship Management	1.1	1.1	1.04	1.1	1.1	1.04
	C214	Developing Teams and Effective Leadership	1.07	1.07	1.08	1.08	1.07	1.06
3(Core)	S301	International Business	1.25	1.24	1.22	1.24	1.23	1.24
	S301	Strategic Management (UA)	1.26	1.27	1.26	1.26	1.29	1.27
	C303	Summer Internship Project	1.6	1.6	1.6	1.6	1.6	1.6
3(Marketing)	M306	Consumer Behaviour	0.96	0.96	0.96	0.96	0.96	0.96
	M305	Marketing Strategy	1.18	1.18	1.26	1.19	1.16	1.14
	M313	Product and Brand Management	0.95	0.97	0.95	0.95	0.93	0.93
	M309	Retail Management	1.85	1.84	1.84	1.83	1.9	1.83
	M309	Sales Management	1.66	1.73	1.69	1.7	1.76	1.72
	M307	Services Marketing	1.37	1.36	1.35	1.39	1.39	1.37

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3(Finance)	F305	Corporate Valuation and Mergers & Acquisitions	0.58	0.6		0.48	0.61	0.58
	F308	Derivatives and Risk Management	0.64	0.77	0.84	0.64	0.64	0.77
	F304	Financial Markets and Institutions		1.52		1.28		1.45
	F307	Financial Regulation		0.77		0.74	0.74	0.74
	F310	Investment Banking	1.72	1.72		1.72		1.72
	F306	Security Analysis and Portfolio Management	1.32	1.39		1.22		1.39
3(HR)	H305	Compensation and Benefits	1.36	1.3	1.28	1.33	1.36	1.38
	H306	Competency Based HRM and Performance Management	0.13	0.11	0.12	0.11	0.16	0.11
	H310	Global HRM	2.69	2.54	2.66	2.7	2.68	2.68
	H308	HR Planning and Application of Technology in HR	1.74	1.72	1.74	1.71	1.79	1.7
	H307	Labour Laws and Implications on Industrial Relations	1.18	1.18	1.16	1.14	1.13	1.17
	H304	Training & Development	0.95	0.9	0.91	0.9	0.88	0.88
	H305	Compensation and Benefits	1.36	1.3	1.28	1.33	1.36	1.38
3(Operation)	O307	Manufacturing Resource Planning & Control	2.84	2.8	2.9	2.8	2.8	2.8
	O308	Materials Management	2.13	2.14	2.14	2.16	2.2	2.12
	O305	Operations Analytics	2.11	2.12	2.06	2.09	2.06	2.07
	O306	Service Operations Management	2.93	2.93	2.92	2.91	2.9	2.89
	O304	Supply Chain Management	1.64	1.64	1.64	1.64	1.64	1.64
	O314	TQM	2.25	2.23	2.26	2.16	2.2	2.23
4(core)	C401	Project Management (UA)	1.36	1.34	1.36	1.35	1.33	1.36
	C402	General Management	2.11	2.11	2.11	2.16	2.12	2.06
	C403	Functional Specialization	1.68	1.68	1.62	1.48	1.48	1.58
	C404	Social Relevance	1.73	1.73	1.62	1.48	1.43	1.58
4(Marketing)	M405	Integrated Marketing Communications	1.77	1.75	1.7	1.76	1.74	1.78
4(Finance)	F405	Commercial Banking	0.62	0.32		0.62	0.32	0.72
4(HR)	H405	OD and Change Management	0.72	0.62	0.92	0.57	0.76	0.72
4(Operation)	O406	Strategic Sourcing in Supply Management	2.77	2.76	2.78	2.73	2.75	2.73
SUM			68.16	69.86	61.45	68.82	62.64	70.01
MEAN			1.39	1.37	1.46	1.38	1.39	1.37

Table 3.3.2b Final PO Attainment of all courses (Batch 2022-24)

PO Attainment						
Particulars	PO1	PO2	PO3	PO4	PO5	PSO1
Direct PO Attainment	1.39	1.37	1.46	1.38	1.39	1.37
80% of Direct PO Attainment	1.11	1.10	1.17	1.10	1.11	1.10
Indirect PO Attainment	2.61	2.61	2.61	2.61	2.61	2.61
20% of Indirect PO Attainment	0.52	0.52	0.52	0.52	0.52	0.52
FINAL PO ATTAINMENT	1.64	1.62	1.69	1.62	1.64	1.62
TARGET PO	1.70	1.70	1.70	1.70	1.70	1.70

FINAL PO ATTAINMENT OF 2022-24 BATCH (MMS)



CRITERION 4	Curriculum & Learning Process	125 Marks
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VES's Indira Institute of Business Management offers 2 year Masters in Management Studies (MMS) program affiliated to University of Mumbai and approved by AICTE. The Course curriculum as per University of Mumbai aims to imbibe and enhance student's exposure to global practices, application of technology and enhancement of technological skills, peer based learning and team work, experimental learning and team building basics and its orientation. With the breadth and depth of our core and electives, students can have a multi-disciplinary approach or delve deeply into a single area.

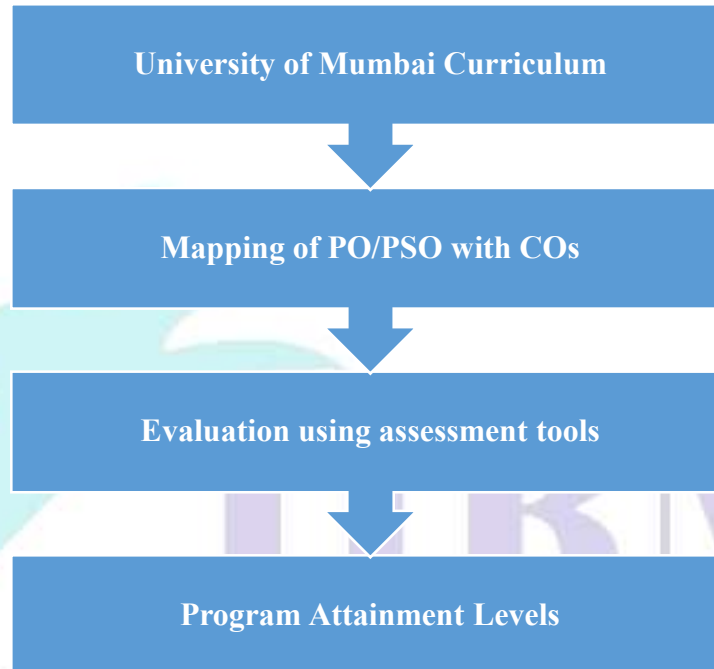
As per NBA 2024, Criterion 4: Curriculum & Learning Process and its related details and the respective marks are stated below.

Sr. No	Particulars	Marks	Self Assessment Marks
4.1	Curriculum (process for designing the program curriculum, components of the curriculum, Transaction of the Curriculum, Overall quality and level of program curriculum)	25 Marks	15 Marks
4.2	Learning Processes (Processes followed to improve quality of Teaching & Learning, Quality of continuous assessment and evaluation processes, Quality of student reports/dissertation)	100 Marks	65 Marks
Total Marks		125 Marks	80 Marks

4.1 Curriculum (25 Marks)

4.1.1 State the process for designing the program curriculum (10)

The University of Mumbai Board of Studies has created the program curriculum, and it places a strong emphasis on learning via doing in order to prepare students for the future and make them far more employable.



Following steps are taken to identify the extent of compliance with the University curriculum for attaining program outcomes:

a) Classroom Interactions

- Preparation of course files for every course by the- respective Professor considering the Course Outcomes framed by the University of Mumbai.
- The course outcomes of each course are mapped to the Program Outcomes (PO).

b) Additional Interactions

- Corporate Interaction Series
- Mentoring Session
- Soft Skill Programs
- Lectures by Industry Experts
- Case Study and Role Plays

- Newspaper Reading Sessions
- Personality Development Programs
- Field Projects
- Skill upgradation training sessions

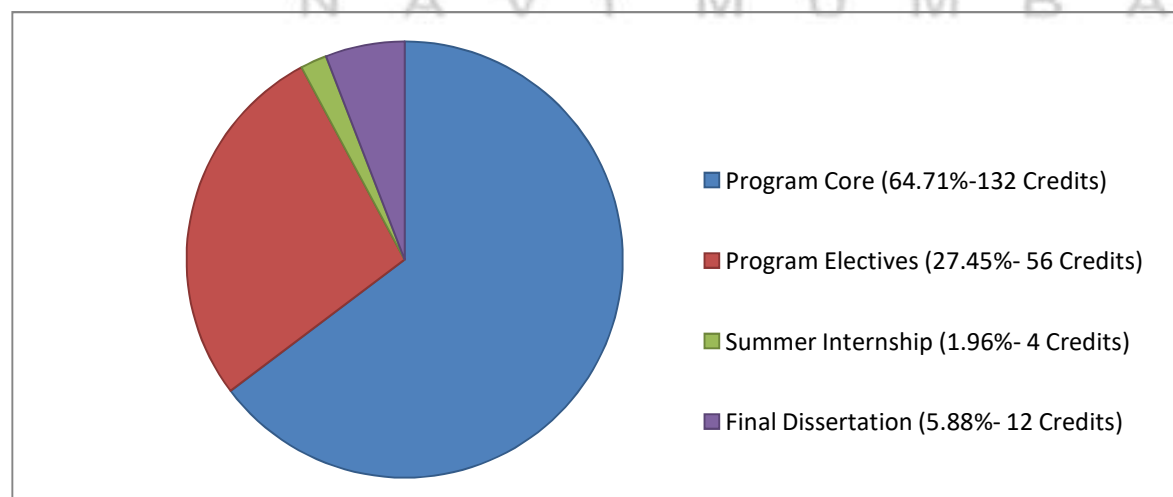
4.1.2 State the components of the curriculum (15 Marks)

The two-year MMS program carries total of 232 credits as per details provided below:

Year	Semester	Program Core	Program Electives	Summer Internship Project	Final Dissertation/Project
First	I	5	3	NA*	NA*
First	II	5	3	NA*	NA*
Second	III	27	5	1	NA*
Second	IV	1	5	NA*	3
Total		38	16	1	3
No of Credits		4	4	4	4
Total Credits		152	64	4	12
Grand Total Credits		232			

NA* = Not Applicable

University of Mumbai Course Components Chart:



MMS Batch 2022-24

Course Components	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of Credits
Program Core:	64.71%	1320	132
<u>Semester I</u>			
Perspective Management		40	4
Financial Accounting		40	4
Business Statistics		40	4
Operations Management		40	4
Managerial Economics		40	4
<u>Semester II</u>			
Marketing Management		40	4
Financial Management		40	4

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Operations Research		40	4
Business Research Methods		40	4
Human Resource Management		40	4
<u>Semester III</u>			
Common Subjects:			
International Business		40	4
Strategic Management		40	4
<u>Finance Specialisation</u>			
Financial Markets and Institutions		40	4
Corporate Valuation and Mergers & Acquisitions		40	4
Security Analysis and Portfolio Management		40	4
Financial Regulations		40	4
Derivatives and Risk Management		40	4
<u>Human Resource Specialisation</u>			
Training & Development		40	4
Compensation and Benefits		40	4
Competency Based HRM and Performance Management		40	4
Labour Laws and Implications on Technology in HR		40	4
HR Planning and Application of Technology in HR		40	4

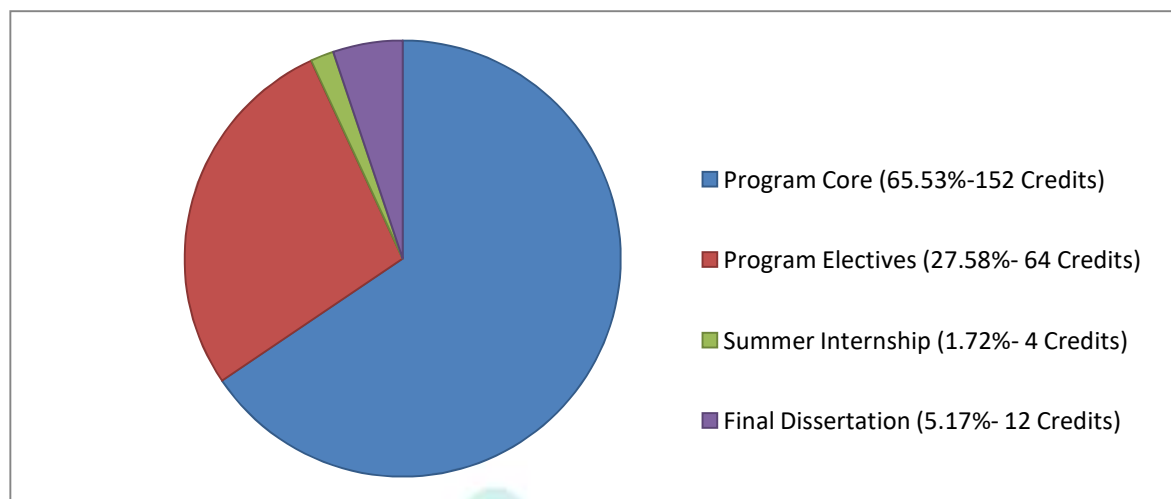
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<u>Operations Specialisation</u>			
Supply Chain Management		40	4
Operations Analytics		40	4
Service Operations Management		40	4
Manufacturing Resource Planning & Control		40	4
Materials Management		40	4
<u>Marketing Specialisation</u>			
Sales Management		40	4
Marketing Strategy		40	4
Consumer Behaviour		40	4
Services Marketing		40	4
Product & Brand Management		40	4
<u>Semester IV</u>			
<u>Common Subject:</u>			
Project Management		40	4
Program Electives	27.45%	560	56
<u>Semester I</u>			
Effective and Management Communication		40	4
Organisational Behaviour		40	4
Negotiation and Selling Skills		40	4

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<u>Semester II</u>			
Analysis of Financial Statements		40	4
Entrepreneurship Management		40	4
Developing teams & Effective leadership		40	4
<u>Semester III</u>			
Investment Banking		40	4
Global HRM		40	4
TQM		40	4
Retail Management		40	4
<u>Semester IV</u>			
<u>Finance Specialisation</u>			
Commercial Banking		40	4
<u>Human Resource Specialisation</u>			
OD and Change Management		40	4
<u>Operations Specialisation</u>			
Strategic Sourcing in Supply Management		40	4
<u>Marketing Specialisation</u>			
Integrated Marketing Communications		40	4
<u>Summer Internship</u>	1.96%		4
<u>Final Projects/Dissertation</u>	5.88%		12
General Management			4
Functional Specialisation			4
Social Relevance			4
Total number of Credits			232



MMS Batch 2021-23

Course Components	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of Credits
Program Core:	65.53%	1520	152
<u>Semester I</u>			
Perspective Management		40	4
Financial Accounting		40	4
Business Statistics		40	4
Operations Management		40	4
Managerial Economics		40	4
<u>Semester II</u>			
Marketing Management		40	4
Financial Management		40	4
Operations Research		40	4
Business Research Methods		40	4
Human Resource Management		40	4

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<u>Semester III</u>			
Common Subjects:			
International Business		40	4
Strategic Management		40	4
<u>Finance Specialisation</u>			
Financial Markets and Institutions		40	4
Corporate Valuation and Mergers & Acquisitions		40	4
Security Analysis and Portfolio Management		40	4
Financial Regulations		40	4
Derivatives and Risk Management		40	4
<u>Systems Specialisation</u>			
Database Management System & Data Warehousing		40	4
Enterprise Management System		40	4
Big Data and Business Analytics		40	4
Knowledge Management		40	4
Software Engineering		40	4
<u>Human Resource Specialisation</u>			
Training & Development		40	4
Compensation and Benefits		40	4
Competency Based HRM and Performance Management		40	4
Labour Laws and Implications on Technology in HR		40	4
HR Planning and Application of Technology in HR		40	4
<u>Operations Specialisation</u>			

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

Supply Chain Management		40	4
Operations Analytics		40	4
Service Operations Management		40	4
Manufacturing Resource Planning & Control		40	4
Materials Management		40	4
<u>Marketing Specialisation</u>			
Sales Management		40	4
Marketing Strategy		40	4
Consumer Behaviour		40	4
Services Marketing		40	4
Product & Brand Management		40	4
<u>Semester IV</u>			
<u>Common Subject:</u>			
Project Management		40	4
Program Electives	27.58%	640	64
<u>Semester I</u>			
Effective and Management Communication		40	4
Organisational Behaviour		40	4
Negotiation and Selling Skills		40	4
<u>Semester II</u>			
Analysis of Financial Statements		40	4
Entrepreneurship Management		40	4
Developing teams & Effective leadership		40	4
<u>Semester III</u>			

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Investment Banking		40	4
Cloud Computing & Virtualization		40	4
Global HRM		40	4
TQM		40	4
Retail Management		40	4
<u>Semester IV</u>			
<u>Finance Specialisation</u>			
Commercial Banking		40	4
<u>Systems Specialisation</u>			
System Applications and Case Study		40	4
<u>Human Resource Specialisation</u>			
OD and Change Management		40	4
<u>Operations Specialisation</u>			
Strategic Sourcing in Supply Management		40	4
<u>Marketing Specialisation</u>			
Integrated Marketing Communications		40	4
<u>Summer Internship</u>	<u>1.72%</u>		4
<u>Final Projects/Dissertation</u>	<u>5.17%</u>		12
• General Management			4
• Functional Specialisation			4
• Social Relevance			4

Total number of Credits	232
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MMS Batch 2020-22

Course Components	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of Credits
Program Core	65.53%	1520	152
<u>Semester I</u>			
Perspective Management		40	4
Financial Accounting		40	4
Business Statistics		40	4
Operations Management		40	4
Managerial Economics		40	4
<u>Semester II</u>			
Marketing Management		40	4
Financial Management		40	4
Operations Research		40	4
Business Research Methods		40	4
Human Resource Management		40	4
<u>Semester III</u>			
Common Subjects:			
International Business		40	4
Strategic Management		40	4
<u>Finance Specialisation</u>			
Financial Markets and Institutions		40	4
Corporate Valuation and Mergers & Acquisitions		40	4
Security Analysis and Portfolio Management		40	4
Financial Regulations		40	4
Derivatives and Risk Management		40	4
<u>Systems Specialisation</u>			
Database Management System & Data Warehousing		40	4

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Enterprise Management System		40	4
Big Data and Business Analytics		40	4
Knowledge Management		40	4
Software Engineering		40	4
<u>Human Resource Specialisation</u>			
Training & Development		40	4
Compensation and Benefits		40	4
Competency Based HRM and Performance Management		40	4
Labour Laws and Implications on Technology in HR		40	4
HR Planning and Application of Technology in HR		40	4
<u>Operations Specialisation</u>			
Supply Chain Management		40	4
Operations Analytics		40	4
Service Operations Management		40	4
Manufacturing Resource Planning & Control		40	4
Materials Management		40	4
<u>Marketing Specialisation</u>			
Sales Management		40	4
Marketing Strategy		40	4
Consumer Behaviour		40	4
Services Marketing		40	4
Product & Brand Management		40	4
<u>Semester IV</u>			
Common Subject:			
Project Management		40	4
Program Electives	27.58%	640	64

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<u>Semester I</u>			
Effective and Management Communication		40	4
Organisational Behaviour		40	4
Negotiation and Selling Skills		40	4
<u>Semester II</u>			
Legal and Tax Aspects of Business		40	4
Entrepreneurship Management		40	4
Management Information System		40	4
<u>Semester III</u>			
Investment Banking		40	4
Software Project Management		40	4
HR Audit		40	4
TQM		40	4
Retail Management		40	4
<u>Semester IV</u>			
<u>Finance Specialisation</u>			
Commercial Banking		40	4
<u>Systems Specialisation</u>			
System Applications and Case Study		40	4
<u>Human Resource Specialisation</u>			
OD and Change Management		40	4
<u>Operations Specialisation</u>			
Strategic Sourcing in Supply Management		40	4
<u>Marketing Specialisation</u>			
Integrated Marketing Communications		40	4
<u>Summer Internship</u>	<u>1.72%</u>		4
<u>Final Projects/Dissertation</u>	<u>5.17%</u>		<u>12</u>
• General Management			4
• Functional Specialisation			4
• Social Relevance			4

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

Total number of Credits			232
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4.1.3 Transaction of the Curriculum (10)

MMS Batch 2022-24

Course Code	Course Title	Total Number of contact hours				No. of Credits
		Lecture	Tutorial	Practical	Total Hours	
	Semester I					
C101	Perspective Management	40	-	-	-	4
C102	Financial Accounting	40	-	-	-	4
C103	Business Statistics	40	-	-	-	4
C104	Operations Management	40	-	-	-	4
C105	Managerial Economics	40	-	-	-	4
	Semester II					
C201	Marketing Management	40	-	-	-	4
C202	Financial Management	40	-	-	-	4
C203	Operations Research	40	-	-	-	4
C204	Business Research Methods	40	-	-	-	4
C205	Human Resource Management	40	-	-	-	4
	Semester III					
	Common Subjects:					
C301	International Business	40	-	-	-	4
C302	Strategic Management	40	-	-	-	4
	<u>Finance Specialisation</u>					
F304	Financial Markets and Institutions	40	-	-	-	4
F305	Corporate Valuation and Mergers &	40	-	-	-	4

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	Acquisitions					
F306	Security Analysis and Portfolio Management	40	-	-	-	4
F307	Financial Regulations	40	-	-	-	4
F308	Derivatives and Risk Management	40	-	-	-	4
	<u>Human Resource Specialisation</u>					
H304	Training & Development	40	-	-	-	4
H305	Compensation and Benefits	40	-	-	-	4
H306	Competency Based HRM and Performance Management	40	-	-	-	4
H307	Labour Laws and Implications on Technology in HR	40	-	-	-	4
H308	HR Planning and Application of Technology in HR	40	-	-	-	4
	<u>Operations Specialisation</u>					
O304	Supply Chain Management	40	-	-	-	4
O305	Operations Analytics	40	-	-	-	4
O306	Service Operations Management	40	-	-	-	4
O307	Manufacturing Resource Planning & Control	40	-	-	-	4
O308	Materials Management	40	-	-	-	4

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	<u>Marketing Specialisation</u>					
M304	Sales Management	40	-	-	-	4
M305	Marketing Strategy	40	-	-	-	4
M306	Consumer Behaviour	40	-	-	-	4
M307	Services Marketing	40	-	-	-	4
M308	Product & Brand Management	40	-	-	-	4
	Semester IV					
	Common Subject:					
C401	Project Management	40	-	-	-	4
	Program Electives:					
	Semester I					
C106	Effective and Management Communication	40	-	-	-	4
C109	Organisational Behaviour	40	-	-	-	4
C112	Negotiation and Selling Skills	40	-	-	-	4
	Semester II					
C211	Analysis of Financial Statements	40	-	-	-	4
C212	Entrepreneurship Management	40	-	-	-	4
C214	Developing teams & Effective leadership	40	-	-	-	4
	Semester III					
F310	Investment Banking	40	-	-	-	4
H310	Global HRM	40	-	-	-	4
O314	TQM	40	-	-	-	4
M309	Retail Management	40	-	-	-	4

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	Semester IV					
	<u>Finance Specialisation</u>					
F405	Commercial Banking	40	-	-	-	4
	<u>Human Resource Specialisation</u>					
H405	OD and Change Management	40	-	-	-	4
	<u>Operations Specialisation</u>					
O406	Strategic Sourcing in Supply Management	40	-	-	-	4
	<u>Marketing Specialisation</u>					
M405	Integrated Marketing Communications	40	-	-	-	4
C303	Summer Internship					4
	<u>Final Projects/Dissertation</u>					
C402	• General Management	-	-	-	-	4
C403	• Functional Specialisation	-	-	-	-	4
C404	• Social Relevance	-	-	-	-	4
	Total	2040				204

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MMS Batch 2021-23

Course Code	Course Title	Total Number of contact hours				No. of Credits
		Lecture	Tutorial	Practical	Total Hours	
	Semester I					
C101	Perspective Management	40	-	-	-	4
C102	Financial Accounting	40	-	-	-	4
C103	Business Statistics	40	-	-	-	4
C104	Operations Management	40	-	-	-	4
C105	Managerial Economics	40	-	-	-	4
	Semester II					
C201	Marketing Management	40	-	-	-	4
C202	Financial Management	40	-	-	-	4
C203	Operations Research	40	-	-	-	4
C204	Business Research Methods	40	-	-	-	4
C205	Human Resource Management	40	-	-	-	4
	Semester III					
	Common Subjects:					
C301	International Business	40	-	-	-	4
C302	Strategic Management	40	-	-	-	4
	<u>Finance Specialisation</u>					
F304	Financial Markets and Institutions	40	-	-	-	4
F305	Corporate Valuation and Mergers & Acquisitions	40	-	-	-	4

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F306	Security Analysis and Portfolio Management	40	-	-	-	4
F307	Financial Regulations	40	-	-	-	4
F308	Derivatives and Risk Management	40	-	-	-	4
	<u>Systems Specialisation</u>					
S304	Database Management System & Data Warehousing	40	-	-	-	4
S305	Enterprise Management System	40	-	-	-	4
S306	Big Data and Business Analytics	40	-	-	-	4
S307	Knowledge Management	40	-	-	-	4
S308	Software Engineering	40	-	-	-	4
	<u>Human Resource Specialisation</u>					
H304	Training & Development	40	-	-	-	4
H305	Compensation and Benefits	40	-	-	-	4
H306	Competency Based HRM and Performance Management	40	-	-	-	4
H307	Labour Laws and Implications on Technology in HR	40	-	-	-	4
H308	HR Planning and Application of Technology in HR	40	-	-	-	4

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	<u>Operations Specialisation</u>					
O304	Supply Chain Management	40	-	-	-	4
O305	Operations Analytics	40	-	-	-	4
O306	Service Operations Management	40	-	-	-	4
O307	Manufacturing Resource Planning & Control	40	-	-	-	4
O308	Materials Management	40	-	-	-	4
	<u>Marketing Specialisation</u>					
M304	Sales Management	40	-	-	-	4
M305	Marketing Strategy	40	-	-	-	4
M306	Consumer Behaviour	40	-	-	-	4
M307	Services Marketing	40	-	-	-	4
M308	Product & Brand Management	40	-	-	-	4
	Semester IV					
	Common Subject:					
C401	Project Management	40	-	-	-	4
	Program Electives:					
	Semester I					
C106	Effective and Management Communication	40	-	-	-	4
C109	Organisational Behaviour	40	-	-	-	4
C112	Negotiation and Selling Skills	40	-	-	-	4
	Semester II					
C211	Analysis of Financial Statements	40	-	-	-	4
C212	Entrepreneurship Management	40	-	-	-	4

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C214	Developing teams & Effective leadership	40	-	-	-	4
	Semester III					
F310	Investment Banking	40	-	-	-	4
S309	Cloud Computing & Virtualization	40	-	-	-	4
H310	Global HRM	40	-	-	-	4
O314	TQM	40	-	-	-	4
M309	Retail Management	40	-	-	-	4
	Semester IV					
	<u>Finance Specialisation</u>					
F405	Commercial Banking	40	-	-	-	4
	<u>Systems Specialisation</u>					
S406	System Applications and Case Study	40	-	-	-	4
	<u>Human Resource</u>					
	<u>Specialisation</u>					
H405	OD and Change Management	40	-	-	-	4
	<u>Operations Specialisation</u>					
O406	Strategic Sourcing in Supply Management	40	-	-	-	4
	Marketing Specialisation					
M405	Integrated Marketing Communications	40	-	-	-	4
C303	Summer Internship					4
	Final					

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	Projects/Dissertation					
C402	General Management	-	-	-	-	4
C403	Functional Specialisation	-	-	-	-	4
C404	Social Relevance	-	-	-	-	4
	Total	2320				232



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MMS Batch 2020-22

Course Code	Course Title	Total Number of contact hours				No. of Credits
		Lecture	Tutorial	Practical	Total Hours	
	Semester I					
C101	Perspective Management	40	-	-	-	4
C102	Financial Accounting	40	-	-	-	4
C103	Business Statistics	40	-	-	-	4
C104	Operations Management	40	-	-	-	4
C105	Managerial Economics	40	-	-	-	4
	Semester II					
C201	Marketing Management	40	-	-	-	4
C202	Financial Management	40	-	-	-	4
C203	Operations Research	40	-	-	-	4
C204	Business Research Methods	40	-	-	-	4
C205	Human Resource Management	40	-	-	-	4
	Semester III					
	Common Subjects:					
C301	International Business	40	-	-	-	4
C302	Strategic Management	40	-	-	-	4
	<u>Finance Specialisation</u>					
F304	Financial Markets and Institutions	40	-	-	-	4
F305	Corporate Valuation and Mergers & Acquisitions	40	-	-	-	4

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F306	Security Analysis and Portfolio Management	40	-	-	-	4
F307	Financial Regulations	40	-	-	-	4
F308	Derivatives and Risk Management	40	-	-	-	4
	<u>Systems Specialisation</u>					
S304	Database Management System & Data Warehousing	40	-	-	-	4
S305	Enterprise Management System	40	-	-	-	4
S306	Big Data and Business Analytics	40	-	-	-	4
S307	Knowledge Management	40	-	-	-	4
S308	Software Engineering	40	-	-	-	4
	<u>Human Resource Specialisation</u>					
H304	Training & Development	40	-	-	-	4
H305	Compensation and Benefits	40	-	-	-	4
H306	Competency Based HRM and Performance Management	40	-	-	-	4
H307	Labour Laws and Implications on Technology in HR	40	-	-	-	4
H308	HR Planning and Application of Technology in HR	40	-	-	-	4
	<u>Operations Specialisation</u>					
O304	Supply Chain Management	40	-	-	-	4
O305	Operations Analytics	40	-	-	-	4
O306	Service Operations	40	-	-	-	4

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	Management					
O307	Manufacturing Resource Planning & Control	40	-	-	-	4
O308	Materials Management	40	-	-	-	4
	<u>Marketing Specialisation</u>					
M304	Sales Management	40	-	-	-	4
M305	Marketing Strategy	40	-	-	-	4
M306	Consumer Behaviour	40	-	-	-	4
M307	Services Marketing	40	-	-	-	4
M308	Product & Brand Management	40	-	-	-	4
	Semester IV					
	Common Subject:					
C401	Project Management	40	-	-	-	4
	Program Electives					
	Semester I					
C106	Effective and Management Communication	40	-	-	-	4
C109	Organisational Behaviour	40	-	-	-	4
C112	Negotiation and Selling Skills	40	-	-	-	4
	Semester II					
C206	Legal and Tax Aspects of Business	40	-	-	-	4
C212	Entrepreneurship Management	40	-	-	-	4
C214	Management Information System	40	-	-	-	4

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	Semester III					
F310	Investment Banking	40	-	-	-	4
S314	Software Project Management	40	-	-	-	4
H314	HR Audit	40	-	-	-	4
O314	TQM	40	-	-	-	4
M309	Retail Management	40	-	-	-	4
	Semester IV					
	<u>Finance Specialisation</u>					
F405	Commercial Banking	40	-	-	-	4
	<u>Systems Specialisation</u>					
S406	System Applications and Case Study	40	-	-	-	4
	<u>Human Resource Specialisation</u>					
H405	OD and Change Management	40	-	-	-	4
	<u>Operations Specialisation</u>					
O406	Strategic Sourcing in Supply Management	40	-	-	-	4
	<u>Marketing Specialisation</u>					
M405	Integrated Marketing Communications	40	-	-	-	4
C303	Summer Internship					4
	<u>Final Projects/Dissertation</u>					
C402	• General	-	-	-	-	4

	Management					
C403	Functional Specialisation	-	-	-	-	4
C404	Social Relevance	-	-	-	-	4
	Total	2320				232

4.1.4 Overall quality and level of program curriculum (15 Marks)

The University of Mumbai designed its curriculum with an evaluation process taking the top B- Schools across country. The program has been designed in order to prepare students for careers in a variety of areas both domestically and internationally. The MMS program enables students to adopt an integrated approach to real-world events and circumstances by facilitating the absorption and application of knowledge in theory and practice across numerous functional areas of management. As per the University of Mumbai syllabus, 2016-17, the MMS curriculum has been reorganized and altered in light of the skill sets that are now needed in the industry in light of the new business climate. Additionally, it makes an effort to match the program's design and course content to students' objectives and the demands of the business world.

IIBM believes in holistic development. IIBM works to uphold the overall standard of the University of Mumbai-created program curriculum. Following are the classroom and additional interactive initiatives undertaken by IIBM to align with the desired quality of the program:

- Regular conduct of academic sessions including case study, presentation, assignment, news analysis, and live simulations.
- Industrial Visits – National & International
- Social Relevance activities
- Corporate Interaction Series
- Mentoring Sessions
- Lectures by Industry Experts
- Personality Development Programs
- Skill upgradation training sessions

4.2. Learning Processes (100 Marks)

4.2.1 : Describe Processes followed to improve quality of Teaching & Learning (40 Marks)

Improving the quality of teaching and learning involves implementing various processes and strategies to enhance the educational experience for both Teachers and Students.

1. Program development: The building blocks of successful teaching and learning are sound curriculum. The Board of Studies of the University of Mumbai created the curriculum with the goal of enhancing student mind-set, teaching students how to multitask, and producing well-educated leaders and managers who are responsible citizens.
2. Professional Learning: Professors engage in on-going professional development to be abreast of the most recent subject matter, instructional strategies, and teaching practices. Faculty members are also encouraged to participate in seminars, conferences, which improve their ability to teach, assist them to learn new information, and allow them to exchange best practices.
3. Evaluation and suggestions: Effective assessment procedures help to raise learning results. Quizzes, simulations, class discussions, and assignments that serve as formative assessments provide students and teachers quick feedback for area of improvement. At the conclusion of a course, summative evaluations, such as examinations assess student's learning.
4. Engaging Learning Strategies: IIBM undertakes group presentations, conversations, and simulations. These strategies encourage creative thinking, active engagement, and critical thinking, which improves learning outcomes.
5. Promoting Learning Environment: Successful instruction and learning depends on the development of a pleasant and encouraging learning environment. IIBM encourages open communication, building a courteous and inclusive classroom environment, and offering emotional support to children. Engagement and motivation are increased through fostering peer cooperation and partnerships between students and teachers.
6. Analysis of Data and Feedback Cycle: Analysing student performance data, such as Exam results, attendance, and participation, on a regular basis enables the identification of improvement areas and serves to guide instructional decisions. Targeted interventions, modifications to teaching methods, and individualized assistance are all made possible by analyzing the data and giving instructors and students feedback.

Adherence to Academic calendar

The academic calendar is made generally in the month of June (depends on University of Mumbai Program commencement dates), and is followed through the year barring any emergencies or unforeseen circumstances. The Academic Calendar includes the start and conclusion dates of all key events, such as Induction, semester-by-semester advancement, exams, co-curricular activities, project length, and holidays.

The calendar is being hosted on the official website and displayed on the notice board. When designing class schedules, the institute puts a lot of focus on how evenly the sessions are dispersed among the students across the semester. This improves the effectiveness and quality of teaching and learning processes.

Some such methods are as follows:

1. Lecture and interactive learning
2. Presentations
3. Case study discussion / News analysis / Class discussions / Role Plays
4. Use of information and communication technology (ICT)
5. Experiential Learning
6. Employment Skill Certifications

Methodologies to support weak students and encourage bright students:

a) **Mentoring Session:**

Every year students are allotted with mentors according to their specialisation. In a mentoring session, the focus is on providing guidance and support to mentees. The aim is to identify their individual strengths and weaknesses, and work towards maximizing their potential.

Ultimately, the goal of a mentoring session is to empower both bright and weak students by leveraging their strengths while addressing areas of improvement. This approach ensures that each student receives the necessary guidance and encouragement to thrive academically and personally.

- Remedial Classes** are held following the announcement of the end-of-term exam results, are another approach for assisting the weak students. Remedial classes are being planned for failing students in order to help them perform well in the re-examination. IIBM has always supported weak students by offering them assistance and moral support.
- Extended library hours:** IIBM ensures that student' especially weak ones who require additional reading hours facilitated by extended library hours up till 8.00 p.m. daily.
- Counselling Sessions:** The mental health of students is a priority for IIBM. We have an **in- house counsellor** who meets the students who has personal problems maintaining the privacy to support them in resolving their issues and making the necessary changes in their life. Those students identified by faculty requiring emotional support are also referred to the in-house counsellor for further assistance.
- Participation in Seminars and Conferences:** Students are encouraged to participate in conferences and seminars and write research papers.
- Value Addition Courses:** Institute provides various value addition courses to bridge the gap between academics and Industry requirements. These courses are assessed and graded individually clearly marking their respective performance for the certification. Following are the additional Employment Skill Certifications courses provided in association with Educational Partners:
 - Digital Marketing
 - Financial Modelling
 - Advanced Excel
 - Business Analytics

- Financial Planning
- Investment Banking
- SQL and Tableau

g) Student feedback of teaching learning process and action taken

The feedback procedure emphasizes quantitative evaluation of several aspects crucial for instructing the learning process. After each semester, the input is gathered. In order to assist the faculty improve on the comments made, feedback is shared with the concerned professor from the Director's office. Considering the students' learning objectives and any potential problems they may be having, the faculty members take this input seriously and make the necessary adjustments to the way the courses are delivered. Faculty with above-average feedback are urged to scale up, while those with below-average feedback are included in thorough conversations to identify their areas of weakness and implement the necessary corrective measures. The actions might include encouraging faculty members to develop their teaching abilities, offering advice on how to enhance particular aspects of the teaching and learning process, and taking any other appropriate action.



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Format of Faculty Feedback form

Vishweshwar Education Society's

INDIRA INSTITUTE OF BUSINESS MANAGEMENT

Faculty Feedback

Date: _____

Name of the Faculty : Subject:			
Parameters	Excellent (Y/N)	Good (Y/N)	Ordinary (Y/N)
Content (Subject knowledge. Case studies, assignments)			
Delivery (Communication, clarity of explaining concepts, syllabus completion etc.)			
Support Criteria (Quality of PPTs, notes, etc.)			
Overall performance			
Comments, if any			

N A V I M U M B A I

4.2.2. Quality of continuous assessment and evaluation processes (40 Marks)

We, at IIBM, diligently follows the assessment and evaluation criteria set by University of Mumbai. As per the examination ordinance passed by University of Mumbai, semester wise performance assessment of each student is to be carried out through various modes of examinations. These include Internal Assessment and End Semester Examination.

The modes of evaluation and distribution of weightage for each of the assessments is given below:

Types of Assessments	Weightage
Internal	40%
External	60%

a) Internal Assessments:

It is one of the most important assessments of class activities. We at IIBM, assess the performance of students at each semester on various parameters set by University of Mumbai. A proper record and evaluation are given importance due to its weightage. IIBM continuously evaluates the students as part of continuous assessment to make sure that student learning occurs in stages. The following criteria are used together in the internal assessments to guarantee the students' on-going development:

- Attendance and Class Room Participation
- Any of the following:
 - Mid-term test
 - Group presentation
 - Case studies
 - Assignments
 - Projects
 - Quiz
 - Viva-Voce

Absenteeism / Non-Submission of Internal Assessments:

The Exam department deals with student absenteeism and failure to turn in required internal assessments. When a student misses any of the internal evaluations mentioned above, the course faculty can make the necessary decisions, such as giving the student another chance in the form of assignment.

b) External Assessment:

The end semester examination is held at the end of the Semester and the relative weightage is 60%. It is normally of 2 hours duration and covers the full syllabus of the course. The question paper is set by taking into consideration all the Course Outcomes equally. The end semester examination is mandatory. The grades can be awarded only after successful completion of both Internal Assessment and End Semester Examination of the respective course.

Semester I

Subject: Effective and Management Communication

Faculty: Dr. Monica Khanna



**Indira Institute of Business Management
MMS Semester I Term End Examination**



Subject: Effective and Management Communication

Date:

Instructions:

1. Question no. 1 is compulsory.

2. Attempt any 4 questions out of 6 questions.

Maximum Marks: - 60

Time: -2 hours

Q1. Read the following case study and answer the questions below: (20 Marks)

Case Study – PayPal

The digital payment company needed to address an internal report that revealed not all their employees were using the PayPal app. The President, David Marcus, wrote a company-wide memo to all staff regarding the problem.

He took a heavy-handed approach to the matter. He told his staff to use the product or quit:

“If you are one of the folks who refused to install the PayPal app or if you can’t remember your PayPal password, do yourself a favor, go find something that will connect with your heart and mind elsewhere.”

The memo was leaked to the press. It generated widespread coverage across the media and left customers wondering what was wrong with an app that PayPal’s own staff wouldn’t use.

1. Explain the process of communication using the case as an example. Mention the various elements in the process of communication.
2. Evaluate the memo using the seven C’s of communication to highlight communication issues.
3. Analyze the memo from the perspective of downward and upward communication in an organization.
4. Apply your knowledge to rewrite the memo to make it more effective.

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Attempt any 4 out of 6 questions: (10 Marks each)

Q2. What are some barriers to communication that take place in a classroom? Explain using examples.

Q3.

(a) Compose an enquiry letter to ABC Mobiles asking for quotations for mobile phones.

(b) Draft a letter of complaint to ABC Mobiles after receiving faulty mobile phones.

Q4. Analyze the problems that occur in cross-cultural communication and suggest ways to resolve them.

Q5. Prepare a report for your CEO on the decline in sales over the past year and offer recommendations to improve the sales performance.

Q6. Write short notes on:

(a) Types of Meetings

(b) Advantages of Communication Technology

Q7. Examine how non-verbal communication can enhance the effectiveness of public speaking.

Mapping of CO-PO

Question No.	Cognitive Level (Bloom's)	Course Outcome	Program Outcome	Difficulty Level
1.1	Apply	CO2	PO3	3 (Moderate)
1.2	Evaluate	CO1	PO4	4 (Hard)
1.3	Analyze	CO3	PO1	4 (Hard)
1.4	Apply	CO4	PO2	3 (Moderate)
2	Apply	CO3	PO2	2 (Easy)
3a	Apply	CO1	PO4	3 (Moderate)
3b	Apply	CO1	PO4	3 (Moderate)
4	Analyze	CO3	PO1	4 (Hard)
5	Apply	CO2	PO3	3 (Moderate)
6	Apply	CO4	PO2	2 (Easy)
7	Analyze	CO3	PO1	3 (Moderate)

xxxxxxxxxxxxxxxx The End xxxxxxxxxxxxxxxxxxxx

Evaluation Criteria:

- Under the credit based grading system of MMS programme, a learner in order to pass has to obtain minimum 50% marks in aggregate consisting of minimum 50% marks in each set of the examinations separately i.e. internal examination and external examination, as per the standard of passing.
- Learner(s), who do not obtain minimum 50% marks in subject(s)/paper(s)/course(s) either in the internal assessment or in the external examination or both, shall be declared as “Fail” as per the standard of passing of examination.
- A learner failing in not more than two subjects/papers/courses in the Semester I exam shall be allowed to keep terms in Semester II of the MMS programme.
- A learner who has failed in more than two subjects/papers/courses in the Semester I exam, shall not be permitted to proceed to Semester II of his/her first year MMS programme. He/ She will, however, be eligible to re – appear for the subjects in which he /she has failed in the first semester by re – registering himself/herself in the supplementary examination to be conducted by the institute.
- A learner who has passed in both the semester examinations conducted by the institute i.e.: Semester I and Semester II examinations shall be eligible for admission into Semester III of the MMS programme.
- A learner failing in not more than two subjects/papers/courses in the Semester III examination shall be allowed to keep terms in Semester IV of the MMS programme.

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- A learner failing in not more than two subjects/papers/courses in the Semester III examination shall be allowed to keep terms in Semester IV of the MMS programme.
- A learner who has passed in all of the semester examinations of MMS i.e Semester I, Semester II, Semester III, Semester IV examinations shall not be allowed to re – register himself/herself for improvement of his/her semester examination results.
- A learner who has not appeared in the internal examinations conducted by the institute for due to hospitalization shall as a special case be permitted to appear in those subject(s)/course(s)/paper(s) in the supplementary examination conducted by the institute after he/she furnishes a valid medical certificate certified by the rank of a civil surgeon or superintendent of Government hospital to the satisfaction of the Director of the institute.

Grading of Performance:

Letter Grade and Grade Point Allocation

In every Course, based on the combined performance in all assessments, in a particular Semester as per the curriculum/syllabus, the student is awarded a letter grade. These letter grades not only indicate a qualitative assessment of the learner's performance but also carry a quantitative (numeric) equivalent called the Grade Point. The letter grades and their equivalent grade point applicable as per University of Mumbai for the MMS program are given below:

A learner who remains absent in any form of evaluation/examination, letter grade allocated to him/her should be AB and corresponding grade point is zero. He/She should reappear for the said evaluation/examination in due course.

Range of percentage of Marks	Letter Grade	Grade Point	Performance	SGPA / CGPA Range
80 and above	O	10	Outstanding	9.51 – 10
75-79.99	A+	9	Excellent	8.51 – 9.50
70-74.99	A	8	Very Good	7.51 – 8.50
65-69.99	B+	7	Good	6.51 – 7.50
60-64.99	B	6	Fair	5.51 – 6.50
55-59.99	C	5	Average	4.51 – 5.50
50-54.99	P	4	Pass	4.0 – 4.50
Below 50	F	0	Fail	< 4
Absent	AB	0	Fail	-

Heads of Passing:

Internal Assessment (IA) and End Semester Examination (ESE) should be two separate heads for passing. E.g. 40 marks (IA), 60 marks (ESE). Passing standard will be 50% in each individually, i.e 20 marks in (IA) and 30 marks in ESE.

Promotion of Learner and Award of Grades:

A learner will be declared PASS and be eligible for Grade if a learner secures at least 50% marks separately in each head of passing as mentioned above.

Report Card will contain only Grades and no numerical marks.

At the end of each Semester the Grade card which states the performance of the learner in that Semester, is prepared and issued to the learner. The Grade Card will contain the courses undertaken by the learner, credits of each course, Grade obtained by the learner and SGPA / CGPA in the format given by the University.

Assessment and/or End Semester Examination in one or more courses:

- A learner who PASSES in the Internal Assessment but FAILS in the End Semester Examination of the course shall reappear for the End Semester Examination of that course. However his/her marks of the Internal Assessment shall be carried over and he/she shall be entitled for grade obtained by him/her on passing.
- A learner who PASSES in the End Semester Examination but FAILS in the Internal Assessment of the course shall reappear for the Internal Assessment of that course. However his/her marks of the End Semester Examination shall be carried over and he/she shall be entitled for grade obtained by him/her on passing.

Review and Revaluation:

If Students are not satisfied with their assessment then they can apply for revaluation where the actual marks scored by the students are hidden and it is revaluated by another faculty. The result of the same will be communicated by the Exam department to the concerned student.

4.2.3. Quality of student reports/dissertation (20 Marks)

The program curriculum includes four mandatory projects and they are as follows:

1. Summer Internship Project (Semester III)
2. General Management Project (Semester IV)
3. Functional specialisation Project (Semester IV)
4. Social Relevance Project (Semester IV)

The primary focus of mentoring and monitoring the student project is to ensure a good quality project work by each of the students. It is a step towards movement from rote learning to research based learning characterized by scientific and logical thinking. It aims at developing research aptitude, domain-specific critical knowledge, and understanding of business management concepts, strategies, and ideas.

Allocation of Projects and Faculty Guides for Summer Internship Project

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The syllabus of University of Mumbai facilitates industry exposures to the students through mandatory summer internship project of which formal reports are made, assessed through a viva voce by a panel of internal faculty and external industry experts and submitted to the Institute for official records in the form of a black bound book.

These projects are finalised and allocated on the basis of subject specialisation preference chosen by the student.

Faculty guides are allocated to the students based on the concerned faculty background, exposure, experience and subject specialisations.

The placement office after due assessment of the student specialisation preference receives floats the data to different companies who are interested to provide internship opportunity to the students. Based on the company response received students are accordingly finalised for the project in the company after undertaking the due screening process by the company.

Assessments includes occasional visits by the faculty guides to the respective companies to meet the company manager and the student and a final viva voce held in the Institute campus at the end of the term.

The segregation of 100 marks as per University of Mumbai parameters for SIPs at IIBM is given below:

SIP Assessment Parameters and Marks:

Sr. No.	Parameters	Marks
1	Knowledge of Projects:	20
2	Communication and Presentation Skills	20
3	Findings and Recommendations	20
4	Black Book Report (Clarity and Presentation)	10
5	Q&A	10
6	Guide Assessment	20
Total marks		100

- a) Summer Internship Project:** The Summer Internship Projects are finalised by the Placement office in consultation with the companies available to provide internship projects to the students. As per University of Mumbai norms the SIP for the MMS program is timed for two months. Students are allocated faculty guide based on their domain specialisation and the company representatives/managers to whom the students report for their project are finalised as their company guide.

1. COMPONENTS OF THE REPORT

The sequence of arranging & binding the project report material will be as follows.

1. Cover Page & Title page 2. Declaration by the Student 3. Company Certificate 4. Certificate by the Guide 5. Acknowledgment 6. Table of Contents 7. Abstract/ Executive Summary: The abstract is a summary of the work done in the months when you were an intern in the organization. It must include the objectives of the project undertaken, details of your study, your findings, and recommendations from your learnings. Limit yourself to one page. 8. Chapters (body of text): Content of individual chapters as mentioned below 9. List of tables (if any) 10. List of Figures (if any) 11. Bibliography 12. Annexures/Appendices (if any)
Chapter 1: Introduction
Chapter 2 Profile of the Organisation
Chapter 3: SWOT Analysis of the project
Chapter 4: Process /Workflow study & Analysis
Chapter 5: Conclusions
Chapter 6: Bibliography

2. FORMAT OF THE PROJECT REPORT:

Leave a blank page at the beginning and end of the report.

- Type of Paper- Executive Bond (White)
- Paper Size- 8.27” x 11.69” (A4 Size)
- Font- Times New Roman
- Font Size-
 - Chapter Title- 22 (Bold)
 - Heading- 16 (bold)
 - Sub heading 14 (bold)

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- Body of Text 12 (normal)
- Foot notes 10 (normal)
- Margins- 1” minimum from all four sides.
- Line spacing- 1.5 lines
- Text Alignment- Left aligned
- Cover Sheet- Bound in Black Resin with lettering in golden embossing or screen printing
- Binding- perfect binding with hard bound cover
- Printing- One sided only.

(Do not use page border or borders around text. Do not insert tracing sheet, ornamental papers, designs etc.)

3. STYLE OF WRITING:

- Every chapter must begin on new page.
- There should be at least one blank line between two paragraphs.
- Page numbers are mandatory and should be given at the bottom (centre) only.
- Diagrams and figures should, as far as possible, follow immediately after they are referred to in the text.
- Diagrams and figures should be numbered as x.x (eg. Fig. 3.1 for the first figure in chapter 3) in the text of the discussion. The actual diagram / table would be followed by the caption in the format: Fig. x.x: Figure Caption
- The Length of the report should be between 20 to 30 pages.

4. SUBMISSION

Two Hard bound copies of the project report along with a soft copy should be submitted to the faculty mentor on or before the scheduled date.

Allocation of Projects and Faculty Guides for Final Project/Dissertation

The syllabus of University of Mumbai additionally facilitates industry exposures to the students through mandatory Final Project/Dissertation of which formal reports are made, assessed through a viva voce by a panel of internal faculty and external industry experts and submitted to the Institute for official records in the form of a black bound book.

These projects are a mandatory part of the curriculum for every student in the final year irrespective of their subject specialisation.

Faculty guides are allocated to the students based on the concerned faculty background, exposure, experience and subject specialisations. Students are allocated to the faculty members based on their domain specialization. Students meet their faculty guides and crystallize the topic for the General Management, Functional specialisation and Social Relevance projects.

The Specialisation project titles are usually based on contemporary research themes, General Management projects are based on general management themes and Social Relevance Project projects are based on CSR activities undertaken by various NGOs and Corporates. Project guidance involves

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close interactions and discussions between the Faculty guides and Students for providing meaningful advice in the project work, which in turn, results in enhancement of the quality of project and bridging the gap between theoretical knowledge and industry application among the students.

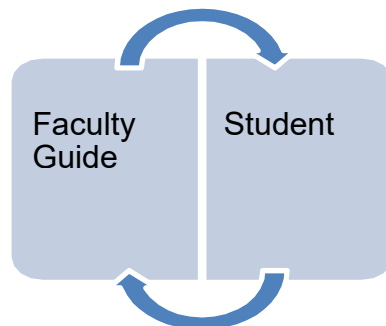
The segregation of 100 marks per project as per University of Mumbai parameters for Final Project/Dissertation at IIBM is given below:

Final Project/Dissertation Assessment Parameters and Marks:

Sr. No.	Parameters	Marks
1	<u>Internal Guide Assessment:</u> a) Choice of Project (5 marks) b) Definition of Objectives and Scope of the Study (10 marks) c) Research Methodology of study (10 marks) d) Field work (10 marks) e) Analysis of data, Report writing and Language (10 marks) f) Recommendations, Suggestions and Bibliography (10 marks) g) Applicability of study(05 marks)	60
2	<u>External Viva Voce:</u> a) Challenges, Objectives and Scope (10 marks) b) Report, Methodology and Literature (10 marks) c) Data Analysis, Interpretation and Recommendations(15 marks) d) Communication and Language (5 marks)	40
Total marks		100

- b) Final Project/Dissertation:** The syllabus of University of Mumbai additionally facilitates industry exposures to the students through mandatory Final project/dissertation of which formal reports are made, assessed through a viva voce by a panel of internal faculty and external industry experts and submitted to the Institute for official records. The reporting hierarchy of Final Project/Dissertation is as stated below:

Hierarchy of Final Project/Dissertation:



Format of final/dissertation report

(Cover Page)



Vishweshwar Education Society's
Indira Institute of Business Management



PROJECT REPORT ON

GENERAL MANAGEMENT /SPECIALIZATION/SOCIAL RELEVANCE

TITLE OF THE PROJECT

Submitted in partial fulfillment for the award of the degree of

MASTER OF MANAGEMENT STUDIES
UNIVERSITY OF MUMBAI

Submitted by Mr. / Ms.

ROLL NO.

2019-21

Under The Guidance of Dr. / Prof./ Mr./ Ms.

DECLARATION

I hereby declare that this project report submitted by me in partial fulfillment of the requirement for the award of **MASTER OF MANAGEMENT STUDIES (MMS)** of the University of Mumbai is a bonafide work undertaken by me and it has not been submitted to any other University or institution for the award of any other degree or diploma certificate or published any time before.

Name:

Roll No.:



Signature of the student



Vishweshwar Education Society's
Indira Institute of Business Management



Certificate

This is to certify that the project entitled ‘-----’ submitted by **Mr/Miss** _____ in partial fulfilment for the award of Master of Management Studies of Mumbai University is his/ her original work and does not form any part of the projects undertaken previously.

Date:

IIBM
INDIRA INSTITUTE OF
BUSINESS MANAGEMENT
N A V I M U M B A I

Dr. /Prof./Mr./Ms.

DIRECTOR

(PROJECT GUIDE)

ACKNOWLEDGEMENT

This project has been a great learning experience for me. I take this opportunity to thank Dr. / _____, my internal project guide whose valuable guidance & suggestions made this project possible. I am extremely thankful to him/her for his/her support. He/She has encouraged me and channelized my enthusiasm effectively.

I express my heart-felt gratitude towards my parents, siblings and all those friends who have willingly and with utmost commitment helped me during the course of my project work.

I also express my profound gratitude to Dr. SUSY KURIAKOSE, Incharge Director of Indira Institute of Business Management for giving me the opportunity to work on the projects and broaden my knowledge and experience.

I would like to thank all the professors and the staff of Indira Institute of Business Management especially the Library staff who were very helpful in providing books and articles I needed for my project.

Last but not the least, I am thankful to all those who indirectly extended their co-operation and invaluable support to me.

EXECUTIVE SUMMARY

(Briefing about project)

Contents

Chapter No.	Description	Page No.
I	INTRODUCTION General Introduction to the study Statement of the Problem Objectives Scope of the Study Formulation of the hypothesis(if any) Limitations of the Study (any other background history of the study)	
II	REVIEW OF LITERATURE	
	(ANY OTHER CHAPTERS DEPENDING ON THE TOPIC)	
III	METHODOLOGY Research Design Data collection Methods Tools of questionnaire design Sampling Design Statistical tools used	
IV	DATA ANALYSIS(RESULTS OF THE STUDY) Tables, Graphs, Charts and inferences	
V	FINDINGS(DISCUSSION)	
VI	CONCLUSION	
	BIBLIOGRAPHY / REFERENCES	(no page number)
	APPENDICES	(no page number)

Relevance of the reports and their contribution towards the attainment of POs

1. Summer Internship Project Report:

Two-months Industry project aims to provide exposure to the real environment of an industry. This learning stint with the industry is envisaged to put an intern into multiple roles, under the company guide. SIP proves to be a good support, especially for students who are fresher's and have no industry experience prior to their placements. It also aids in giving the students first hand exposure to understand business management practices and applications in the real world as studied in the text books. The industry internship placement process is facilitated by the Placement Office.

The relevance of the project includes:

- ✓ Study of the organisations' work culture, practices, policies, growth trajectory, competitors, its products and services, parentage, business performance and overall information about the company.
- ✓ Application of knowledge and techniques learnt in the first year, further enriching one's understanding, knowledge, and skills.
- ✓ Understanding an organization, its management functions, and decision-making process better and thereby enhancing one's perspectives.
- ✓ Appreciating the inter-linkages among different functions and developing realistic managerial perspectives of organization, their realities and their functions.

POs Mapping of Summer Internship Project:

Type of Project	PO1	PO2	PO3	PO4	PO5	PSO1
1. Summer Internship	3	3	3	2	3	3

2. General Management Project Report:

It is a project which is designed to encourage students to take multidisciplinary research work wherein students use their overall business management learning in the preceding semesters. This project ensures the integration of application in various areas of Management by undertaking a problem in business or a comprehensive piece of research on contemporary business management topics. In a management course, it is highly relevant to explore new insights, understanding, and knowledge in research.

The relevance of the project includes:

- ✓ To develop ideas and conceptual models on generic topic in management mutually to the choice of the student and the faculty guide.
- ✓ To develop the critical thinking and analytical skills of the students.
- ✓ To allow the student to demonstrate their ability in undertaking independent research.
- ✓ To develop theoretical perspectives, address research questions using secondary data, or

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analysing and develop real-world solutions, within the area of study.

3. Functional Specialisation Project Report:

It is a specific project which is designed to encourage students to take research work in their specialisation field.

The relevance of the project includes:

- ✓ To develop ideas and conceptual models on any topic related to the specialisation opted by the student for the final year mutually to the choice of the student and the faculty guide.
- ✓ It allows students to focus on real-world business difficulties and obstacles. Students can directly apply their management principles and skills in a practical context by focusing on certain functional areas such as marketing, finance, operations, human resources, and systems.
- ✓ It hones the students' skills relevant to their chosen area of specialization.
- ✓ It enables them in developing an in-depth understanding of the nuances and intricacies of their profession, thereby preparing them to flourish in their future careers.

4. Social Relevance Project Report:

It is well designed to give an understanding to students about the importance of social responsibilities. It helps students to develop sense of social responsibility amongst them and also make them aware about social status of country and their responsibilities towards nation.

The relevance of the project includes:

- ✓ To develop ideas and conceptual models on socially relevant topic mutually to the choice of the student and the faculty guide.
- ✓ It allows students to work on initiatives that have a tangible impact on society.
- ✓ It assists student in developing a sense of ethical responsibility and leadership. They learn to incorporate social and environmental factors into business choices, supporting sustainable and socially responsible operations.
- ✓ Engaging in social relevance projects often leads to personal fulfilment and a sense of purpose.

POs Mapping of Final Project/Dissertation:

Type of Project	PO1	PO2	PO3	PO4	PO5	PSO1
1. General Management	3	3	2	3	2	2
2. Functional Specialisation	3	3	2	3	2	2
3. Social Relevance	3	3	2	3	2	2

An overview of the student project is presented in the flowchart below:

Student Project Flowchart	
Project Identification	• Summer Internship (Semester III) • Functional Specialisation (Semester IV) • General Management (Semester IV) • Social Relevance (Semester IV)
Project Selection	• Individual project • Students are allocated as per their respective domains.
Internal Assessment	• Project title submission • Name of the guide • Submission of objective, scope and literature review • Review of project by Mentor per week • Submission of Project during Semester IV • Evaluation of project by the internal guide/mentor as per the guidelines formulated by the institute
External Assessment	• Final project presentation and evaluation in the presence of internal and external examiner

CRITERION 5	Student Quality and Performance	100 Marks
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The students are the core stakeholders of any educational institute. IIBM provides equal opportunities and support to all students to level up their managerial skills. Attempts through various academic and co-curricular activities and programs ensure instilling the core values of the Institute in the students to ensure an output of not only managers with business acumen but also people with good character. These processes are closely monitored and supervised by the faculty thus further ensuring their integral role of shaping the career of the management students.

As per NBA 2024, Criterion 5: Student Quality and Performance and its related details and the respective marks are stated below.

Sr. No.	Particular	Marks	Self-Assessment Marks
5.1	Enrolment Ratio	20 Marks	16 Marks
5.2	Success Rate	10 Marks	09 Marks
5.3	Final Year Academic Performance	10 Marks	06 Marks
5.4	Placement, Higher Studies and Entrepreneurship	40 Marks	30 Marks
5.5	Student Diversity	05 Marks	03 Marks
5.6	Professional Activities	15 Marks	11 Marks
	Total	100 Marks	75 Marks

Table No 5.1: Student intake.

Item	CAY (2023-24)	CAYm1 (2022-23)	CAYm2 (2021-22)	CAYm3 (2020-21)	CAYm4 (2019-20)
Approved Intake	120	120	120	120	120
Number of students admitted (N)	98	113	78	105	90

Table 5.2: Success rate

Year of entry	Number of students admitted(N)	Number of students who have completed	
		I Year	II Year
CAY (23-24)	98	96	-
CAYm1 (22-23)	113	109	86
CAYm2 (LYG) (21-22)	78	76	65
CAYm3 (LYGm1) (20-21)	105	105	96
CAYm4 (LYGm2) (19-20)	90	90	88

CAY=Current Academic Year

CAYm1=Current Academic Year minus 1

CAYm2=Current Academic Year minus 2 = Last Year Graduate (LYG)

CAYm3=Current Academic Year minus 3 = Last Year Graduate Minus 1 (LYGm1)

CAYm4=Current Academic Year minus 4 = Last Year Graduate Minus 2 (LYGm2)

5.1. Enrolment Ratio (Admissions) (20)

Enrolment Ratio (ER) = Number of students admitted/ Sanctioned intake

Item (Students enrolled at the First Year Level on average basis during the last three years starting from current academic year)	Marks
$\geq 90\%$ students enrolled =80.27	20
$\geq 80\%$ students enrolled	16
$\geq 70\%$ students enrolled	12
$\geq 60\%$ students enrolled	8

Average Enrollment ratio of IIBM is 80.27%

5.2. Success Rate (Students Clearing in Minimum Time) (10)

Success Index (SI). = Number of students completed program in minimum duration / Number of students admitted

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

Success rate = $10 * \text{Average SI}$.

= $10 * 0.9 = 9.0$

Table: Average Success Index

Item	Last Year of Graduate, LYG (2021-23)	Last Year of Graduate minus 1, LYGm1 (2020-22)	Last Year of Graduate minus 2, LYGm2 (2019-21)
Number of students admitted (N)	78	105	90
Number of students who have graduated within the stipulated period of a program	65	96	88
Success Index (SI)	0.83	0.91	0.98
Average SI	0.9		
Success Rate	9		

Final Year Academic Performance (Percentage Marks Scored) (10)

Academic Performance = Average Academic Performance Index (API)

API = ((Mean of final Year Grade Point Average of all successful Students on a 10-point scale) or (Mean of the percentage of marks of all successful students in final year/10)) * (number of successful students/number of students appeared in the examination)

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

Table: Average API

Academic Performance	CAYm1 (2022-23)	CAYm2 (2021-22)	CAYm3 (2020-21)
(Mean of final year grade point average of all successful students on a 10-point scale) or (mean of the percentage of marks of all successful students in final year/10) (X)	7.12	6.46	7.41
Total no. of successful students (Y)	65	96	88
Total no. of students appeared in the examination (Z)	76	105	88
API = X* (Y/Z)	AP 1 6.08	AP 2 5.90	AP 3 7.41
Average API = (AP1 + AP2 + AP3)/3	6.4		

5.3. Placement, Higher Studies and Entrepreneurship (40)

5.3.1. Placement (30)

Assessment Points = 30 * Average placement;
N is the total no. of students admitted in first year.

Table: Assessment Point

Item	CAYm1 (2022-23)	CAYm2 (2021-22)	CAYm3 (2020-21)
Total Number of students admitted in first Year of the program (N)	78	105	90

No. of students placed in companies or Government Sector (X)	68	99	61
No. of students pursuing Ph.D. / Higher Studies (Y)	0	0	0
No. of students turned entrepreneur (In the areas related to management discipline) (Z)	0	0	0
$X + Y + (1.2 * Z) =$	68	99	61
Placement Index: $X + Y + (1.2 * Z) / N$	P1 0.87	P2 0.94	P3 0.67
Average placement = $(P1 + P2 + P3) / 3$	0.83		
Assessment Points = $30 * \text{Average placement}$	24.9		

5.4.2 Quality of Placement (10)

Table: Quality of the Assessment

Item	CAYm1 (2022-23)	CAYm2 (2021-22)	CAYm3 (2020-21)
	Management Stream(M1)	Management Stream (M2)	Management Stream (M3)
No. of students placed:	68	99	61
Median Salary for Placement	4,20,000	4,20,000	4,20,000
Highest Salary	12,00,000	10,00,000	8,45,000

Provide the placement data in the below mentioned format with the name of the program and the assessment year:

MMS 2021 – 23				
S.N.	Name of the student placed	Enrollment No.	Name of the Employer	Appointment letter Reference no. with date
1.	Alpesh Akhade	2021001	NJ Group	03.03.2023
2.	Amit Sarjerao Yadhav	2021003	ICICI Bank	06.06.2023
3.	Ankita more	2021005	ICICI Bank	06.06.2023
4.	Antony mariajoseph	2021006	SBI Life	27.03.2023
5.	Apeksha Tanaji Lankeshwar	2021008	Opted Out (Govt Job)	29.04.2023
6.	Dharmendra GAvit	2021015	NJ Group	24.01.2023
7.	Harsh Dedhia	2021018	ICICI Bank	06.06.2023

8.	Hemangee barsaiyan	2021019	ICICI Bank	06.06.2023
9.	Kanchan Shrivastav	2021024	Utkarsh Small Finance Bank	07.01.2023
10.	LAXMAN RAMU PAWAR	2021025	SBI Life	27.03.2023
11.	Meghana wadkar	2021027	ICICI Bank	06.06.2023
12.	Niket Arjun Kumbhar	2021030	ICICI Bank	06.06.2023
13.	Nimitesh Devdas Kamble	2021032	ICICI Bank	06.06.2023
14.	Pawankumar Yadav	2021034	SBI Life	27.03.2023
15.	Prajakta Vasant Gharge	2021039	Utkarsh Small Finance Bank	07.01.2023
16.	Pranita Gorakshanath kale	2021041	ICICI Bank	06.06.2023
17.	Shiju Varghese Thoppilkalathil	2021058	Utkarsh Small Finance Bank	07.01.2023
18.	Shivani Dhanaji Indalkar	2021059	ICICI Bank	06.06.2023
19.	Shraddha Pansare	2021061	Utkarsh Small Finance Bank	07.01.2023
20.	Shreya Nakhawa	2021062	ICICI Bank	06.06.2023
21.	Somesh Salunke	2021066	ICICI Bank	06.06.2023
22.	Tejashri Hemant Mahajan	2021069	Utkarsh Small Finance Bank	07.01.2023
23.	Tejaswi Vinayak Ghuge.	2021070	ICICI Bank	06.06.2023
24.	Vaibhav Patru Dayalwar	2021071	Bada Finance	06.03.2023
25.	Vaibhav Vilas Kadam	2021072	ICICI Bank	06.06.2023
26.	Vaibhavi Jitendra Dhanawade	2021073	Utkarsh Small Finance Bank	07.01.2023
27.	Vineeta Singh	2021075	ICICI Bank	06.06.2023
28.	Zoha Zahid Ahmed Kalave	2021078	Going Abroad	04.01.2023
29.	Pratik Ravindra Morankar	2021043	Utkarsh Small Finance Bank	07.01.2023

30.	Bhavana Dhekale	2021012	BNM Business Solutions	28.10.2022
31.	Grishma Jethwa	2021017	Talent Corner	28.03.2023
32.	Hrishika Hire	2021020	Talent Corner	28.03.2023
33.	Jeena Biju	2021022	Utkarsh Small Finance Bank	07.01.2023
34.	Premshankar Thevar	2021044	Jolly Containers (SP)	18.03.2023
35.	Saloni Subhash Sawant	2021054	Hiring Hawk	30.05.2023
36.	Siddhi Shinde	2021063	Acura Solutions	10.04.2023
37.	Simrran Vinod Srivastav	2021064	Utkarsh Small Finance Bank	07.01.2023
38.	Smita Rupesh Kasare	2021065	BNM Business Solutions	28.10.2022
39.	Viraj Wagle	2021076	Self Placed	-
40.	Aarti Yadav	2021010	Yalamanchili Software	01.03.2023
41.	Rohit Yadhav	2021050	Utkarsh Small Finance Bank	07.01.2023
42.	Aman kumar	2021002	Venus Health & Safety	27.04.2023
43.	Ankit Dinesh Gupta	2021004	ICICI Bank	06.06.2023
44.	Aparna More	2021007	Bharat Logistics	04.03.2023
45.	Atharva Nitin Dhuri	2021011	Resom Solar (SP)	10.02.20203
46.	Dikshita Janardhan Tumma	2021016	ICICI Bank	06.06.2023
47.	Jayesh Kamble	2021021	Arihant Group	31.03.2023
48.	Joel Varghese	2021023	Alchemist	25.12..2022
49.	Namrata Kishor patil	2021028	Champs Edu Care	15.11.2022
50.	Nikita Muktarwar	2021031	Alchemist	25.12..2022
51.	Omkesb bhagawan raked	2021033	Own Business	06.02.2023
52.	Pooja Vishnu Shekade	2021036	Winner Techno Plast	01.02.2023
53.	Prachiti Mainkatte	2021037	Tikona Infinet	17.05.2023
54.	Pranit Vilas Shinde	2021040	Alchemist	25.12..2022
55.	Pratik 116anker	2021042	Winner Techno Plast	01.02.2023

56.	Priyanka Gawali	2021045	Jet Freight Logistics	02.02.2023
57.	Pushparaj Bhosale	2021046	ICICI Bank	06.06.2023
58.	Riddhi Subodh Sawant	2021048	Alchemist	25.12..2022
59.	Rishika Shetty	2021049	Yalamanchili Software	01.03.2023
60.	Roshane Ramesh Borole	2021047	Tikona Infinet	17.05.2023
61.	Roshani sanjay karekar	2021051	SBI Life	27.03.2023
62.	Shreeyog Naresh Zure	2021029	Bisleri	07.03.2023
63.	Swapnil Badak	2021068	Venus Health & Safety	27.04.2023
64.	Vinaya waked	2021074	Utkarsh Small Finance Bank	07.01.202 3
65.	Yogesh Panda	2021077	BNM Business Solutions	28.10.2022
66.	Pradnya Dnyandev Pawade	2021038	Yalamanchili Software	01.03.2023
67.	Sher Mohd Sardar khan	2021057	Au Bank	18.08.2023
68.	Chaitrali joshi	2021013	Reliance	22.08.2023
69.	Sai Prasad Donga	2021052	Nyka	10.07.2023

MMS 2020 – 22				
Sr. No.	Name of the student placed	Enrollment No.	Name of the Employer	Appointment letter Reference no. with date
1.	Bhavesh Suryakant Ambre	2020019	Byjus	09.02.2022
2.	Blesson M Varghese	2020020	Property Pistol	06.11.2021
3.	Renuka Mohansing Chavan	2020063	Square Yards	18.12.2021
4.	Jyotsna Manik Deore	2020031	Family Business	30.10.2021
5.	Ajeet Anna Dongre	2020006	Byjus	09.02.2022
6.	Saurabh Rahul Dubey	2020074	ICICI Bank	22.03.2022
7.	Smantha Bosco Fernandes	2020070	Upgrad	16.12.2021

8.	Roopam Gangadhar Gavit	2020066	Jaro Education	15.11.2022
9.	Gibin Koshy	2020024	Hurix System	13.01.2022
10.	Satishram Ajaykumar Gounder	2020073	Square Yards /Board infinity	18.12.2021
11.	Rushikesh Gajendra Jagdale	2020067	Property Pistol	06.11.2021
12.	Lokesh Vyankant Kadam	2020036	Property Pistol	06.11.2021
13.	Vinayak Bhanudas Katala	2020103	Own Business	04.12.2021
14.	Tushar Ramesh Khetade	2020097	Square Yards	18.12.2021
15.	Chaitnya Kishor Kulkarni	2020021	Square Yards	18.12.2021
16.	Sushmita Krishna Mahale	2020093	K12 techno Services	24.11.2021
17.	Narendra Suresh Mohandkar	2020048	Property Pistol	06.11.2021
18.	Nivedita Ravindra Moolya	2020052	Upgrad	16.12.2021
19.	Karuna Mangesh Munekar	2020033	Upgrad	16.12.2021
20.	Amit Viji Panickar	2020009	HDFC Life	07.12.2021
21.	Patil Gaurav Ganesh	2020023	Byjus	09.02.2022
22.	Pawar Bhagyashree Tukaram	2020018	ICICI Home Finance	08.01.2022
23.	Range Kalyani Avinash	2020032	On Sabatical TCS	08.08.21
24.	Riswadkar Shreyas Madhukar	2020080	A5E Consulting	02.12.2021
25.	Rokade Mohini Babasaheb	2020046	Origin Healthcare	28.01.2022
26.	Sawant Raj Vijay	2020060	Upgrad	16.12.2021
27.	Scaria Melwin Scaria Kurian	2020042	K12 techno Services	24.11.2021
28.	Shaikh Tabish Iqbal	2020095	Square Yards	18.12.2021
29.	Shevde Hritik Shashikant	2020029	Byjus	09.02.2022
30.	Siddiqui Mohd Yaseen Shahabuddin	2020044	Itology inventor	03.03.2022
31.	Singh Saurabh Narendra	2020075	Itology inventor	03.03.2022
32.	Sonawane Shweta Shyam	2020070	Indian Express	03.02.2022

33.	Tajane Vaibhav Gangadhar	2020098	Byjus	09.02.2022
34.	Veer Vishal Onkar	2020104	OM Sai Traders	02.11.2021
35.	Wadkar Amreen Abdul Majeed	2020010	K12 techno Services	24.11.2021
36.	Warankar Abhijeet Dattaram	2020002	Property Pistol	06.11.2021
37.	Zodpe Surbhi Atmaram	2020092	Upgrad	16.12.2021
38.	Mohite Akansha Vilas	2020007	Talencia Consulting LLP	04.02.2022
39.	Sonawale Janhavi Ravindra	2020030	Vighnaharta Co-Op. Credit Soc. Ltd / A&A Associates	01.02.2022
40.	Singh Neha Jitendra	2020049	XI Recruiters	29.11.2021
41.	Tungare Siddhi Madhukar	2020087	Hurix System	13.01.2022
42.	Auti Swapnil Kisan	2020094	AXIS Bank	24.02.2022
43.	Shaikh Zaiba Arif	2020105	Byjus /Board Infinity	03.02.2022
44.	Kadlag Shweta Ganpat	2020084	BankEdge	18.08.2022
45.	Kene Vaidehi Mahesh	2020099	Hexaware	14.03.2022
46.	Mate Prasad Karbhari	2020057	Osource Global	05.02.2022
47.	Kalaskar Shubhangi Shashikant	2020083	Family Business	23.05.2022
48.	Choudhary Anjali Brijesh kumar	2020011	Hexaware	14.03.2022
49.	Kadam Saloni Suresh	2020069	Hexaware	14.03.2022
50.	Mishra Anjali Shrikant	2020013	XI Recruiters	29.11.2021
51.	Korade Abhijit Chandrakant	2020003	Osource Global	05.02.2022
52.	Padekar Sumit Dattaram	2020091	ZKTeco Biometrics India Pvt Ltd	27.05.2022
53.	Nighot Snehal Sanjay	2020089	Ellamanjali Software	01.09.2022
54.	Leon Ben Kingsley Leon	2020017	Board Infinity	03.02.2022
55.	Ansari Gufran Anwar	2020025	Byjus	09.02.2022
56.	Pandey Shraddha Durgaprasad	2020078	Board Infinity	03.02.2022
57.	Litty Mariam Punnoose	2020035	Family Business	23.05.2022

58.	Khan Mohd Yasin Rashid	2020044	Board Infinity	03.02.2022
59.	Srivastav Praynay Vinod	2020059	Board Infinity	03.02.2022
60.	Arakkandathil Thekka Lijin Jose	2020034	Morning Star	23.11.2021
61.	Bhagat Apurva Mangesh	2020016	opted out(Govt Job)	22.04.2022
62.	Bhoir Manasi Rajendra	2020039	ICICI Bank	22.03.2022
63.	Binekar Mayuri Madadeo	2020040	AtoS Syntel	24.03.2022
64.	Chavan Anjali Hansraj	2020012	HDFC Life	07.12.2021
65.	Chopra Richa Balkrishan	2020064	JP Morgan (Self Placed)	-
66.	Choudhari Nikhil Satish	2020050	Stock Holding Corporation of India	28.01.22
67.	Dagha Nishant Praful	2020051	AtoS Syntel	24.03.2022
68.	Dalvi Siddhesh Dinkar	2020086	AtoS Syntel	24.03.2022
69.	Darvatkar Om Ghanshyam	2020053	Bajaj Finserv	29.12.21
70.	D'souza Selfa Sebastian	2020077	ICICI Bank	22.03.2022
71.	George Hanna George Daniel	2020026	AtoS Syntel	24.03.2022
72.	Ghadge Shraddha Deepak	2020079	ICICI Bank	22.03.2022
73.	Gharat Simran Rajendra	2020088	HDFC Life	07.12.2021
74.	Jadhav Abhishek Ananta	2020004	AtoS Syntel	24.03.2022
75.	Jadhav Tejal Ganesh	2020096	Byjus	09.02.2022
76.	Jaiswal Srishti Nandlal	2020090	Deloitte	12.04.2022
77.	Kadam Varsha Ramchandra	2020100	Self Placed	22.01.2022
78.	Kadu Akshay Dilip	2020008	AtoS Syntel	24.03.2022
79.	Katkar Onkar Sopan	2020054	AtoS Syntel	24.03.2022
80.	Kokane Shubham Shantaram	2020082	Family Business	21.05.2022
81.	Koli Hetal Kishor	2020028	AtoS Syntel	24.03.2022
82.	Koli Pranay Gorakhnath	2020056	Family Business	21.05.2022

83.	Kumbhar Adarsh Chintamani	2020005	Stock Holding Corporation of India	28.01.22
84.	Main Sayali Anant	2020076	Stock Holding Corporation of India	28.01.22
85.	Nadar Viji Kodiswaran	2020015	Bajaj Finserv	29.12.21
86.	Pandey Sameer Subhash	2020071	Bajaj Finserv	29.12.21
87.	Patil Antara Rajendra	2020015	Stock Holding Corporation of India	28.01.22
88.	Rajan Rijin	2020065	Bajaj Finserv	29.12.21
89.	Rajane Prachi Ashok	2020055	AtoS Syntel	24.03.2022
90.	Sable Prathamesh Randhir	2020058	AtoS Syntel	24.03.2022
91.	Samant Varun Suryakant	2020101	ICICI Bank	22.03.2022
92.	Shaikh Sara Salim	2020072	HDFC Life	07.12.2021
93.	Sharma Rakesh Boduram	2020061	ICICI Bank	22.03.2022
94.	Singh Ankita Dinesh Kumar	2020014	ICICI Bank	22.03.2022
95.	Suple Rashi Atul	2020062	Stock Holding Corporation of India	28.01.22
96.	Taparia Muskann Nirmal	2020047	Stock Holding Corporation of India	28.01.22
97.	Waydande Mayuri Subhash	2020041	Stock Holding Corporation of India	28.01.22
98.	Yadav Mamta Vijay	2020037	Prabhudas Liladar/Atos Syntel	24.03.2022
99.	Dhurv Jairam Kharat	2020022	ICICI Bank(SP)	22.03.2022

MMS 2019 – 21				
S.N.	Name of the student placed	Enrollment No.	Name of the Employer	Appointment letter Reference no. with date
1.	Pooja Tukaram Ghanekar	2019047	Syntel	15.04.2021
2.	Pradnya Basappa Vhangade	2019048	Jaro Group	01.12.2020

3.	Prathama Ghanashyam Mhatre	2019050	ICICI Bank	15.02.2021
4.	Prathamesh Sanjeev Shinde	2019051	Home Bazaar	27.02.2021
5.	Reby Sarah Jacob(H)	2019053	Deloitte	26.04.2021
6.	Roney Roy Mathew(H)	2019056	Green Handle	08.02.2021
7.	Rupal Tribhuvan Patil	2019058	Reliance	04.03.2021
8.	Rushikesh Suresh Tapase	2019059	Self Placed	10.02.2021
9.	Sakshi Mohan More	2019060	ICICI Bank	15.02.2021
10.	Sanchi Dilip Wasnik	2019061	Jasraj properties	19.03.2021
11.	Sanket Rajendra Joshi	2019062	Property pistol	08.12.2020
12.	Saurabh Santosh Mirgal	2019063	Asian Paints	15.08.2022
13.	Sayali Sharad Bhosale	2019064	XL Recruiters	23.06.2021
14.	Sayukta Madhukar Ughade	2019065	ICICI Bank	15.02.2021
15.	Shakti Balasubramanian Yadav	2019066	Buy Food with plastic	02.13.2021
16.	Shalu Sunny	2019067	ICICI Bank /Morning Star	15.02.2021
17.	Sharon Thomas	2019068	ICICI Bank	15.02.2021
18.	Shehnaaz Jaed Shaikh	2019069	XL Recruiters	23.06.2021
19.	Shreeharsh Deepak Kankubji(H)	2019071	Property pistol	08.12.2020
20.	Shrinivas Krishnaji Desai	2019072	Green Handle	01.02.2021
21.	Shrutika Rajaram Kharalkar	2019073	Syntel	15.04.2021
22.	Shweta Vilas Shedge	2019075	Accenture(3 rd party)	02.04.2021

23.	Siddhesh Ekanath Gaikwad(H)	2019076	Started own business (Doit Digitally)	05.04.2021
24.	Sudhakar Ramu Chavan	2019077	Berger Paints	15.01.2021
25.	Sujata Rajesh Yadav	2019078	ICICI Bank	15.02.2021
26.	Supriya Sudhir Patil	2019080	ICICI Bank	15.02.2021
27.	Swati Ramdas Tribhuvane	2019082	Jasraj properties	19.03.2021
28.	Tauseef Warsi	2019085	ICICI Bank	15.02.2021
29.	Vaibhav Vijay Padare	2019087	Syntel	15.04.2021
30.	Abhishek Rambachan Jaiswar	2019001	Syntel	15.04.2021
31.	Aditi Raghunath Teurwade	2019002	Itology Invertor Pvt Ltd	05.05.2021
32.	Aniket Vasant Borude	2019006	FIIT JEE	05.05.2021
33.	Anju Varghese	2019007	Morning Star	19.02.2021
34.	Anto Soni Parasseril	2019008	ICICI Bank	15.02.2021
35.	Ashish Sunny	2019010	Metropolis (SP)	31.12.2020
36.	Ashwini Devendra Selvam	2019013	Squad Infotech	10.08.2020
37.	Darshan Ganesh Bhagat	2019017	backed out from ICICI after offer	15.02.2021
38.	Dheer Momaya	2019018	ICICI Bank	23.06.2021
39.	Hitesh Kailas Patil	2019020	Syntel	15.04.2021
40.	Jaeni Mary Samual	2019021	Itology Invertor Pvt Ltd	05.05.2021
41.	Jeo Abraham	2019023	ICICI Bank	15.02.2021
42.	Jison Samuel(H)	2019024	Syntel / Choice Broking	06.12.2021

43.	Kajol Ashok Teli	2019025	Jaro Group	25.05.2021
44.	Keshav Prabhakar Bheke	2019026	ICICI Bank	15.02.2021
45.	Kiran Kailas Badak(H)	2019027	K12 techno Services (Orchid International)	05.03.2021
46.	Komal Tulshidas Sonawane	2019029	Green Handle	01.02.2021
47.	Lakshmi Dinesh Menon	2019030	7 Consultancy	27.06.2021
48.	Mamta Laljeet Yadav	2019031	FIITJEE	02.06.2021
49.	Manasvi Sunil Bensekar(H)	2019033	Started own business (Doit Digitally)	05.02.2021
50.	Merin Geevarghese(H)	2019035	Going abroad	-
51.	Mudit Shashikant Shinde	2019037	Choice Broking	06.12.2021
52.	Nazarene Sagayaraj Lourdusamy	2019039	ICICI Bank	15.02.2021
53.	Neeha Yusuf Shaikh	2019040	XL Recruiters	23.06.2021
54.	Nida Niyaz Mirkar	2019041	ICICI Bank	15.02.2021
55.	Pawan Kumar Phulchand Gupta	2019044	Property pistol	08.12.2020
56.	Piyush Pramod Mandavkar(H)	2019045	ICICI Bank	15.02.2021
57.	Prateek Kumar Manoj Sharma(H)	2019049	Green Handle	14.01.2021
58.	Vrundesh Sunil Kamde(H)	2019088	ICICI Bank	15.02.2021
59.	Swapnil Sunil Shinde	2019081	Kris flexi packs	08.07.2021
60.	Shivani Singh	2019070	IKS Healthcare	11.12.2020
61.	Shubham Shiv Prasad Singh	2019074	Deloitte	27.04.2021

5.4. Student Diversity (5)

(Diversity may include Experience, Gender diversity, Qualification, Geographic diversity (within state, outside state, outside country), ESCS)

Table: Student Diversity

Year	Sanctioned Intake		No. of students admitted							Total
			Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced*	
CAY	120	M	42	3	-	-	-	45	-	45
		F	52	1	-	-	-	53	-	53
CAYm 1	120	M	44	8	-	-	-	52	-	52
		F	58	3	-	-	-	61	-	61
CAYm 2	120	M	32	2	-	-	-	34	-	34
		F	43	1	-	-	-	44	-	44

*minimum two years

5.1. Professional Activities (15)

5.1.1. Students' Participation in Professional Societies/Chapters and Organizing Management Events (10)

Events Conducted by Student Council (2023-24)

Sr. No.	Name	Designation & Company	Topic	Dates
1	Mr. Atul Ramteke	Global Business Strategy Consultant	Problem Solving : the management way	15th July 2023
2.	Dr. Ramkishan Yelamanchili	Chief Trainer and Consultant, CR8 Consults	Competitive Strategies of Companies	05th August 2023
3.	Mr. Gaurav Bhagat	Partner, Zill Consulting	From Vision to Success, Forge Your Own Path	19th August 2023
4.	Fr. Phillip Kuruvilla	Program Coordinator, Gregorian Community - Roha	A session on Leadership - Increasing your Spiritual Quotient	28th August 2023
5.	Mr. Sundararaman Iyer	CFO & Director - Henkel Group of Companies	A session on Leadership - Increasing your Spiritual Quotient	31th August 2023

6.	Mr. Vidyanand Joshi	Behavioral Consultant, Management Educator and Personal Counsellor,	Management games : Leadership & Team Skills Assessment	01st September 2023
7	Mr. Rangesh Nayar	Chairman and MD; Founder and CEO, Swafe Consultancy and RN Wealthcare	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
8.	Mr. Sundararaman Iyer	Founder, Suryodaya Trust - School for children with intellectual disability & Director - Henkel Group of Companies former CFO	'Values for a fulfilling Career'	31th August 2023
9.	Mr. Gaurav Kathuria	Head of Commercial-Marketing and Alliances. Reliance Retail	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
10.	Mr. Nischal Kapadia	TEDx & Keynote Speaker, Board Member, KPMG EMEA Asset Management, Angel Investor	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
11.	Mr. Satyababu Naidu	Director, NEXTGEN INFRATECH SOLUTIONS LLP	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
12.	Ms. B. Jayasree	Corporate Readiness Expert , Corporate Readiness Academy	Corporate Expectations from Management Students	02nd September 2023
13.	Mr. Abhinavv Chopra	Economist	Session on Career Prospects in the New Normal	16th October 2023
14.	Ms. Maryline Sebastian	Learning & Development Head, JIO FC& A	Art of Facing a Job Interview	28th October 2023
15.	Mr. Sony Goyal	Founder	'How to Excel in Entrepreneurial Journey'	4th November 2023
16.	Mr. Jiji Thomson	IAS, Municipal Commissioner (NMMC)	'Crisis Management'	09th November 2023
17.	Shri. Rajesh Narvekar	Head of Commercial-Marketing and Alliances, Reliance Retail	Career in Management	02nd December 2023
18.	Dr. Vishal Ghag	Managing Director, Slikun Institute of Business Management	Case Toh Banta Hai	09th December 2023
19.	Dr. R C Walke	Dean & Consultant 3SV Consultancy Services	Case Toh Banta Hai	09th December 2023
20.	Mr. George Thomas	CEO of INTERTEC Group in Doha Vice President of DPS Group of Educational Institutions in Doha Director of	Management Life	29th January 2024

		Toastmasters International		
21.	Mr. Jayant Hudar	Founder and CEO of the “School of Business Wisdom” Author - Business Growth Expert - Master Coach International Seminar Speaker	Book Review Competition : 2024’	09th February 2024
22.	Dr. Jacob Koshy Kandathil	Visiting Professor at School of Management at IIT Powai	Customer Management Strategy	14th February 2024
23.	Mr. Rohan Abraham	Brand Consultant / Marketing Strategy / Project Manager / Executive Producer / Post Production Expert	Advertising & Films - Career options	23rd March 2024
24.	Ms. Denise Baschiroto	Founder & CEO, WellOne, Italy & President, A Braid for Life, India	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
25.	Mr. Rohit Mishra	Founder, Youth On The Move	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
26.	Ms. Simonetta Mormina	Massotherapist & Ayurveda therapist	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
27.	Ms. Andrea Noemi Ipucha	Doctor specializing in functional medicine	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
28.	Ms. Maria Chiara Gioia	Doctor and Cardio lover	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
29.	Ms. Cristina Borello	Nurse, pediatric nurse, and first aid specialist	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
30.	Ms. Silvia Lanna	Cultural mediator	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
31.	Ms. Beatrice Iulini	Yoga teacher	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
32.	Ms. Tiziana D’Angelo	Psychic channel	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
33.	Ms. Claudia Nesprias	Lawyer	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
34.	Ms. Cinzia Forciniti	Operations manager for WellOne and naturopathy	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
35.	Ms. Jasmine Imbrioscia Wagner	Photographer and video maker	Leading with Empathy : Social Sensitivity in Managers	10th April 2024

36.	Shri. Jageshwar Swarup Saharia	IAS (Retd. Chief Secretary of Maharashtra & Retd. State Election Commissioner	Life lessons from IAS life to Young Managers	19th April 2024
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B) Also different events are organized as follows

Name	Description	Date
Induction	Welcoming students	31 Aug 2023
Garaba	Cultural Event	20 oct 2023
Cultural event Pehchan	To showcase talent & diversity	10 Nov 2023
Independence day	Flag hoisting	15 August 2023
Diwali	Celebrating festival of lights	10 November 2023
Christmas	Celebrating christmas	22 Dec 2023
Aavahan	Intra college Soprts Event	Jan 2024
Book Review competition	To develop habit of reading	9 Feb 2024
International Conference	Navigating digital Revolution	28 March 2024

Details of Events (2022-2023)

A. Guest Lectures

Sr. No.	Name	Designation & Company	Topic	Date
1	Mr. Sanjay Radhakrishnan	Tata Class Edge		4th July, 2022
2	Dr. Swetha Anand	VISHWAM Wellness Centre	Mind Energy	5th July, 2022
3	Mr. Yuvraj Singh Dilipsinghji Desai	Riddhi Siddhi Securities	Financial Awareness Program	16th July 2022
4	Mr. Vivek Bhargava	Profit Wheel	Entrepreneurship	30th September 2022
5	Mr. Ayan Thakur	Ex-lead Placement Partnerships, Tata Strive	Significance of Corporate Social Responsibility in India	30th September, 2022
6	Rev. Fr. Dr. K.M. George	Dr. Paulos Mar Gregorios Chair, Mahatma Gandhi University, Kottayam	Multiple Intelligence and Management	1st October 2022

7	Mr. Mukul Gupta	Board Infinity	Panel Discussion on Corporate Expectation from Management Students	1st October 2022
8	Ms. Tahseen Khan	Caratlane - A Tanishq Partnership	Panel Discussion on Corporate Expectation from Management Students	1st October 2022
9	Ms. Sangeeta Dey	Teamlease Edtech	Panel Discussion on Corporate Expectation from Management Students	1st October 2022
10	Mr. Arvind Ambekar	Firstpoint Business Solutions	HR and Labour Compliances	1st October 2022
11	Ms. Kanika Handa Popat	Shift Risk Insurance Brokers Ltd	Opportunities, Trends and Scope in Finance	1st October 2022
12	Ms. Sonali Suri	James Walker Inmarco Industries Pvt. Ltd	Opportunities, Trends and Scope in Marketing	1st October 2022
13	Ms. Himanshi Ajmera	Deloitte Consulting USI	Opportunities, Trends and Scope in IT	1st October 2022
14	Mr. Sumeet Kapoor	Navtor India	Opportunities, Trends and Scope in Operations	1st October 2022
15	Mr. Zubin Paul Driver	Founder - The Big Ripple	Team Building	3rd October 2022
16	Mr. E.V. Gireesh	Corporate Trainer & Life Coach	Happtitude	13th October, 2022
17	Mr. Vaibhav Datar	Author of bestseller book "Simply your Life"	Judge – Book Review Competition	15th October 2022
18	Mr. Bhavin Parekh	Atlas Skill Tech University	Professional Grooming	18th November, 2022
19	Mr. Vidyanand Joshi	Corporate Trainer	Management Games & Debriefing	23rd November

				2022
20	Mr. Hemant Jain	Lokmat Media Pvt Ltd	Control Alt + Shift: Finding your purpose in the changing Customer & Employee experience"	24th November 2022
21	Ms. Mangala Sunil	Helen O'Grady International, India	Session on Team Building	25th November 2022
22	Ms. Manisha Gaur	Helen O'Grady International, India	Session on Team Building	25th November 2022
23	Ms. Arpita Ghadge	Helen O'Grady International, India	Session on Team Building	25th November 2022
24	Mr. Ajay Jhalani	Winner Technoplast India Pvt Ltd	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
25	Ms. Shivani Singh	Saviynt Inc	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
26	Mr. Vijay Adhikari	Nesco Ltd	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
27	Ms. Prashi Mohan	Fitterfly	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
28	Mr. Anil Khadke	Kyndryl	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
29	Dr. Namrataa Srivastav	Creative Manners	I. Me, Myself - Cracking Self- Introduction at a Job Interview	13th December, 2022
30	Ms. Laxmi Vaish	Capgemini India Ltd.	What you got here won't get you there	03rd December 2022

31	Mr. Prakash Aute	Gujarat Co-operative Milk Marketing Federation Ltd.	Amul Success Story and Scope in Indian Dairy Industry	17th December 2022
32	Ms.Sweety Soni (Alumni)	Area Sales Manager Jet Freight Logistics	Career opportunities in Logistics Sector	11th January 2023
33	Mr. Milan Pandya	Aditya Birla Health Insurance and HDFC Life	Financial Matter Aligned	14th January 2023
34	Mr. Anson Thomas	Retd. Customs Officer	Stop Human Trafficking	6th March 2023
35	Mr. Tanuj Poddar	Entrepreneur	Decoding Budget 2023	11th March 2023
36	Mr. Mahesh Kudav	Venus Safety & Health Pvt. Ltd.	Business Strategies and Growth Opportunities in the New Normal	25th March 2023
37	Dr. Harsha Goyal	Dean, Faculty of Commerce, Karmaveer Bhaurao Patil College	Business Strategies and Growth Opportunities in the New Normal	25th March 2023
38	Dr. Ashwini Arte	Director, MGMIMSR	Business Strategies and Growth Opportunities in the New Normal	25th March 2023
39	Thomas Adaikalam	Kotak Education Foundation, Mumbai	Corporate Social Responsibility	15th April 2023
40	Priyanka Raj	Kotak Education Foundation, Mumbai	Corporate Social Responsibility	15th April 2023
41	Dr. Swapnalekha Basak	Computer Shiksha, plugH (Plug Health Services)	Judge – Book Review Competition	24th April 2023, Monday
42	Shri. Subhash R. Shinde	Shri Shashwat Foundation	Prayan to the Higher Dimensions of Life	2nd & 3rd May 2023
43	Smt. Shyamala Mohan	Shri Shashwat Foundation	Prayan to the Higher Dimensions of Life	

44	Dr. Parag Amin	ATLAS SkillTech University	Documentation for NBA	4th May 2023
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B) Also cultural committee organizes different events as follows

Name	Description	Date
Induction	Welcoming students	22 nov 2022
Garaba	Cultural Event	8 April 2022
Cultural event Pehchan	To showcase talent & diversity	17 Nov 2022
Independence day	Flag hoisting	15 August 2022
Case toh banta hai	To enhance analyzing skills among students	22 Nov 2022
Book review	To develop a habit of reading	15 oct 2022
Diwali	Celebrating festival of lights	20 oct 2022
Christmas	Celebrating christmas	23 Dec 2022
Aavahan	Intra college Soprts Event	Jan 2023
Retro day	To create nostalgia	1Feb 2023

Details of Events organized (2021-2022)

Sr. No.	Name	Designation	Topic	Date
1	Sneha Seth Tandon	Six Degrees BCW	Reputation Management	July 3, 2021
2	Dr. Preeti Shirodkar	Kohinoor Business School	Landing your Dream Job: How to Ace an Interview	July 24, 2021
3	Mr. Atul Chugh	BeyondSkool	Employment Trends in the Era of Artificial Intelligence	13th October, 2021
4	Mr. Anil Jadwani	LMSKIT	Emerging Trends in Management: Gen Z Era	4th January, 2022
5	Mr. Anand Patil	Trainer	Outdoor Management Training program	4th January, 2022
6	Ms. Arati Khurana	Yoga Expert	Mind Management	5th January, 2022
7	Mr. Mayank Mittal	MPower India Pvt Ltd	Industry Session and Panel Discussion on Emerging Trends in Management : Challenges	5th January, 2022

			and Opportunities	
8	Mr. Ishan Nadkarni	Impact App	Industry Session and Panel Discussion on Emerging Trends in Management: Challenges and Opportunities	5th January, 2022
9	Mr. Vikas Mishra	Ex Service Delivery Manager - Capgemini	Decoding Budget 2022	5th February , 2022
10	Mr. Nand Kishore Anand	Mynd Solutions	Introduction to Artificial Intelligence	19th February, 2022
11	Priyanka Salgaonkar	Regional Talent Development and Learning Manager Henkel	Facing an Interview	23rd April, 2022
12	Dr. Uma Dangi	Doctor	Cancer Awareness Program	29th April, 2022

Also cultural committee organizes different events as follows

NAME	Description	Date
Innaugration	Welcoming students of 2021-23 batch	10Aug 2021
Blood donation camp	Rotary club of IIBM organized camp	8 April 2022
Convocation Ceremony	Degree distribution program by Dr Goraknath Shikhare	26 March 2022
Independence day	Flag hoisting	15 August 2021
Dr. Babasaheb Jayanti	Celebrating birth anniversary of Dr. Babasaheb Ambedkar	11 th April 2022
Shivjayanti celebration	This event show leadership & legacy of Maharaj	19Feb 2022
Garba	Garaba celebration during Navaratri	8 oct 2021
Cultural week	To devlop skills & talent IIBM organized cultural week	9,10,11 Oct 2021
Aavahan	Intra College Sports Event	2 & 3 rd March 2022

Details of Guest Lectures, Seminars / Workshops (2020- 2021)

Sr. No.	Name	Designation & Company	Topic	Date
1	Ms. Asha Murali	Chief Actuary at ICICI Prudential Life Insurance Co. Pvt. Ltd.	An Insight into the Insurance Industry	February 15, 2020
2	Dr. Paola Cappellini	Director of International Cooperation, University of Pisa, Italy	Courses at University of Pisa	February 26, 2020
3	Ms. Ariana Biancani	Manager, University of Pisa, Italy	Courses at University of Pisa	February 26, 2020
4	Dr. Radhakrishnan Pillai	Deputy Director, Chanakya International Institute of Leadership Studies, Bestselling author, trainer	The Global Manager – Moving Towards a Futuristic Perspective by Redefining Boundaries	March 14, 2020
5	Mr. David Wittenberg	Innovator, Entrepreneur, Professor – Indian School of Management & Entrepreneurship	The Global Manager – Moving Towards a Futuristic Perspective by Redefining Boundaries	March 14, 2020
6	Ms. Cicely Greaves	Principal CEO, Regard4Virtues	The Global Manager – Moving Towards a Futuristic Perspective by Redefining Boundaries	March 14, 2020
7	Mr. Mangesh Ghoghare	Investment Banker, Nomura, Crossword Constructor	Inspirational Journey	September 11, 2020
8	Ms. Sanskriti Singh	Founder, Bluesparrow Science	Inspirational Journey	September 18, 2020
9	Dr. Shalini Verma	Founder Samvaadshaala and Books33	Inspirational Journey	September 25, 2020
10	Ms. Preeti Vyas	President & CEO, Amar Chitra Katha, Founder Fun OK Please Publishing India	Inspirational Journey	October 3, 2020

11	Ms.Sanchita Mohapatra	UPSC 2019 Tenth Ranker	Inspirational Journey	October 9, 2020
12	Mr. Rakesh Gupta	Project Specialist Telstra, Australia	The Do's and Don'ts of an Entrepreneurial Venture	November 28, 2020
13	Mr.Zubin Driver	Corporate Coach	Healing & Mindfulness	December 5, 2020
14	Mr. Vivek Khandelwal	Work Readiness Entrepreneur	Your Journey to a Successful YOU	February 3, 2021
15	Sqn. Ldr. Neha Malhotra (Retd.)	Soft Skills Trainer	Goal Setting	February 3, 2021
16	Shweta Suryavanshi	Certified Career Analyst	Goal Setting	February 3, 2021
17	Dr. Ajit Menon	Leadership & Organisational Consultant and Partner Backlight Advisory Ltd., UK	A Journey to the Bottom of the Iceberg	February 27, 2021
18	Prachi Likhe	Nutrition & Wellness Coach, Fitmee Wellness, Nutrition and Fitness Studio	The Importance of Health & Nutrition for Women	March 8, 2021

5.1.2. Students' Publications (05)

Students Publications AY 2023-24				
Sr. No.	Name of the Students	Class	Roll No.	Publication Details
1	Puja Godse		2023013	<i>Examining the impact of fintech disruption on customer experiences: a comparative analysis between traditional banks and neobanks in Navi Mumbai, EKTAARA 2024 Conference Proceeding, Vol. 9; Issue; 1, March 2024. ISBN: 978-81-921818-4-4.</i>
2	Surabhi Ratawa Sayli Phad Shravani Mungekar		2023089 2023088 2023080	<i>A study on impact of GST on retailers with reference to Navi Mumbai, EKTAARA 2024 Conference Proceeding, Vol. 9; Issue; 1, March 2024. ISBN: 978-81-921818-4-4.</i>
EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.				
3	Karan Bhoir		2023056 2023057	<i>A study on perception through stock market trading amongst the 1 working</i>

	Bhagyashri Bornare Uddau Gunduka		2023066	<i>class women with special focus in MMR</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
4	Sarvesh Bhagwat		2023055	<i>Awareness of AI among students to clear job interviews (Study of youth in Navi-Mumbai Sanpada area)</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
5	Shawn Vaz Gauri Aher Lavanya Vaity		2023050 2023001 2023049	<i>Digital frauds: government's role in educating the citizens</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
6	Meet Mehta Jaiswal Deepa Kandari Prerena		2023077 2023069 2023071	<i>The impact of work environment on mental health with respect to institute of Sanpada</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
7	Sahil Gupta Somesh Mane Nitin Natkar		2023051 2023025 2023029	<i>Impact of Artificial Intelligence on Digital Marketing: 'A comprehensive analysis'</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
8	Harshada Kashid Sharaddha Shinde Ankita Survarse		2023021 2023039 2023044	<i>A study of investors perception regarding Mutual Fund in a metropolitan city; Special focus on gen "Y"</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
9	Nidhi Gomase Pranavi Lavhale		2023064 2023074	<i>Comparative study of savings among Generation X and Generation y in Sanpada Region</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
10	Mayuri Pawar		2023085	<i>A study on financial literacy and stock market participation among women (homemaker) in Navi Mumbai</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
11	Kedarnath Magar Snehal Todkar		2023024 2023046	<i>Filtering Reality: Exploring social 16 media's influence on mental health</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
12	Neha Mohite Pratiksha Gaikwad		2023026 2023062	<i>A study on impact of training and development on employees of MSEDCL (Maharashtra State Electricity Distribution company Ltd)</i> , EKTAARA

				2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
13	Komal Misal Vaishnavi Rathod Neha Pawar		2023078 2023090 2023086	<i>Customer satisfaction on e-banking services a special focus on public sector bank in Navi Mumbai</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
14	Yatish Devadiga Kalindi Sonar Sahil Bagu		2023009 2023043 2023003	<i>A study on tax saving scheme adoption among young investors in Thane City</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.
15	Gaurav Vaidya Aaditya Patil Sudhanshu Thakare		2023048 2023031 2023045	<i>A comparative study of profitability and financial performance of SBI and HDFC Bank from 2019 to 2023</i> , EKTAARA 2024 Conference Proceeding, Vol. 8; Issue; 1&2 Annual, ISSN: 2395-5147.



CRITERION 6	FACULTY ATTRIBUTES & CONTRIBUTION	250 Marks
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The faculty at the institute, with its diverse background from various specializations, brings to the classroom a rich and varied experience from various institutes as well as industries. The faculty members are carefully selected before appointment, considering the qualifications, need for expertise in specific fields, and the ability to share their knowledge in an effective and approachable manner. They are encouraged to adopt innovative teaching methods, and upgrade their knowledge and skills through participation in conferences, seminars, faculty development programs and workshops. The faculty is also motivated to pursue further research through writing, publication and presentation of research papers, as well as conduct training sessions and consultancy programs for other organizations, both in the field of academics and industry.

As per NBA 2024, Criterion 6: Faculty Attributes and Contribution and its related details and respective marks are stated below:

Sr. No.	Particular	Marks	Self-Assessment Marks
6.1	Student Faculty Ratio (Availability of an adequate number of teachers in proportion to the number of students to ensure attention to each student enrolled in the programme)	10 Marks	09 Marks
6.2	Faculty Cadre (Adequate number of faculty for each post based on experience and qualifications)	20 Marks	19 Marks
6.3	Faculty Qualification (Availability of faculty that meet the requirement of the institute in terms of professional degrees and qualifications)	20 Marks	13 Marks
6.4	Faculty Retention (Retaining of faculty over a period of time to ensure consistency of faculty in the institute)	20 Marks	15 Marks
6.5	Faculty Initiatives in Teaching & Learning (Adaptation of innovative teaching methods and initiatives by faculty members to ensure an enriching learning experience for students, and a better conceptual understanding as well as the growth and development of students beyond the curriculum)	15 Marks	11 Marks
6.6	Management Development Programmes	05 Marks	03 Marks
6.7	Faculty Performance, Appraisal and Development	15 Marks	12 Marks

	(The evaluation criteria of the performance of a faculty member so as to conduct an appraisal, and measures taken to ensure faculty development and intellectual growth)		
6.8	Visiting Faculty (Availability of Visiting Faculty from diverse fields with varied experience, both academic and industry)	10 Marks	09 Marks
6.9	Academic Research (Focus on publication and presentation of research in the form of research papers, projects, presentations, articles and books, both for students as well as faculty members)	70 Marks	64 Marks
6.10	Sponsored Research	20 Marks	00 Marks
6.11	Consultancy/ Testing/ Training	25 Marks	00 Marks
6.12	Faculty as Consultant of Industries (Contribution of faculty members to industries through their expert knowledge in the field in the form of consultancy)	10 Marks	09 Marks
6.13	Preparation of Teaching Cases	10 Marks	08 Marks
Total		250 Marks	172 Marks

INDIRA INSTITUTE OF
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The faculty at the institute, with its diverse background from various specializations, brings to the classroom a rich and varied experience from various institutes as well as industries. The faculty members are carefully selected before appointment, considering the need for expertise in specific fields, and the ability to share their knowledge in an effective and approachable manner.

6.a The overall profile of the faculty is as follows:

Name of the Faculty Member	Qualifications			Association with the Institution (in Yrs.)	Designation	ate on which Designated Professor / Associated Professor	Date of joining the Institution	Department	Specialization	Academic Research			currently associated (Y/N) Date of leaving	Nature of Association Regular/ Contract
	Degree (highest degree)	University	Year of attaining highest Qualification							Research Paper Publications	Ph.D Guidance	Faculty receiving Ph.D during the assessment years		
2023-24														
Dr. Ashok Luhar	Ph.D	Shri. JYT University (JJTU)	2017	0.5	Professor / Director Incharge	24-01-2024	24-01-2024	MMS	HR & Finance	4	4	NA	Y	Regular
Dr. Monica Khanna	Ph.D	SNDT University	2009	12.2	Associate Professor	08-06-2012	08-06-2012	MMS	General Management	5	N/A	N/A	Y	Adjunct
Radhika Kiran Kumar	MBA	Andhra University	2005	10.0	Assitant Professor	22-08-2014	22-08-2014	MMS	Human Resource	1	N/A	N/A	Y	Regular
Aji John	MBA	Bhardiary University	2003	7.6	Assitant Professor	04-01-2017	04-01-2017	MMS	Human Resource	-	N/A	N/A	Y	Regular
Nikhil Shirsat	M.Com	Mumbai University	2014	6.0	Assistant Professor	09-07-2018	09-07-2018	MMS	Finance	-	N/A	N/A	Y	Regular
Amit Baburao Ahire	MMS	Mumbai University	2014	2.7	Assistant Professor	15-10-2021	15-10-2021	MMS	Finance	-	N/A	N/A	Y	Regular
Prof Lalitkumar Bhole	MMS	Mumbai University	2010	2.7	Assistant Professor	20-11-2021	20-11-2021	MMS	Marketing	-	N/A	N/A	Y	Regular
Jayaraj V.S.	MBA	University of Cochin	1998	10.7	Assistant Professor	16-12-2013	16-12-2013	MMS	Finance	-	N/A	N/A	Y	Regular
Dr. Pinaki Mandal	Ph.D.	Mewar University	2023	0.10	Associate Professor	01-08-2023	01-08-2023	MMS	Marketing	3	1	N/A	Y	Regular
Dr. Neha Sharma	Ph.D	HNB Garhwal University	2012	0.9	Associate Professor	25-09-2023	25-09-2023	MMS	Human Resource	1	0	N/A	Y	Regular
Dr. Alpha Lokhande	Ph.D	Shri. JYT University (JJTU)	2013	0.6	Associate Professor	15-01-2024	15-01-2024	MMS	Human Resource	1	0	N/A	Y	Regular
Deepti Kambli	PGDBA	Sikkim Manipal University	2009	9.6	Assistant Professor	02-01-2014	02-01-2014	MMS	Human Resource	-	N/A	N/A	Y	Regular
Christina Varghese	M.Com	Mumbai University	2020	0.11	Assistant Professor	18-08-2023	18-08-2023	MMS	Commerce	0	0	N/A	Y	Adjunct
2022-23														
Dr. Susy Kuriakose	Ph.D	Mumbai University	2002	3.5	In charge Director	08-01-2020	08-01-2020	MMS	Finance	-	N/A	N/A	Y	Regular
Dr. Monica Khanna	Ph.D	SNDT University	2009	11.2	Associate Professor	08-06-2012	08-06-2012	MMS	General Managernt	5	N/A	N/A	Y	Adjunct
Radhika Kiran Kumar	MBA	Andhra University	2005	9.0	Assitant Professor	22-08-2014	22-08-2014	MMS	Human Resource	-	N/A	N/A	Y	Regular

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Aji John	MBA	Bhargava University	2003	6.6	Assistant Professor	04-01-2017	04-01-2017	MMS	Human Resource	-	N/A	N/A	Y	Regular
Jayaraj V.S.	MBA	University of Cochin	1998	9.7	Assistant Professor	16-12-2013	16-12-2013	MMS	Finance	-	N/A	N/A	Y	Regular
Deepti Kambli	PGDBA	Sikkim Manipal University	2009	9.6	Assistant Professor	02-01-2014	02-01-2014	MMS	Human Resource	-	N/A	N/A	Y	Regular
Nikhil Shirsat	M.Com	Mumbai University	2014	5.0	Assistant Professor	09-07-2018	09-07-2018	MMS	Finance	-	N/A	N/A	Y	Regular
Swati Gaikwad	MBA	University of Pune	2008	3.5	Assistant Professor	10-01-2020	10-01-2020	MMS	Marketing	-	N/A	N/A	Y	Regular
Dr. Priya Harikumar	Ph. D	Amrita University	2021	2.5	Assistant Professor	10-01-2021	10-01-2021	MMS	Operations	7	N/A	N/A	Y	Regular
Sajan Varghese	MBA	University of Kerala	2005	2.4	Assistant Professor	05-02-2021	05-02-2021	MMS	Marketing	1	N/A	N/A	Y	Regular
Prof Lalitkumar Bhole	MMS	University of Mumbai	2010	1.6	Assistant Professor	20-11-2021	20-11-2021	MMS	Marketing	-	N/A	N/A	Y	Regular
Amit Baburao Ahire	MMS	University of Mumbai	2014	1.7	Assistant Professor	15-10-2021	15-10-2021	MMS	Finance	-	N/A	N/A	Y	Regular
2021-22														
Dr. Susy Kuriakose	Ph.D	Mumbai University	2002	2.5	In charge Director	08-01-2020	08-01-2020	MMS	Finance	-	N/A	N/A	Y	Regular
Dr. Monica Khanna	Ph.D	SNDT University	2009	10.2	Associate Professor	08-06-2012	08-06-2012	MMS	General Management	5	N/A	N/A	Y	Regular
Radhika Kiran Kumar	MBA	Andhra University	2005	8.0	Assistant Professor	22-08-2014	22-08-2014	MMS	Human Resource	-	N/A	N/A	Y	Regular
Aji John	MBA	Bhargava University	2003	5.6	Assistant Professor	04-01-2017	04-01-2017	MMS	Human Resource	-	N/A	N/A	Y	Regular
Jayaraj V.S.	MBA	University of Cochin	1998	8.7	Assistant Professor	16-12-2013	16-12-2013	MMS	Finance	-	N/A	N/A	Y	Regular
Deepti Kambli	PGDBA	Sikkim Manipal University	2009	8.6	Assistant Professor	02-01-2014	02-01-2014	MMS	Human Resource	-	N/A	N/A	Y	Regular
Nikhil Shirsat	M.Com	Mumbai University	2014	4.0	Assistant Professor	09-07-2018	09-07-2018	MMS	Finance	-	N/A	N/A	Y	Regular
Swati Gaikwad	MBA	University of Pune	2008	2.5	Assistant Professor	10-01-2020	10-01-2020	MMS	Marketing	-	N/A	N/A	Y	Regular
Dr. Priya Harikumar	Ph.D	Amrita University	2021	1.5	Assistant Professor	10-01-2021	10-01-2021	MMS	Operations	7	N/A	N/A	Y	Regular
Sajan Varghese	MBA	University of Kerala	2005	1.4	Assistant Professor	05-02-2021	05-02-2021	MMS	Marketing	1	N/A	N/A	Y	Regular
Prof Lalitkumar Bhole	MMS	University of Mumbai	2010	0.6	Assistant Professor	20-11-2021	20-11-2021	MMS	Marketing	-	N/A	N/A	Y	Regular
Amit Baburao Ahire	MMS	University of Mumbai	2014	0.7	Assistant Professor	15-10-2021	15-10-2021	MMS	Finance	-	N/A	N/A	Y	Regular

6.1 Student- Faculty Ratio (10 Marks)

Year	CAY	CAYm1	CAYm2
p1.1	98	113	78
p1.2	113	78	105
PG1	211	191	183
Total No. of Students in the Department (S)	211	191	183
No. of Faculty in the Department (F)	13	12	12
Student Faculty Ratio (SFR)	16.23	15.92	15.25
Average SFR	15.80		

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

Academic Year	Total number of regular faculty in the department	Total number of contractual faculty in the department
2021-22	12	-
2022-23	12	-
2023-24	13	-

6.2. Faculty Cadre (20 Marks)

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
2023-24	1	1	2	4	8	8
2022-23	1	1	2	1	9	10
2021-22	1	1	2	1	9	10
Average Numbers	1	1	2	2	9	9
Average Numbers	RF1=1	AF1=1	RF2=2	AF2=2	RF3=9	AF3=9.3

$$\begin{aligned}
 \text{Cadre Ratio Marks} &= \left[\left(\frac{AF1}{RF1} \right) \right] + \left[\left(\frac{AF2}{RF2} * 0.6 \right) \right] + \left[\left(\frac{AF3}{RF3} * 0.4 \right) \right] * 10 \\
 &= \left[\left(\frac{1}{1} \right) \right] + \left[\left(\frac{1}{2} * 0.6 \right) \right] + \left[\left(\frac{10}{9} * 0.4 \right) \right] * 10 = 20.31
 \end{aligned}$$

6.3 Faculty Qualification (20 Marks)

Year	X	Y	F	$FQ = 2.0 * [(10X+4Y)/F]$
2021-22	3	9	9	14.67
2022-23	3	9	10	13.20
2023-24	5	8	11	14.91
Average Assessment				14.26

6.4 Faculty Retention (20 Marks)

Year	No. of Retained Faculty	Total no of faculty as per base year	Faculty Retention Ratio
2021-22	8	12	67%
2022-23	8	12	67%
2023-24	8	12	67%
Average			67%

**The requisite number as per AICTE norms was complied with as new faculty members were immediately appointed in place of those who had left the organization.*

6.5 Faculty Initiatives in Teaching & Learning (15 Marks)

With the vision to be one of the most preferred institutes in higher management education, the institute places a strong emphasis on academic excellence and continually strives to enhance the quality of teaching and learning, also ensuring that students develop managerial, analytical and collaborative skills and apply knowledge of management in practical situations.

Faculty members are encouraged to engage in professional development activities to enhance their teaching skills and stay abreast of the latest pedagogical approaches. The institute also fosters a culture of innovation and creativity in teaching, with a focus on promoting critical thinking, problem-solving, and lifelong learning among students. Assessment and evaluation processes are regularly conducted to ensure that teaching and learning outcomes are aligned with the institute's academic goals and standards.

A. Availability on Institute Website (04)

The institute is committed to providing high-quality management education by fostering a culture of academic excellence. Through a dynamic and structured curriculum, students develop managerial, analytical, and collaborative skills essential for the industry. Faculty members are encouraged to enhance their teaching methodologies through professional development programs, ensuring alignment with contemporary pedagogical advancements.

Experiential learning is a core component, integrating real-world applications with classroom teaching. The academic calendar is strategically planned before the commencement of each year, with subject allocations and session plans clearly defined to achieve optimal learning outcomes.

Students undergo a structured induction program focusing on three key areas: institute orientation, industry exposure, and self-development. Engaging activities such as case studies, management games, and panel discussions with corporate leaders prepare students for future challenges.

To promote reading habits, the institute organizes an annual Book Review Competition judged by industry experts. Additionally, students contribute articles, reviews, and creative works to the IIBM Chronicle, the institute's newsletter.

General awareness sessions, including newspaper discussions and group activities, help students develop critical thinking and analytical abilities. A structured remedial program identifies students needing additional academic support, ensuring personalized learning assistance.

Corporate social responsibility is instilled through partnerships with organizations like Rotary Club and Shri Shaswat Foundation, where students engage in meaningful community service projects. Placement preparation is strengthened through soft skills training, mock interviews, and industry expert sessions.

Technological integration is a priority, with ICT-enabled classrooms, digital tools, and blended learning approaches enhancing the educational experience. A comprehensive feedback system ensures continuous improvement, and faculty mentoring provides personalized guidance, helping students navigate their academic and professional journeys effectively.

B. Peer Review and Critique (04)

To maintain high academic standards, the institute fosters an environment of constructive peer review and continuous critique. Faculty members engage in regular pedagogical assessments, refining their teaching strategies based on peer and student feedback. Faculty development programs focus on innovative teaching methodologies, integrating contemporary industry trends into academic discourse.

The institute adopts a rigorous evaluation system where faculty members participate in teaching demos, assessed by their peers and students. Constructive feedback from these sessions contributes to enhancing content delivery, engagement techniques, and assessment strategies. Additionally, guest lectures and interdisciplinary collaborations provide valuable external perspectives, enriching the learning experience.

A structured student feedback system ensures the effectiveness of teaching methodologies, guest lectures, and industry interactions. Faculty members analyze this feedback to refine instructional techniques and align content with evolving industry requirements.

Experiential learning techniques, including case-based discussions, role-playing, and management simulations, undergo regular assessment for effectiveness. These evaluations ensure that teaching methodologies remain relevant, interactive, and conducive to practical knowledge application.

Peer review extends to student engagement activities, including the Book Review Competition and the IIBM Chronicle, where student contributions undergo editorial review before publication. This process encourages critical evaluation and intellectual rigor.

Pre-placement training incorporates industry expert evaluations, simulating real-world interview and group discussion scenarios. Professionals provide actionable feedback to students, refining their communication, problem-solving, and decision-making skills.

By continuously engaging in peer review and critique, the institute cultivates a dynamic academic environment that prioritizes innovation, constructive evaluation, and the pursuit of excellence in management education.

C. Reproducibility and Future Development (04)

The institute's teaching-learning methodologies are designed for scalability and adaptability, allowing other scholars and institutions to replicate and build upon them. A structured academic framework, incorporating traditional and modern pedagogies, ensures consistency and quality across programs.

The induction program serves as a model for immersive student onboarding, integrating institutional orientation, industry exposure, and self-development modules. Scholars can adopt and tailor this approach to suit diverse academic settings. The assessment framework, comprising formative and summative evaluations, ensures the continuous measurement of student progress and learning effectiveness.

Technology-driven learning solutions, including ERP and LMS platforms, facilitate structured content delivery and resource sharing. These tools ensure that the institute's academic model is accessible, adaptable, and transferable. Faculty members actively engage in research and knowledge dissemination, contributing to academic forums and publications that allow for the reproducibility of best practices.

Student development initiatives, including the Book Review Competition, newsletter publications, and general awareness programs, provide a replicable model for fostering critical thinking, creativity, and knowledge-sharing among students. Additionally, the mentoring framework, which assigns faculty mentors to students, can be adopted by institutions looking to enhance student support systems.

Corporate social responsibility initiatives, pre-placement training modules, and ICT-based learning models provide structured approaches that other institutions can implement and customize based on their needs. The institute's continuous feedback mechanism, which informs pedagogical improvements, ensures that academic strategies remain relevant and effective.

Through systematic documentation, knowledge-sharing initiatives, and collaborative research, the institute's educational framework is designed to be reproducible, enabling its adoption and further development by scholars and educators globally.

D. Clear Goals, Methods, and Outcomes (03)

The institute aims to deliver high-quality management education that prepares students for leadership roles in a dynamic global environment. The key goals include academic excellence, industry relevance, ethical leadership, and holistic student development.

A structured methodology integrates traditional and experiential learning approaches. The academic calendar is meticulously planned, ensuring well-defined session objectives, teaching methodologies, and assessment strategies. Faculty development programs, guest lectures, and industry collaborations further enhance teaching effectiveness.

Experiential learning, including case studies, simulations, and role-playing exercises, ensures that students apply theoretical knowledge to real-world scenarios. Assessment methods, such as formative evaluations and student feedback mechanisms, measure learning outcomes and refine instructional strategies accordingly.

Significant results include improved student engagement, enhanced analytical skills, and higher placement success rates. The institute's structured induction program, mentoring initiatives, and corporate readiness training contribute to producing industry-ready graduates with strong ethical foundations.

Effective presentation methods include ICT-enabled classrooms, digital learning platforms, and interactive teaching methodologies. Blended learning models ensure accessibility and flexibility in content delivery.

A continuous reflective critique mechanism, encompassing peer reviews, student feedback, and faculty assessments, drives pedagogical innovation. The institute's research-driven approach ensures that academic strategies remain aligned with evolving industry and educational trends.

By maintaining a clear vision, utilizing appropriate teaching methods, measuring impactful outcomes, and fostering an environment of continuous reflection and improvement, the institute ensures that its educational objectives are consistently met, contributing to the advancement of management education.

Experiential learning is a teaching and learning approach that involves hands-on, real-world experiences that allow students to apply what they have learned in the classroom to practical situations. At IIBM, we are committed to groom future leaders and citizens with ethical and moral values which add great value to the industry where they work. At IIBM, our teaching pedagogy encompasses several parameters and is a blend of traditional and modern approaches.

A) Academic Calendar – The academic calendar is planned before the start of the new academic year, and subject allocation is done so as to enable the faculty members to prepare for their respective subjects. Each faculty submits a session plan, clearly stating the objectives, outcomes, topics covered and teaching methodology used.

B) Induction Program – The induction program is conducted in three phases as per AICTE norms:

- 1) Introduction to the institute
- 2) Introduction to industry
- 3) Introduction to self

The induction program includes eminent speakers from the industry, panel discussion by corporate leaders and management games, both outdoor and within the classroom. Students are shown management movies, and a debriefing and discussion on the same is conducted after the viewing. In an attempt to train students and acclimatize them to management concepts, a caselet is given to the students as a part of the induction process. A faculty panel is formed to assess the cases received, and the best case is selected and felicitated for displaying potential leadership at the end of the induction program.

- C) Book Review Competition** - Students are also introduced to the annual 'Book Review' competition during the induction program. The objective of this competition is to encourage students to read outside the syllabus, and explore management books that will add value to their lives, both personally and professionally. A renowned author is later invited to judge the book review competition.
- D) Newsletter** - Students are motivated to explore their writing skills and contribute to the annual college newsletter IIBM Chronicle, wherein they express their thoughts in the form of articles, poems, reviews and stories.
- E) General Awareness:** Faculty members conduct sessions on newspaper reading, and group discussions on current affairs to broaden the horizons of the students and keep them updated on relevant news. This encourages the students to inculcate the habit of reading newspapers on a regular basis, and express their opinions on current issues, thereby improving not merely their general knowledge, but also their critical and analytical skills, as well as communication skills.
- F) Remedial Classes:** A proficiency test on English language (EF Set Test) is conducted at the beginning of the academic year. Based on the scores obtained, students are divided into three categories:

Category A – 75 and above

Category B – 50-74

Category C – below 50

Students in Category C who have scored below 50 are recommended for remedial classes for English where they are trained in grammar and vocabulary.

In addition, based on the recommendations of respective faculty mentors, remedial classes are also conducted for other subjects by faculty members for students who are weak in particular subjects. The objective of these classes is to improve the performance of students who are struggling with specific subjects, and help them to score higher marks.

- G) Social Sensitivity:** The institute also instills social sensitivity in students by encouraging them to engage in CSR activities. The institute had tied up with Rotary Club of Navi Mumbai to form a Rotaract Club of IIBM, under which students conducted activities like clothes donation drive, eye check up camp and blood donation camp on the campus. The institute has also tied up with an NGO, Shri Shaswat Foundation, wherein our students have done projects for the foundation.
- H) Pre-placement Preparation:** Students are prepared for their placement interviews by conducting various sessions by the faculty as well as experts from the industry:
- Soft Skill Training
 - Group Discussions
 - Preparing for Interviews
 - Grooming

- Mock Interviews

I) ICT Based Learning: The Institute had installed web based application of My Classboard previously and then later switched to the Linways which is in the developing and implementing phase in various departments. The application facilitates ERP and LMS features.

The building is equipped with Wi-Fi facility adequately as per AICTE norms.

IIBM houses 4 Computer Labs and acts as a technological support for all management students as per AICTE norms.

The building is also equipped with projectors (mounted and movable), Digital Boards, projector screen, web cameras, headsets (for online lectures), PA systems, printer cum scanner, CCTV, UPS and Generator which aid the teaching process.

Microsoft Teams, Google Meet and Zoom are used for online interaction like class meeting, guest lectures, training sessions, interviews, webinars, seminars, online text, examination etc. for blended and hybrid training experiences of students.

J) Feedback: Feedback is an important part of the learning process, and is an integral component in the attempt to constantly improve the quality of education imparted to our students. Feedback from students is obtained for full time faculty, visiting faculty, guest lectures, corporate interaction, and also subject feedback. Before appointing a faculty, a demo session is conducted wherein the feedback of students is taken.

Moreover, the faculty at IIBM provides timely and constructive feedback to students on their assignments and assessments. This is proved to have helped students to identify areas where they need to improve and make necessary changes.

K) Mentoring: Each student is assigned a faculty mentor who constantly guides the student through the journey at the institute. The mentors have regular meetings with their mentees, wherein they understand the challenges being faced by the student, and help them to overcome these. In case they find that students are unable to cope with specific subjects, these students are recommended for remedial classes.

L) Guest Lectures: College initiates talks by eminent industry personalities who have a wealth of knowledge and experience in their respective fields. Their talks can provide students with valuable insights into the industry, including current trends, challenges, and opportunities.

Faculty Initiatives on Teaching & Learning – Innovative Teaching Methodology

Individual faculty members incorporate their own innovative methods to make the teaching-learning process an interesting experience, with practical application of theoretical knowledge, some of which are mentioned below:

Sr. No.	Name of Faculty	Subject	Topic-wise Innovative Teaching Methods
1	Dr. Monica Khanna	Effective and Management Communication	<i>Process and Problems of Communication</i> – Back to back communication activity wherein one student describes an illustration to a partner who must reproduce the illustration through effective listening and comprehension. <i>Barriers to Communication</i> – Role play of barriers in various situations; Case study <i>Non-verbal Communication</i> – Games like Pictionary and Dumb charades to understand communication using expressions, gestures and visuals. <i>Public Speaking</i> – Delivery of speeches to enable students to implement their theoretical learning in practical situations. <i>Cross-cultural Communication</i> – Role play <i>Essentials of Verbal Communication</i> – Activities to explain tone, pitch, emphasis etc.; Game Taboo to understand how to use one's vocabulary and lateral thinking skills to communicate effectively. <i>Seven C's of Communication</i> – Exercises wherein students have to rephrase communication by applying the C's of communication.
2	Dr. Monica Khanna	Developing Teams and Effective Leadership	<i>Team Building</i> – Role play to show stages of a team. <i>Enhancing Team Performance</i> – Team games to understand how to collaborate and work together towards a common goal. <i>Stress Management</i> – Use of case study to understand stressors, consequences of stress and stress management techniques. <i>Time Management</i> – game to help students prioritize and score as many points as possible within the time given to complete the task.

			<i>Persuasion</i> – Students are asked to create advertisements to convey persuasive social messages. Debates are also conducted as a part of persuasion. <i>Power & Negotiation</i> – Negotiation scenarios given to students which they have to enact, using the principles learnt. <i>Virtual Teams</i> – Reading and summarizing a research paper on the topic.
3	Dr. Priya Harikumar	Operations Research	<i>Optimization problems- Interactive Online Platforms</i> – Problem solving exercises were made interactive using Excel, by exploring different real-life scenarios and experiment with various Operations Research models. <i>Project Management - Collaborative learning</i> – Students were required to work together in groups or teams to solve Operations Research problems. This encouraged discussions, brainstorming sessions, and peer-to-peer teaching. This was intended to enhance critical thinking, communication skills, and teamwork among students. <i>Technology integration</i> - Leverage technology tools and software relevant to Operations Research, such as statistical packages, and data visualization tools. Taught students how to use tools like MS Excel effectively, enabling them to analyze and solve complex problems efficiently.
4	Dr. Priya Harikumar	Business Statistics	<i>Probability concept - Real-world Examples-</i> Incorporated case studies that illustrate the application of statistical concepts in business settings. The course taught them how statistics is used to analyze market demand pattern, consumer behavior, and operational performance. This helps students connect theory to practice and understand the relevance of statistics in business decision-making. <i>Regression analysis - Technology Integration-</i> Utilize statistical software packages, to teach data analysis and statistical modeling. Provide hands-on exercises and assignments that require students to apply statistical techniques using the software.
5	Amit Ahire	Business Economics	Economic Evaluation of Product. - Students are asked to select one product from any industry and link the economics theory they are learning with the product. It includes identifying various factors of Demand, supply, Production Function, Market and Financial analysis. It gives them live experience of economics related to product and company.

6	Amit Ahire	Analysis of Financial Statement	Financial Analysis and Report Writing – In the student select any company listed on NSE and analyze the last three years' annual report. Then with the help of various modules, they forecast future expected performance and stock valuation based on different modules.
7	Radhika Kiran Kumar	Organizational Behaviour	Organizational Behavior (OB) aims to enhance learning outcomes, engage students, and provide practical insights into the dynamics of organizations and human behavior within them. Case Study methodology is used to allow students to analyze and apply OB concepts to practical situations. Collaborative learning is encouraged among students can foster teamwork, communication, and critical thinking skills.
8	Radhika Kiran Kumar	Business Research Methods	Business Research Methods (BRM) focus on developing students' research skills, critical thinking, and data analysis abilities. Students are asked to do research in groups to identify research questions, design methodologies, collect and analyze data, and present their findings. This approach promotes active learning and practical application of research methods.
9	Lalitkumar Bhole	Negotiation and selling skills	Real life experience and example sharing in class on Innovative selling approaches practiced by the various sales personnel at various locations as per individual student observation.
10	Nikhil Shirsat	Financial Accounting	Active Learning: Move away from the traditional lecture-style teaching and incorporate more active learning techniques. Encourage students to actively participate in the learning process through discussions, case studies, and problem-solving activities. This hands-on approach allows students to apply accounting principles to real-world scenarios, improving their comprehension and critical thinking skills. Real-World Examples: Connect financial accounting concepts to real-world examples and current events. Collaborative Learning: Promote collaboration among students by assigning group projects or activities that require teamwork. This approach allows students to learn from one another, exchange ideas, and develop communication skills.

			Personalized Learning: Recognize that students have diverse learning styles and adapt teaching methodologies to cater to their individual needs. Provide opportunities for self-paced learning, allowing students to progress at their own speed.
11	Nikhil Shirsat	Financial Management	Case-Based Learning: Incorporate real-world case studies into the curriculum to provide students with opportunities to apply financial management principles in practical scenarios. Analyzing and solving these cases helps students develop critical thinking skills and understand the complexities of financial decision-making. Collaborative Projects: Assign group projects that require students to work together to solve financial management problems or analyze financial statements of real companies. Collaborative projects foster teamwork, communication skills, and critical thinking, while also exposing students to diverse perspectives and approaches. Guest Speakers and Industry Experts: Invite guest speakers from the finance industry to share their experiences and insights with students. This exposure to real-world practitioners helps students connect theoretical concepts to practical applications and gain a broader understanding of financial management practices.
12	Nikhil Shirsat	Derivatives and Risk Management	Interactive Simulations: Utilize interactive simulations to replicate derivative trading and risk management scenarios. Simulations allow students to make virtual trades, analyze risk exposure, and assess the impact of various strategies. This hands-on approach helps students develop practical skills in derivatives trading and risk assessment. Trading Platforms: Introduce trading platforms or virtual trading environments that allow students to experience derivatives trading firsthand. These platforms provide access to market data, trading tools, and risk management features, enabling students to practice trading strategies and assess the impact of market movements on derivative positions.
13	Dr. Alpha Lokhande	Flipclass (Flipped Classroom):	Description: In a flipped classroom, traditional teaching methods are inverted. Instead of receiving instruction in class and doing exercises at home, students first explore the subject matter at home, often through videos or reading materials. They then engage in deeper, hands-on activities during class time, which can include discussions, problem-solving, or group work.

			Application: Dr. Lokhande used this method by having students engage in reverse session conduction, where they took turns leading discussions or teaching sessions. This approach helps students to review and solidify their understanding of the material before class and apply what they have learned in a practical setting during class. Benefits: This method encourages active learning, critical thinking, and self-directed study. It also allows students to engage more deeply with the material and gain confidence in their understanding by teaching it to others.
14	Dr. Alpha Lokhande	Discussion in Class:	Description: Class discussions are a teaching method where students and instructors engage in dialogue about specific topics. These discussions can be structured or informal and are often used to explore complex concepts, current events, or case studies. Application: Dr. Lokhande integrated discussions throughout the semester, focusing on topics relevant to the course content. This method allows students to express their views, ask questions, and engage with diverse perspectives. Benefits: Discussions enhance students' communication skills, encourage critical thinking, and facilitate a deeper understanding of the subject matter. They also allow for immediate feedback and clarification of doubts.
15	Dr. Pinaki Mandal	Digging Deep with Real-World Challenges	Case Studies: I present real marketing challenges faced by companies. We analyze them together, allowing students to propose creative solutions and see how marketing theory applies in practice. Role-Playing: Get ready to step into different shoes! We simulate marketing scenarios like product launches or crisis management. Students get hands-on experience by playing specific roles, learning to think strategically on your feet. Debates on Hot Topics: Let's get fired up! I encourage debates on controversial marketing topics. Students develop critical thinking skills by analyzing different perspectives and defending your arguments. By incorporating these interactive methods, I aim to create a learning experience that equips you with the critical thinking, problem-solving, and communication skills necessary to thrive in the marketing field.

16	Dr. Pinaki Mandal	Active Learning for Faster Grasp	Brainstorming Sessions: Unleash your creativity! I facilitate brainstorming sessions on marketing ideas and challenges. This will help students think outside the box and generate innovative concepts. Think-Pair-Share: Let's break it down and refine it! We use the "Think-Pair-Share" technique. Students have time to think individually about a question, discuss it with a partner, and then share your thoughts with the class. This promotes active learning and deeper understanding. Interactive Quizzes and Games: Learning can be fun! We use online quizzes and engaging games to reinforce key concepts and create a dynamic learning environment. By incorporating these interactive methods, I aim to create a learning experience that equips you with the critical thinking, problem-solving, and communication skills necessary to thrive in the marketing field.
17	Dr. Pinaki Mandal	Collaboration for Success	Peer Teaching: Share your expertise! I encourage you to teach each other by assigning presentations on specific marketing topics or concepts. This will hone your communication skills and enhance students understanding. Study Groups: Team up for success! I facilitate the formation of study groups to promote collaborative learning and knowledge sharing. Working together will solidify students understanding and provide a valuable support network. By incorporating these interactive methods, I aim to create a learning experience that equips you with the critical thinking, problem-solving, and communication skills necessary to thrive in the marketing field.
18	Deepa Shah	Conducting Assignments:	Description: Assignments are structured tasks given to students as part of their coursework. They can range from essays and reports to projects and presentations. Assignments are typically designed to assess students' understanding, analytical skills, and ability to apply concepts learned in class. Application: Shah utilized assignments as a key component of the teaching strategy. These assignments were likely used to reinforce learning, provide practical application of theories, and assess students' grasp of the subject matter. Benefits: Assignments encourage independent study, deepen understanding through application, and help in the development of research and writing skills. They also

			provide a way for instructors to assess student progress and understanding of the course material.
19	Dr. Neha Sharma	Human Resource Management	Case Studies, Role Plays, Mock Interviews, Group Discussions, Ice-breaking and team building activities.

6.6 Management Development Programs (05 Marks)

The following is a list of Management Development Program as per AICTE norms. The List pertains to 2023-24 (CAY). The program could not be held in 2021 due to the pandemic.

Sr.No.	Dates of the sessions	Total Duration	Topics	Faculty Involved	No. of Participants
1.	6, 13, 20 & 27 November 2021	12 hours	Work-Life Balance	Prof Aji John	17
2.	6,13,20 & 27 February 2022	12 hours	Know Your Tax	Prof Nikhil Shirsat	15
3.	8,10,15,22, & 29 October 2022	16 hours	Marketing Analytics	Bhupendra Mishra	12
4	2,9, 16 & 23 October 2022	15 hours	Quality Circles	Radhika Kirankumar	19
5.	4, 11 & 25 December 2023	12 hours	Cross Cultural Communication	Dr. Alpha Lokhande	14
6.	4, 11, & 18 December 2023	18 hours	Implementing AI in Marketing	Dr. Pinaki Mandal	28
7.	6, 20 & 27 January 2024	12 hours	Mind Mapping	Dr Neha Sharma	16

Table 6.6 Management Development Programs organized

6.7 Faculty Performance, Appraisal and Development (15 Marks)

A. Faculty Performance & Appraisal System

An appraisal system for faculty members is formulated based on the Kirk Patrick Model of reaction, learning, behavior and results. The contribution of faculty members is evaluated on three criteria:

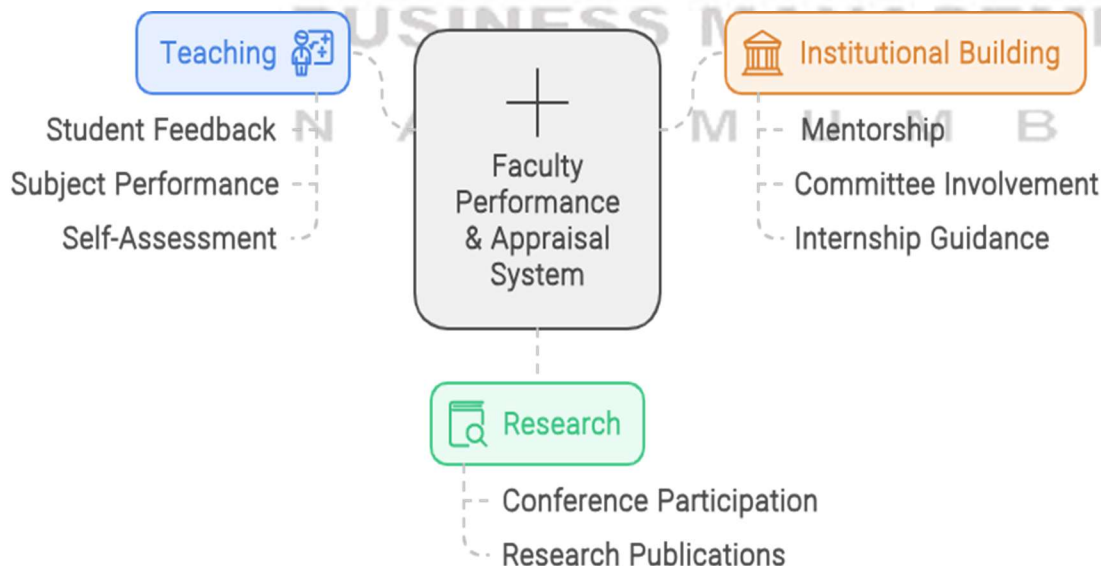
- 1) **Teaching:** The quality of teaching is evaluated on the basis of:
 - a. Student feedback: A feedback form is given to the students each semester, wherein students rate the teaching in terms of being engaging, relevant, content-driven, and effective.
 - b. Subject Performance: The performance of students is a reflection on the outcome of the teaching process. The results of students are analysed for each subject to understand how students have performed, and whether or not the desired outcome has been achieved.

- c. **Faculty self-assessment:** Faculty members are asked to introspect and assess themselves on the adherence to the session plan, completion of the syllabus, providing support material to students, offering feedback to students on their performance, as well as analyzing their contribution to the institute by fulfilling their respective KRAs.
- 2) **Research:** Faculty members are encouraged to attend and participate in national and international conferences, present and publish research papers, books and articles.

3) Institutional building:

- a. Each faculty member is given students for mentoring, and the frequency of their interaction with their mentees, as well as their role in the development of the mentees is observed, evaluated and the feedback is shared.
- b. Faculty members are given charge of various committees, from cultural to sports and research to encourage co-curricular development in students. The performance of the faculty as committee head, in terms of events organized and goals accomplished, is taken into consideration for appraisal.
- c. Faculty members guide students during their internships, and help them prepare their project reports. This is done in conjunction with the corporate mentors in order to measure the learning in students during the internship period, and to assess the skills developed. The faculty is expected to meet the corporate mentors, and be in touch with them on a regular basis in order to corroborate the weekly report of students with the actual work performed. The inputs of faculty members are monitored, and are also analysed through the quality of project reports submitted by the students.

Faculty Appraisal Flowchart:



Performance Appraisal for Teaching Staff Members

Appraisal Period: April 2023 to March 2024

(Part I to be filled by the Faculty, Part II & III by HOD & Director respectively)

Personal Details

Name of the Faculty: _____

Educational Qualification: _____

Date of Joining the Institute: _____

Designation (Post): _____

Since when (on the present post): _____

Department: _____

Ad-hoc/Probation/Confirmation: _____

Scale: _____

Present Basic: _____

Date of last promotion: _____

Date of last increment: _____

SELF APPRAISAL

How would you rate yourself with respect of the following parameters?

(Excellent -5, Very Good-4, Good-3, Average-2, Below Average-1)

Behavior

(Towards immediate superior & other colleagues)

☐

Co-operation

(Willingness to assist colleagues, attitude when work needs to be repeated, adaptability to a schedule change and willingness to work extra hours)

☐

Initiative

(Seeks help or guidance when need, "Self Starter" attitude, sees when something needs to be done and does it, helps achieve overall goals, makes practical/workable suggestions, commitment to self-improvement)

☐

Dependability

(Can be counted on to carry out assignments with careful follow-ups, meets targets, deadlines, can be counted on to overcome obstacles to meet goals and to adapt to changes as necessary, can be counted on for consistent performance, is personally accountable for his/her actions.)

☐

Punctuality

(In attending office, Institutional events & activities)

☐

Attitude

(Offers assistance willingly, shows sensitivity to and consideration for other's feelings, accepts constructive criticism positively, shows pride in work)

☐

Judgment

(Demonstrate good judgment in handling routine problems, analyzes decisions before implementing them, has the ability to work under pressure, recognizes deficiencies & seeks help when appropriate)

☐

Specific Job Skills

(Performs task in an organized and efficient manner, multitasking ability, makes effective use of time, has appropriate knowledge relating to his/her specific job, has appropriate job skills, is able to learn and use new ideas/technology introduced, if any)

☐

Communication Skills

(Can effectively communicate with subordinates peers, superiors both orally and written, reports the necessary information to colleagues, keeps superiors informed of the work progress, maintains, files all necessary information)

☐

Interpersonal Relationship

(Maintain positive relationship with peers, superiors, subordinates, listens effectively, is a team player and participates with others to accomplish the task at hand)

☐

1. List your major strengths

2. List your major weaknesses

3. Did you undertake any of the following (with supportive data)

- A. Effective Teaching of students
- B. Research work and publications
- C. Executive Training
- D. Consulting in industry
- E. Extension work in community
- F. Leadership in co-curricular & Extracurricular activities

Name of the Faculty: _____

Signature with date: _____

PART II

Appraisal Report by the Head of Department (HOD)

The appraising authority has to be unbiased and transparent while appraising their team members to help management take the right decision.

Rating of the Faculty on the scale of 1-5

(Excellent -5, Very Good-4, Good-3, Average-2, Below Average-1)

- | | HOD |
|---|--------------------------|
| 1) Quality of work out put
(Achieves targets, works around hindrances, innovative & strategic) | ☐ |
| 2) Conceptual skills
(Creativity, analytical and diagnostic ability) | ☐ |
| 3) Decision making skills
(Can be counted on to make excellent choices & informed decisions) | ☐ |
| 4) Planning, organizing, team building, delegating & controlling qualities (Efficient planner and strategist) | ☐ |
| 5) Interpersonal skills and leadership qualities
(A natural leader, builds cohesive teams, delivers well managed results). | ☐ |
| 6) To what extent you agree with the self assessment done by the Faculty? | ☐ |

Your overall observations/ comments about the Faculty in terms of his/ her performance in the past year in different areas and areas of improvement.

Overall assessment of performance (Marks to be stated)

Excellent	Good	Average	Poor
(41-50)	(31-40)	(16-30)	(10-15)

Reporting Authority

Date:

Name :

Designation:

Signature :

Dept.

PART III

Appraisal Report by the Appraising Authority (Director)

The appraising authority has to be unbiased and transparent while appraising their team members to help management take the right decision.

Rating of the Faculty on the scale of 1-5

(Excellent -5, Very Good-4, Good-3, Average-2, Below Average-1)

- | | DIR |
|---|--------------------------|
| 1) Quality of work out put
(Achieves targets, works around hindrances, innovative & strategic) | ☐ |
| 2) Conceptual skills
(Creativity, analytical and diagnostic ability) | ☐ |
| 3) Decision making skills
(Can be counted on to make excellent choices & informed decisions) | ☐ |
| 4) Planning, organizing, team building, delegating & controlling qualities
(Efficient planner and strategist) | ☐ |
| 5) Interpersonal skills and leadership qualities
(A natural leader, builds cohesive teams, delivers well managed results). | ☐ |
| 6) To what extent you agree with the self assessment done by the Faculty? | ☐ |

Your overall observations/ comments about the Faculty in terms of his/ her performance in the past year in different areas and areas of improvement.

Overall assessment of performance (Marks to be stated)

Excellent	Good	Average	Poor
(41-50)	(31-40)	(16-30)	(10-15)

Director's Name & Signature: _____

Date

Faculty Development

Faculty are encouraged to participate in regular faculty development workshops and training sessions on teaching methodologies, technology integration, and assessment techniques.

They are encouraged to attend national and international conferences and seminars to stay updated on the latest trends in their respective fields.

The institute organizes and encourage faculty to attend Faculty Development Programs to enhance the knowledge and skills of the faculty members.

Year-wise information on faculty participation in conferences/ seminars/ workshops are mentioned below:

B) Faculty Development Programs Organized By The Institute (2021-2023)

Faculty Development Programs organized (during CAY, CAYm1 and CAYm2)

The following is an AICTE sponsored program. The sanction letter was issued in 2019-20 (CAY). The program could not be held in 2019-20 due to the pandemic. It was held online during 2020-21.

Sl. No	Name of Faculty	Title	Descripti on	Durati on	Resource person (affiliation can be included)	Type of training method	No. of Particip ants
2023-24							
1.	Dr. Alpha Lokhande, Nikhil Vijay Shirshat & Dr. Neha Sharma	Online National Level FDP on “Research Methodology & Statistical Tools”	Organized	5 Days	Dr. Arvind Luhar Chairman, Dr. Sunil Budhiraja, Dr. Bijal Zaveri, Dr. Asha Chawla, Dr. Seema Malik, Sunita Arora, Dr. Santosh C.H, Dr. Radha Yadav, Dr. Gurjeet Kaur,	Online	107
2.	Dr. Neha Sharma	Intellectual Property Rights in Eduation	Organized	1 Day	Dr. Neha Sharma	Offline	8
3.	Dr. Neha Sharma	Advance Microsoft Excel	Attended	1 Day	Md. Abdul Shaikh	Offline	8

2022-23							
1	Dr. Monica Khanna	NBA Training Program	Importance and understanding the nitigrities of the National Board of Accreditation	2 Days	Adv.Rajendra Shah,Dean-Administration & Student Affairs, and Dr.Sachin Langade,Assistant Professor, DKTES' Textile & Engineering Institute,Kolhapur	Offline	14
2	Radhika Kirankumar	Prayan to the Higher Dimensions of Life		2 days	Shri. Subhash R. Shinde & Smt. Shyamala Mohan, Shri Shashwat Foundation		

Table 6.7 Faculty Development Programs organized

C) Conference/Seminar/Training Attended Programs Attended By Faculty

a. Dr. Alpha Lokhande

Sr. No	Name of the Conference/Seminar/Training Attended	Organizing Body	Year	Duration
1	EKTAARA Inter-National Conference “Navigating the Digital Resolve”	Indira Institute of Business Management & Dr Mar Theophilus Institute of Management Studies	2024	3 Days
2	Advance Microsoft Excel	IIBM, Navi Mumbai	2024	One Day
3	Intellectual Property Rights in Education	IIBM, Navi Mumbai	2024	One Day
4	Research Methodology and Statistical Tools	IIBM & DMTIMS, Navi Mumbai	2024	Seven Days

b. Dr. Neha Sharma

Sr. No	Name of the Conference/Seminar/ Training Attended	Organizing Body	Year	Duration
1	EKTAARA 2024 International Conference “Navigating the Digital Resolve”	Dr Mar Theophilus Institute of Management Studies	2024	3 days
2	Advance Microsoft Excel	IIBM, Navi Mumbai	2024	One Day
3	Intellectual Property Rights in Education	IIBM, Navi Mumbai	2024	One Day

4	Research Methodology and Statistical Tools	IIBM & DMTIMS, Navi Mumbai	2024	Seven Days
5	National Education Policy for Effectiveness in Faculty Empowerment	SIOT, Navi Mumbai	2023	Five Days

c. Lalit Bhole

Sr. No	Name of the Conference/Seminar/ Training Attended	Organizing Body	Year	Duration
1	EKTAARA Inter-National Conference “Navigating the Digital Resolve”	Indira Institute of Business Management & Dr Mar Theophilus Institute of Management Studies	2024	3 Days
2	EKTAARA National Research Conference “Adaptability as the new Normal”	Indira Institute of Business Management, Navi Mumbai	2023	1 Day
3	EKTAARA National Research Conference Presented a paper on	Indira Institute of Business Management, Navi Mumbai	2021	1 Day

d. Dr. Monica Khanna

Sr. No	Name of the Conference/Seminar/ Training Attended	Organizing Body	Year	Duration
1	Understanding and Tackling a few Unattended Areas of the NAAC Assessment	Maniben Nanavati Women’s College in collaboration with IQAC Cluster India	2021	

e. Nikhil Vijay Shirsat

Sr. No	Name of the Conference/Seminar/ Training Attended	Organizing Body	Year	Duration
1	EKTAARA Inter-National Conference “Navigating the Digital Resolve”	Indira Institute of Business Management & Dr Mar Theophilus Institute of Management Studies	2024	3 Days
2	EKTAARA National Research Conference “Adaptability as the new Normal”	Indira Institute of Business Management, Navi Mumbai	2023	1 Day

3	Advanced Research Methodology	VK Krishna Menon College of Commerce & Economics, Sharad Shankar Dighe College of Science	2022	
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f. Radhika Kiran Kumar

Sr. No	Name of the Conference/Seminar/ Training Attended	Organizing Body	Year	Duration
1	Research Methods in Organizational Behavior and Human Resource Management	Indian Institute of Technology, Madras	2021	5 Days
2	Inculcating Universal Human Values in Technical Education	All India Council for Technical Education (AICTE)	2021	3 Days

g. Dr. Pinaki Mandal

Sr. No	Name of the Conference/Seminar/ Training Attended	Organizing Body	Year	Duration
1	International Conference 'COM 4.0 2024'	EUDOXIA University, USA	2024	29-30 March
2	International Conference 'Ektaara 2024' "Navigating the Digital Resolve"	DMTIMS Navi Mumbai	2024	28 th March
3	Faculty Development Program on SPSS 2024	ERC India,	2024	22-28 March
4	Course Work FDP AI RES 2024		2024	23rd Feb – 04 March
5	Case Study FDP program	IMS Gaziabad	2024	29th Jan to 2nd Feb
6	Faculty Development Program	IIBM Navi Mumbai	2023	
7	RPF 2024	Eudoxia Research University, USA	2024	10-17 Feb
8	WORD 2023	ERU USA	2023	20-23 rd Nov
9	International Conference on "Vibrant Futuristic Trends for Sustainable Business and Technology for Transformation of Industries "	Bharti Vidyapeeth, Navi Mumbai	2023	

Faculty as Resource Persons for Other Organizations

Sr. No.	Resource Person	Title of Program	Description	Date	Organizer
1	Dr. Monica Khanna	Soft Skills	Soft Skills Training Program for employees	13.4.2023	Navtor
2	Dr. Monica Khanna	Soft Skills	Soft Skills Training Program for Sales Team	8.4.2023	Venus Safety & Health Pvt. Ltd.
3	Dr. Monica Khanna	Cultural impact on communication and its pitfalls, and how to avoid its impact	RUSA sponsored guest lecture	23.3.2023	Dr. BMN College of Home Science
4	Dr. Monica Khanna	Guest Author	Literature Festival 2023, themed: "To be or not to be": Living in the Age of Indecision	31.1.2023	GEMS International School, Gurgaon
5	Dr. Monica Khanna	Communication Skills	Training Program on Communication Skills for employees	29.8.2022	Nextgen Infratech Solutions LLP
6	Dr. Monica Khanna	Happiness is a Choice	Talk at a programme entitled 'We Shall Overcome – Poetry spreading hope and happiness'	13.1.2022	Intercultural Poetry and Performance Library (IPPL), Mumbai Chapter
7	Dr. Monica Khanna	Guest Poet	World Thinkers and Writers Peace Meet	10.10.2021	International Society for Intercultural Studies and Research (ISISAR) and Department of Language and Culture, Govt. of Telengana State and Telengana Sahitya Academy

D) Faculty As Examiners/ Bos Members/Advisory Board For Other Institutes & Industry

Sr. No.	Name of Faculty	Role	Name of Institute	Year
1	Dr. Monica Khanna	Board of Studies Member	Dr. B.M.N. College of Home Science – Autonomous (Department of Foundation Courses)	2022-2025
2	Dr. Monica Khanna	Board of Studies Member	St. Xavier's College (English Department)	2023
3	Dr. Monica Khanna	External Paper Setter and Moderator for subject Professional Communication Skills in Hospitality Management	Dr. BMN College of Home Science	2022
4	Dr. Monica Khanna	Member of Advisory Board	Books33 Publishing House	2021 onwards

6.8 Visiting / Adjunct faculty (10 Marks)

In addition to our regular faculty, the institute also has a number of highly qualified visiting faculty with both academic and industry experience, who add value to the courses they teach through their immense knowledge and experience. Adjunct faculty also includes Industry experts. Provide details of participation and contributions in teaching and learning and /or research by visiting/adjunct/Emeritus faculty etc. for all the assessment years: Minimum 50 hours per year interaction with adjunct faculty from industry/retired professors etc.

IIBM engages highly qualified visiting faculty members with a blend of industry and teaching experience in reputed institutes in India. The visiting faculty members are engaged mostly for elective courses in which they have expertise. This is to bring in aspects of industry into the teaching.

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

Sr.No.	Name Of The Faculty	Company	Designation	Name of Subjects Taught	Qualification	Domain/Area	Experience		
							Industry Experience	Academic Experience	Association with IIBM
2023-24									
1	Abijeet Pawar	Sterling Institute	Ast Professor	Operation Management	B.A, MMS	Operations	5	2	1
2	Tushar Dharkar	Self Employed	Academician	Marketing	MBA	Marketing	15	10	8
3	Dinar Thavi	Self Employed	Academician	Finance Modeling	BE MFM	Finance	25	10	8
4	Omar Maner	Self Employed	Academician	Human Resource Management	PGDHRM	HR, General mgt	26	10	8
5	Dr. Rakesh C Walke	Self Employed	Academician	Project Management, Business Analytics, Software Engineering, Database Management Systems	Ph.D, ME	Common	15	10	8
6	Bharat Nadkarni	Ex- Tatas	Academician	emerging market & International Business, Operation& Strategic management	MIM, PGDMS	Common	38	10	8
7	Anand Patil	GAB Consultant	NLP Practioner, Executive Coach, Project Management Professional	Operations mgmt, Retail Mgmt, Business Communication, Project Management, Personal finance	MAM, Diploma in computer management	Systems/Mk tg/Project mgmt, Retail mgmt	35	15	4
8	Anil Jadwani	Self Employed	Academician	Brand Management	MMM	Mktg	15	10	8
9	Abhinav Chopra	Self Employed	Industry Expert in Financial Markets	Economics and Financial Markets	PG Economics)	(Economics, Markets	37	10	10
10	Vidyanand Joshi	Self Employed	Behavioural Consultant, Management Educator and Personal Counsellor	HRM, Learning and Development, Organizational Behaviour, General Management, Business Communication, Personal Grooming,	MSW, PGDA & PR	HR	5	19	3
11	Rajvilas Kadam	Ex- L & T	HR Consultant and Trainer	HRM	PGDM, MLS	HR	15	10	8
12	R V Raman	The lakshmi vilas bank ltd chennai	Retired as General MANAGER , Risk Management in 2016, Acedmeician and teaching in our coll;ege since 2018	Treasury management, Risk Management, financial management, investment banking, merhant banking, commercial banking, and Derivatives and portfolio management.	M.Com,	Finance	34	6	
13	Venkateshwarloo	Ex-Indian Oil	General manager/Academician	OB,HRM,OD,HR Audit,Talent Management, L and D,BLO,Competency assessment and Development	BE Mech,Chartered Engr	HR, General mgt	35	50	6

INDIRA INSTITUTE OF BUSINESS MANAGEMENT (IIBM)

14	Ashok Ramaswamy V	Wipro technologies Retd. General manager	Ex Sr. Vice President/Academician	Operations and service management, Human Resources, Business Analytics, supply chain management	MFM, PMP DCs,	Operations ,HR and Analytics	30	11	8
15	Subhojit Chakraborty	Self Employed	CFO	Finance Management	MBA	Finance	15	10	8
16	Rohan Abraham	After Studios	General Manager (Marketing)	Product & Brand Strategy	MBA, BA (Hons),	Mktg.	17	6	2
17	Dr. Vilas Choudhari	n/a	Retired Dean of academics	Six Sigma & tQM	Ph.D., MBA	Operations	38	10	8
2022-23									
1	Arvinth Chandramohan	Self Employed	IT Consultant, Corporate Trainer, Academician	Project Management, Business Analytics, Software Engineering, Database Management Systems	BE	Systems	15	10	8
2	Dr. Rakesh C Walke	Self Employed	Academician	General Management	Ph.D, ME	Common	38	10	8
3	Bharat Nadkarni	Ex- Tatas	Academician	emerging market & International Business, Operation& Strategic management	MIM, PGDMS	Common	38	10	8
4	Anand Patil	GAB Consultant	NLP Practioner, Executive Coach, Project Management Professional	Operations mgmt, Retail Mgmt, Business Communication, Project Management, Personal finance	MAM, Diploma in computer management	Systems/Mktg/Project mgmt, Retail mgmt	35	15	4
5	Sagar Patil	Self Employed	Director	General Management	MMS; MA; M.Com	Mktg	38	10	8
6	Anil Jadwani	Self Employed	Academician	Integrated Marketing	MMM	Mktg	38	10	8
7	Vidyanand Joshi	Self Employed	Behavioural Consultant, Management Educator and Personal Counsellor	HRM, Learning and Development, Organizational Behaviour, General Management, Business Communication, Personal Grooming,	MSW, PGDA & PR	HR	5	19	3
8	Rajvilas Kadam	Self Employed	Director	HRM	PGDM, MLS	HR	38	10	8
9	R V Raman	Self Employed	Ex-Banker, Academician	Financial Management	M.Com	Finance	38	10	8
10	Vishal Madrecha	Entrepreneur	Accounts & Finance Trainer	Cost Accounting	M.Com	Finance	38	10	8
11	Ashok Ramaswamy V	Glodyne Technologies IMG Division	Ex Sr. Vice President/Academician	Operations and service management, Human Resources, Business Analytics, supply chain management	MFM, PMP DCs,	Operations ,HR and Analytics	30	11	8
12	Rahul Katke	Self Employed	Director	Systems	MIM, BE	Systems	38	10	8
13	Moreshwar Dhaygude	Self Employed	CEO	IT Infra	BE	Systems	38	10	8
14	Shambhavi Kamt	Self Employed	Director	General Management	MBA, M.Com	Common	38	10	8
15	Subhojit Chakraborty	Self Employed	CFO	Financial management II	MBA	Finance	38	10	8
16	Rohan Abraham	Famous Studios	Director Sales & Int Business	Marketing Strategy	MBA, BA (Hons),	Mktg.	16	5	1

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17	Suparna Majumdar	Self Employed	CEO	RM	PG in Personal Mgmt., PGDM	HR	16	5	1
18	Dr. Vilas Choudhari	n/a	Retired Dean of academics	Operations Management	Ph.D., MBA	Operations	16	5	1
2021-22									
1	Arvinth Chandramohan	Self Employed	IT Consultant, Corporate Trainer, Academician	Project Management, Business Analytics, Software Engineering, Database Management Systems	BE	Systems	15	10	8
2	Naimesh Tungare	Aryan Retail Consultants; Academician	Director/Academician	Operations Management	BE, MBA, PGDM	Systems	15	10	8
3	Dr. Sonia Gupta	BVIMSR	Academician	Human Resource	Ph.D, MBA	Finance	15	10	8
4	Manasi Salunkhe	Self Employed	CEO	General Management	M.Sc.(Stats)	Finance	15	10	8
5	Abhishek Gurav	Self Employed	Academician	General Management	M.Sc.(Stats)	Finance	15	10	8
6	Dr. Kazanfer Khan	WCCBM	Academician	Accounting & Finance	Ph.D, MBA, M.Com	Marketing	15	10	8
8	Ketaki Ghatole	Self Employed	CEO	Product Management	MMM	Mktg	15	10	8
9	Dr. Rakesh C Walke	Self Employed	Academician	Operations Management	Ph.D, ME	Common	15	10	8
10	Bharat Nadkarni	Ex- Tatas	Academician	emerging market & International Business, Operation & Strategic management	MIM, PGDMS	Common	38	10	8
11	Vishal Madrecha	Entrepreneur	Accounts & Finance Trainer	Accounting & Finance	M.Com	Finance	38	10	8
12	R V Raman	Self Employed	Ex-Banker, Academician	Finance	M.Com	Finance	38	10	8
13	Vidyanand Joshi	Self Employed	Behavioural Consultant, Management Educator and Personal Counsellor	HRM, Learning and Development, Organizational Behaviour, General Management, Business Communication, Personal Grooming,	MSW, PGDA & PR	HR	5	19	3
14	Rajvilas Kadam	Ex- L & T	HR Consultant and Trainer	HR Management	PGDM, MLS	HR	5	19	3
15	Ashwini Mhatre	Self Employed	Academician	HRM Global	MPM, M.Com	HR	5	19	3
16	Dr. Ira Kumar	SIES	Asst. Professor & Head Placement, SIES	General Management	PhD, MBA, MSc	HR	5	19	3
17	Ashok Ramaswamy V	Glodyne Technologies IMG Division	Ex Sr. Vice President/Academician	Operations and service management, Human Resources, Business Analytics, supply chain management	MFM, DCs, PMP	Operations ,HR and Analytics	30	11	8
18	Anand Patil	GAB Consultant	NLP Practitioner, Executive Coach, Project Management Professional	Operations mgmt, Retail Mgmt, Business Communication, Project Management, Personal finance	MAM, Diploma in computer management	Systems/Mktg/Project mgmt, Retail mgmt	35	15	4
19	Shambhavi Kamat	Self Employed	Academician	Accounts	MBA, M.Com	Accounts	35	15	4
20	Ankita Choudhary	Self Employed	Academician	IT & systems	MCA	Systems	35	15	4
21	Bawa Singh	National Organic Chemical Industries Ltd	Sr.Vice President/Academician	Operations Management	BE, A.M.I.Ch.E, DFM	Operations	35	15	4

2020-21

1	Bharat Nadkarni	Ex- Tatas	Academician	emerging market & International Business, Operation& Strategic management	MIM, PGDMS	Common	38	10	8
2	Dr. Ramkishen Y	Self Employed	CEO	Marketing Managment	Ph.D, MBA	Marketing	38	10	8
3	Dr. Sonia Gupta	BVIMSR	Academician	Fiannce & Accounts	Ph.D, MBA	Finance	38	10	8
4	Ramchandran	Self Employed	Academician	Fianancial Management	CA	Finance	38	10	8
5	Venkateshwarloo	Ex-Indian Oil	General manager/Academician	OB,HRM,OD,HR Audit,Talent Management, L and D,BLO,Competency assessment and Development	BE Mech,Chartered Engr	HR, General mgt	35	50	6
6	A K Saxena	Self Employed	Academician	Marketing Managment	MBA	Marketing	35	50	6
7	Omar Maner	Self Employed	CEO	General Management	MAM	HR	35	50	6
8	Bawa Singh	National Organic Chemical Industries Ltd	Sr.Vice President/Academician	Opeartions	BE, A.M.I.Ch.E, DFM	Operations	35	50	6
9	Ashok Ramaswamy V	Glodyne Technologies IMG Division	Ex Sr. Vice President/Academician	Operations and service management, Human Resources, Business Analytics, supply chain management	MFM, PMP DCs,	Operations ,HR and Analytics	30	11	8
10	Vikaram Hande	Self Employed	Academician		MIM	Operations	30	11	8
11	Arvinth Chandramohan	Self Employed	IT Consultant, Corporate Trainer, Academician	Project Management, Business Analytics, Software Engineering, Database Management Systems	BE	Operations/ Systems	15	10	8
12	Shambhavi Kamath	Self Employed	Academician	General Managment	MBA, M.Com	Finance	15	10	8
13	Naimesh Tungare	Self Employed	Academician	General Management	BE, MBA, PGDM	Operations	15	10	8
14	Laxmi Vaish	Virtusa; Academician	Project/Program Manager/Academician	Project Management	MBA, PGPM	Systems	15	10	8

N A V I M U M B A I

6.9 Academic Research (70 Marks)

The institute promotes and encourages research both amongst faculty and students.

Every year, IIBM organizes a research conference, EKTAARA (Exploring Knowledge through Analysis and Research Acumen), wherein we invite research scholars, students, academicians and industry professionals to present their papers and share their research. The papers are adjudged by eminent judges, and the best papers are awarded prizes.

- Faculty Paper Publication

(List of Publications in referred journals, reputed conferences, books, book chapters, case studies in public domain etc.)

- List of Ph.D. /Fellow ship titles (FPM) awarded during the assessment period while working in the institute

All relevant details shall be mentioned.

Faculty members are actively involved in contemporary research. Most of the research papers are published in peer-reviewed journals and a few of the papers are published in either in Scopus or Web of Science indexed journals. Papers cover all specialization areas of management.

Prominent academicians from the country were approached to be a part of the Research Advisory Board to support our endeavours and projects in research. Their role largely comprises of vetting research papers received, being invited as a judge for evaluating conference papers, being a part of the blind review committee, addressing audience on research sessions etc.

The institute has an advisory board of research:

Sr. No.	Name and Designation	Name of Institute	City
1	Smt. Sarada Menon, Chairman	VKK Menon College of Commerce and Economics	Mumbai
2	Dr. Harsha Goyal, Dean Faculty of Commerce	Karmaveer Bhaurao Patil College (Autonomous)	Navi Mumbai
3	Dr. Susan Thomas, Principal	St. Thomas College	Bhillai
4	Dr. S.S. Bhandari, Principal	Bunts College of Higher Education	Navi Mumbai
5	Dr. Nithya Varghese, Principal	Tilak College of Commerce and Science	Navi Mumbai

Steps Adopted by Research Advisory Board for Annual Journal Publication:

- 1) The Advisory board is invited to attend the conference.
- 2) Advisory Board is invited to review the papers submitted at the conference.
- 3) Papers are reviewed and decision on publication of papers is taken
- 4) Selected papers that are approved by the Advisory board, are published in IIBM's Journal of Management Research (ISSN 2395-5147).

The following conferences have been organized by the institute in the last three years:

Year	National/International	Conference Theme
2021	International	The Global Manager – Moving Towards a Futuristic Perspective
2022	National (Online)	Re-strategizing Management Practices in the Post-Covid Era
2023	National	Business Strategies and Growth Opportunities in the New Normal
2024	International	Navigating the Digital Resolve.

Faculty Paper Publication

Faculty members are encouraged to publish research papers and present their work at conferences. They are also motivated to write books and articles. This enhances their personal and professional growth, and also adds value within the classroom.

Faculty Publications	2023-24	2022-23	2021-22	2020-21
Scopus/WoS/ABDC	6	5	1	3
UGC Listed	14	15	19	16
Peer Reviewed Unlisted	3	5	3	
Patents	3	-	-	-
Book Chapters	2	-	-	-
Books	3	1	-	-
Others (news articles)	1		4	7
Total	40	51	44	53

Journal Papers: July 2020–June 2021

1. Harikumar, P. (2020). A systems approach to mapping performance in Indian healthcare organizations. *International Journal of Healthcare Management*. <https://doi.org/10.1080/20479700.2020.1752990>
2. Harikumar, P. (2020). Bottleneck identification and process improvement by Lean Six Sigma DMAIC methodology. *Materials Today: Proceedings*. <https://doi.org/10.1016/j.matpr.2020.04.436>
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4. Mishra, B. (2020). Data-Driven Marketing: Leveraging Analytics for Business Growth. *International Journal of Advanced Research in Engineering Technology & Science*. <https://www.ijarets.org/publication/69/9.%20ijarets%20sep%202020.pdf>
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12. Kuriakose, S. (2021). Consumer Behavior: Innovation or Invasion. *International Journal of Advanced Research in Engineering Technology & Science*. <https://ijarets.org/publication/84/112.%20jan%202021%20ijarets.pdf>
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Journal Papers: July 2023–June 2024

1. Dr. Neha Sharma, & Pinaki Mandal. (April 2024). Brand Building Through Digital Marketing for B2B Companies in India: A Qualitative Analysis with an Intellectual Property Lens. *International Journal of Science, Mathematics and Technology Learning*, ISSN: 2327-7971 (Print) ISSN: 2327-915X (Online) Volume 3, 2 No. 1, 2024 <https://doi.org/10.5281/zenodo.10986246>
2. Aji John, Sagar Samaya (July-Aug 2023), Unlocking Digital Marketing Potential with SEO and SEM *International Journal of Applied Engineering and Technology* (London) ISSN: 2633-4828 July-Aug 2023. <https://romanpub.com/ijaetv5-s4-july-aug-2023.php>
3. Lalitkumar Bhole (Sept – Oct 2023) To Investigate Preferences in General Practitioners Towards Prescribing Generic and Branded Medications in Kalyan-Dombivali Region *International Journal of Applied Engineering and Technology* (London) ISSN: 2633-4828 Sept – Oct 2023. <https://romanpub.com/ijaetv5-s5-sep-oct-2023.php>
4. Nikhil Shirsat (Sept-Oct 2023), A Study on Financial Literacy and its Determinants among Gen Z working professionals in KDMC region. *International Journal of Applied Engineering and Technology* (London) ISSN: 2633-4828 Sept-Oct 2023. <https://romanpub.com/ijaetv5-s5-sep-oct-2023.php>

5. Jayaraj V. S (Oct– Dec 23) AI and Accountancy : A Comparative Study of Traditional Methods Versus Intelligent Automation International Journal of Applied Engineering and Technology (London) ISSN: 2633-4828 Oct– Dec 23. <https://romanpub.com/ijaetv5-s6-oct-dec-2023.php>
6. Pinaki Mandal (Oct-Dec 2023), Media Mix Components Influencing Brand Equity International Journal of Applied Engineering and Technology (London) ISSN: 2633-4828 Oct-Dec 2023. <https://romanpub.com/ijaetv5-s6-oct-dec-2023.php>
7. Vikas Gore, Transforming Library Systems: The journey from Traditional Methods to AI Driven Innovation International Journal of Applied Engineering and Technology (London) ISSN: 2633-4828. <https://romanpub.com/ijaetv7-6-oct-dec-2023.php>
8. Krupal Sawe, Micromanagement in the workplace: Analysing its impact on Productivity and Morale: a study w.r.t. Education and its management in Navi Mumbai The Impact of Micromanagement on Employee Productivity and Organizational Performance International Journal of Applied Engineering and Technology (London) ISSN: 2633-4828 <https://romanpub.com/ijaetv7-6-oct-dec-2023.php>
9. Dr. Radhika KiranKumar Vandana & Pinaki Mandal (May 2024) An Investigation Into How Well Campus Recruitment Training Impacts Job Placements. Educational Administration: Theory and Practice, 30(5), 2024, 30(5), 10837 - 10843 [<https://doi:10.53555/kuey.v30i5.4851>]<https://doi:10.53555/kuey.v30i5.4851>
10. Dr. Alpha Lokhande (2023): Factors Influencing Purchase Decision of Smartphones among Young Indian Consumers Empirical Economics Letters, 22, (Special Issue 2) (February 2023) ISSN 1681 8997
11. Dr. Alpha Lokhande (2023): Career Aspirations for School Going Slum Dwelling Teenagers w.r.t their Self Concept - Dr. Alpha Lokhande - International Journal of applied engineering and technology, Vol. 5 No. 4 (December, 2023)
12. Pinaki Mandal, & Alpha Lokhande. (December 2023). Influence of Digital Marketing Evolution on Entrepreneurial Ventures Second Author Page No. : 414-424 Change Management International Journal by Common Ground research Network ISSN-2327 -9176. DOI <https://zenodo.org/records/10951865>
13. Gore, V. (2024). Brand Positioning of Maruti Suzuki in the Indian Automobile Market. *International Journal of Education and Science Research Review*.
14. Lokhande, A. (2024). Employee Turnover: Causes, Costs, and HR Strategies for Retention. *International Journal of Engineering Research & Management Technology*.
15. Jayaraj, V. S. (2024). Ethical Challenges in Accounting: A Study of Corporate Scandals. *International Journal of Engineering Research & Management Technology*.
16. Shirsat, N. (2024). Cryptocurrency and Blockchain: Disrupting the Financial Landscape. *International Journal of Education and Science Research Review*.
17. Shah, D. (2024). Financial Literacy for Kids: Teaching Money Management Early. *International Journal of Advanced Research in Engineering Technology & Science*.
18. Shibu, S. (2024). The Modernist Experiment: Stream of Consciousness in James Joyce and Virginia Woolf. *International Journal of Advanced Research in Engineering Technology & Science*.
19. Kirankumar, R. (2024). HR Analytics: Leveraging Data for Better Workforce Decisions. *International Journal of Engineering Research & Management Technology*.
20. Lokhande, A. (2024). The Psychology of Hiring: Understanding Bias and Improving Recruitment Decisions. *International Journal of Education and Science Research Review*.
21. Jayaraj, V. S. (2024). Cost Accounting in Manufacturing: Methods and Best Practices. *International Journal of Advanced Research in Engineering Technology & Science*.
22. Meena, H. (2024). Indiscernible elements of Ecocriticism in Robert Frost Poetry. *International Journal of Advanced Research (IJAER)*.
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23. Shah, D., & Saunders, K. (2024). The Impact of Digital Accounting Tools on Small Business Efficiency. *Library Progress International*.
24. Lokhande, A., & Shibu, S. (2024). The Importance of English Proficiency in the Placement Success of MMS Students. *Library Progress International*.
25. Lokhande, A. (2024). The Artful Embrace of Emojis in the Tapestry of Business Communication - The Impact of Emoji Usage on Professional Email Communication. *Library Progress International*.

List of Patent Application filed / awarded during the assessment period.

• **Dr. Pinaki Mandal**

- Title of Invention: “**B2B Digital Management System**”

Application No.: **202321053258** (08/08/2023)

- Title of Invention: “**Adaptive Learning System with Personalized Content Recommendation**”

Application No.: **202311054714** (13/08/2023)

• **Dr. Alpha Lokhande**

- Title of Invention: “**Dynamic Knowledge Management System Optimizing Human Resource Practices for Knowledge: Integration**”

Application No.: **202421022439 A** (03/05/2024)

• **Deepa Shah**

- Title of Invention: “**Portable Market Analysis Computing Device**”

Application No.: **402162-001** (02/02/2024)

List of Ph.D. fellowship titles (FPM) awarded during the assessment period while working in the institute. (CAY, CAY m1 and CAY m2)

S.No	Name of the supervisor	No. of Ph.D. awarded	No. of students Guiding
01	Dr. Ashok Luhar (Guide affiliated to University of Mumbai)	0	4
02	Dr. Pinaki Mandal (Co-Guide affiliated to SRM University)	1	0

Table 6.9 Details of the Ph.D Supervisors during the year 2023-24

Details of Books and articles published by Faculty

A) Dr. Monica Khanna

- Chimpu's New Friend** (2022). Books33. ISBN: 978-81-955715-0-5
- Kyra's Return Flight** (2022). Books33. ISBN: 978-81-955715-0-5
- Sunny Side Up.** (2021). Books33. ISBN: 978-81-952805-1-3
- Manya's Messcapades.** (2021). Emerald Publishers. ISBN: 978-93-90677-07-8
- Of Girls and Cars, and Boys and Dolls.** (2020). Mango (DC Books). ISBN: 978-93-5390-278-0
- Misha Makes a Mark.** (2020). Mango (DC Books). ISBN: 978-93-5390-276-6

B) Dr. Alpha Lokhande

- Management Cases - HR Practitioner's View** Himalaya Publishing House - 2023
- Business Analytics an Overview** - 2024

C) Dr. Neha Sharma

- Authored book on **Copyright Infringement in the Indian Software Industry: A perceptual analysis.** (Writers Row Publications). ISBN: 978-81-971349-0-6.

D) Dr. Pinaki Mandal

- a. Authored Book on **Marketing in the Digital Age: Strategies for Branding and Growth** (Edition I), ISBN: 978-93-5747-555-6
- b. Authored Book on **Unveiling the Global Wisdom : Ten Traditional Secrets for Personal Growth and Leadership**, ISBN: 978-93-95583-40-4
- c. Authored Book: **Marketing in Digital Age** Vol.1 Iterative Publications, NY, ISBN: 978-93-5754-555-6
- d. Edited Book: '**Digital Strategic Decision Making in Management**' (WritersRow Publication, Bangalore, India Vol. 1, ISBN: 978-81-971349-0-6)
- e. Chapter on **Leveraging AI for Sales and Marketing**
- f. Chapter on '**E-Business in the Digital Age**', (Book: Business Management: A new Paradigm, ISBN: 978-93-93502-84-1)
- g. Chapter on **Unleashing the Power of Customer Personalization in the Digital Age with Artificial Intelligence**, (Book: Improving Service Quality and Customer Engagement with Marketing Intelligence, ISBN: 979-8-3693-6813-8)

Details of news articles published by Faculty

Sr. No.	Name of Faculty	Title of Article	Publisher	Date of Publication	Link
1	Dr. Monica Khanna	Hide and Seek	Newsband	June 26, 2021	https://newsband.in/?p=21726
2	Dr. Monica Khanna	The Lion and the Hunter	Newsband	June 5, 2021	https://newsband.in/?p=20971
3	Dr. Monica Khanna	Healing Minds	Newsband	May 8, 2021	https://newsband.in/?p=20029

6.10 Sponsored Research (25)

Funded research from outside; considering faculty members contributing to the program: (Provide a list with Project Title, Funding Agency, Amount and Duration)

Funding Amount (Cumulative during CAYm1, CAYm2 and CAYm3):

<i>Amount $\geq$ 30 Lacs</i>	<i>25 Marks,</i>
<i>Amount $\geq$ 25 and $<$ 30 Lacs</i>	<i>20 Marks,</i>
<i>Amount $\geq$ 20 and $<$ 25 Lacs</i>	<i>15 Marks,</i>
<i>Amount $\geq$ 15 and $<$ 20 Lacs</i>	<i>10 Marks,</i>
<i>Amount $\geq$ 10 and $<$ 15 Lacs</i>	<i>5 Marks,</i>
<i>Amount $<$ 10 Lacs</i>	<i>0 Mark</i>

6.11 Consultancy/ Testing/ Training (10 Marks)

Funding Amount (Cumulative during CAYm1, CAYm2 and CAYm3):

Amount ≥ 30 Lacs *25 Marks,*

Amount ≥ 25 and < 30 Lacs *20 Marks,*

Amount ≥ 20 and < 25 Lacs *15 Marks,*

Amount ≥ 15 and < 20 Lacs *10 Marks,*

Amount ≥ 10 and < 15 Lacs *5 Marks,*

Amount < 10 Lacs *0 Mark*

Srl. No.	Name of Faculty	Details of service provided	Annual Consultancy Amount		
			AY 2021-22	AY 2022-23	AY 2023-24
1	Prof. Nikhil Shirsat	Financial planning and Annual Tax Return Filing	2,97,000	3,16,800	3,46,500
2	Dr. Monika Khanna	English as a First language in Customer Service	2,47,500	2,59,875	-
3	Mr. Aji John	Undergraduate courses placement drive	-	3,36,600	3,56,400
4	Dr. Pinaki Mandal	Brand consultancy and Digital Marketing	-	-	7,42,500
		Total Per Academic Year	5,44,500	9,13,275	14,45,400

6.12 Consultancy/ Testing/ Training (10 Marks)

Our faculty is encouraged to utilize their knowledge and skills to undertake consultancy and training programs for the industry at an individual level/free of charge, some of which are mentioned below.

6.12.1 Industrial Consultancy:

Sr. No.	Name of Faculty	Name of Organization	Description of Consultancy
1	Amit Ahire	OCS Group India Pvt. Ltd.	Compliance Management Consultancy
2	Amit Ahire	Equator Property Managers Pvt. Ltd.	Compliance Management Consultancy
3	Dr. Alpha S Lokhande	NeatFox Interactive Media	Recruitment Consultation for IT
4	Dr. Alpha S Lokhande	Purple Oak Management Consultants	Recruitment Training
5	Dr. Pinaki Mandal	Mondavus Trade Pvt Ltd.	Consultancy (Sales & Marketing)
6	Prof Nikhil Vijay Shirsat	KDA & Associates	Tax Consultancy
7	Dr. Monica Khanna	Indian School of Management & Entrepreneurship	Consultancy
8	Dr. Monica Khanna	Navtor	Soft Skills Training Program
9	Dr Pinaki Mandal	Royal Herbals Pvt Ltd.	Sales & Marketing Strategy
10	Dr. Monica Khanna	Venus Safety & Health Pvt. Ltd.	Soft Skills Training Program
11	Dr. Monica Khanna	Nextgen Infratech Solutions LLP	Soft Skills Training Program

Table 6.12.1: Industrial Consultancy by Faculty members

6.12.2 Training Programs and Workshops

Sr. No.	Name of Faculty	Name of Organization	Training Program
2023-24			
1	Dr. Alpha S Lokhande	Western College of Commerce & Business Management	HR as a Career in PG
2	Dr. Alpha S Lokhande & Dr. Pinaki Mandal	MGM College, Dimapur, Nagaland	Recruitment Training
3	Dr. Alpha S Lokhande & Dr. Pinaki Mandal	Salt College of Commerce, Dimapur, Nagaland	Competency mapping and career as a Career
4	Dr. Neha Sharma & Dr. Pinaki Mandal	St Thomas College of Arts & Commerce, Bhillai, CG	Competency mapping and career as a Career
5	Dr. Pinaki Mandal	Western College of Commerce & Business Management	Self branding and being Market Ready
6	Dr. Pinaki Mandal	NArc Buildcon (Patna)	Consultancy – Marketing Strategy
7	Dr. Pinaki Mandal	Dimapur, Nagaland	Competency mapping and career as a Career
8	Dr. Pinaki Mandal	Dimapur, Nagaland	Competency mapping and career as a Career
2022-23			
1	Nikhil Vijay Shirsat & Lalitkumar Bhole	Manjunatha College of Commerce, Dombivili	Career Guidance after Graduation – a path to Masters in Management

2	Lalitkumar Bhole & Nikhil Vijay Shirsat	KV Pendekar College of Commerce, Science and Arts	Career Guidance after Graduation – a path to Masters in Management
3	Radhika Kirankumar & Nikhil Vijay Shirsat	Karmaveer Bhaurao patil College of Commerce	Career Guidance after Graduation – a path to Masters in Management
2021-22			
1	Lalitkumar Bhole & Nikhil Vijay Shirsat	F G Naik College of Arts and Commerce	Career Guidance after Graduation – a path to Masters in Management
2	Amit Ahire & Radhika Kirankumar	BUDS Night College of Arts and Science	Career Guidance after Graduation – a path to Masters in Management
3	Nikhil Vijay Shirsat & Lalitkumar Bhole	Oriental College of Commerce	Career Guidance after Graduation – a path to Masters in Management
4	Radhika Kirankumar	NES Ratnam College of Arts, Commerce & Science, Bhandup	Career Guidance after Graduation – a path to Masters in Management

Table 6.12.2: Training Programs and Workshops by Faculty members

6.13 Preparation of teaching Cases (10)

(The development and use of cases in teaching and thus promoting learners critical thinking skills)

Faculty members are actively engaged in writing case studies for the conduct of classroom sessions in their respective courses. The following members have developed cases for their classroom sessions:

Sr. No.	Faculty Member Name	Domain	No. of Cases
1	Dr. Alpha Lokhande	Human Resource	5
2	Dr. Pinaki Mandal	Marketing	3
3	Nikhil Vijay Shirsat	Finance	4
4	Dr. Neha Sharma	Human Resource	1

Table 6.10.1: Cases developed by Faculty member

Criterion 7	Industry and International Connect	100 Marks
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Indira Institute of Business Management strives to ensure that students are connected with the corporate world so as to inculcate practical knowledge along with theoretical knowledge. The summer internship program at the end of the first year enables students to get an exposure of the industry. Moreover, industry professionals are invited regularly to conduct guest lectures, workshops and seminars, and share their experiences and insights with the students. Besides, industry experts are also invited to evaluate student projects and provide feedback for improvement. In addition, students are taken on study tours, both domestic and international, to expand their horizons. International speakers from across the globe are invited to give students a global perspective of the corporate world.

As per NBA 2024, Criterion 7: Industry and International Connect and its related details and respective marks are stated below:

Sr. No.	Particular	Marks	Self-Assessment Marks
7.1	Industry Connect (Exposure of students to the industry through interaction with industry professionals, and the involvement of industry professionals in various activities of the institute)	60 Marks	40 Marks
7.2	International Connect (Providing a global exposure to students by connecting them with international speakers and organizations)	40 Marks	25 Marks
Total		100 Marks	65 Marks

7.1 Industry Connect (60 Marks)

7.1.1 Initiatives related to industry interaction including industry internship

/ summer training/study tours/ guest lectures (15 Marks)

The institute believes firmly that knowledge acquisition cannot be restricted to the curriculum or theoretical concepts that are taught in class. Theoretical knowledge must be supplemented with practical experience gained through visiting industries, interacting with industry experts and alumni, undertaking an internship with an organization. Research is also integral to expanding the horizons of students.

7.1.1(A) Industry Internship Projects for Students

As per University of Mumbai curriculum norms, reputed companies have been providing summer internship and projects to our students. In addition, students undertake three research projects in the final year, namely Social Relevance Project, General Management Project, and Specialization Project. These projects help students gain a better understanding of the organization and/ topic/domain, and also help them to incorporate their critical, analytical, research and written communication skills in writing project reports which are evaluated by external examiners.

Batch 2020-2022

During this batch the country had declared a lockdown and most companies did not want to intake interns so some students in order to comply with University of Mumbai norms had taken up secondary research.

In addition, our students have also undertaken the Industry internship cum training from the various companies for a duration of 2 months as per University of Mumbai norms, where they have been mentored by an industry expert under whose supervision and guidance they have completed their projects (Ref 7.1.1(B)).

Table1

Sr. No	Roll No.	Student Name	Title of the Project	Company Name/ Secondary Research
1	2020001	Abhidnya Jaisingh Jadhav	Study of Customer Satisfaction towards online Shopping	Secondary research
2	2020002	Abhijeet Dattaram Warankar	Marketing Strategy of Rejoice Medical Sciences Pvt. Ltd	Rejoice Medical Science Pvt. Ltd

3	2020003	Abhijit Chandrakant Korade	Analysis of Consumer Engagement with special reference to Rejoice	Rejoice Medical Science Pvt. Ltd.
4	2020004	Ananta Jadhav	Study of Customer Perception towards Rejoice as a Brand	Rejoice
5	2020005	Adarsh Kumbhar	A Study on the Scope of E - Sports in India	Secondary research
6	2020007	Akansha Vilas Mohite	HR Policies at Rejoice Medical Sciences Pvt Ltd	Rejoice Medical Sciences Pvt. Ltd.
7	2020008	Akshay Dilip Kadu	A Comparative Study of Financial Statement of ICICI	Secondary research
8	2020009	Amit Viji Panickar	A study of Impact of Covid19 on the Tourism sector	Secondary research
9	2020010	Amreen Abdul Majeed Wadkar	Customer Preference and Satisfaction with Special reference to Rejoice	Rejoice
10	2020011	Anjali Brijesh Chaudhary	Study of Employer Relationship Management	Pioneer Mgmt Consultant Pvt. Ltd.
11	2020012	Anjali Hansraj Chavan	Mutual Funds and Investor Awareness	Secondary research
12	2020013	Anjali Mishra	A Study of Training and Development in FMCG Sector	Secondary research
13	2020015	Antara Rajendra Patil	A study and analysis of services provided by Gopinath Patil Parsik Sahakari Janta Bank	Parsik Sahakari Janta Bank
14	2020016	Apurva Mangesh Bhagat	Comparative Study of Traditional and Modern Technique on Hair treatment with Rejoice Medical Science Pvt. Ltd.	Rejoice Medical Science Pvt. Ltd
15	2020017	Ben Kingsly	Study on the Impact of Six Sigma Training Program in Selected IT Companies	Secondary research
16	2020018	Bhagyashree Pawar	Impact of Social Media on Consumer Decision Making Process	Secondary research
17	2020019	Bhavesh Suryakant Ambre	A Study on Apollo Tyres and Comparison with Other Tyres	Apollo India
18	2020020	Blesson Mathew Verghese	Consumer Perception on Digital Banking	Secondary research
19	2020021	Chaitanya Kishor Kulkarni	Do's and Don'ts on Social Media Marketing	Secondary research
20	2020022	Dhruv Jairam Kharat	A Study on Banking System of SBI in Sanpada Branch which Facilitate Customer	SBI Branch
21	2020023	Gaurav Ganesh Patil	Study of Strategic Planning of Raigad District Central Co-op bank	Raigad District Central Co- op bank
22	2020024	Gibin Koshy	Food industry post entry of delivery partners like Zomato and Swiggy	Swiggy and Zomato
23	2020025	Gufraan Ansari	Hospital Management System	Secondary research
24	2020026	Hanna Susan George	A study of Investors Preference towards Mutual Funds and Fixed Deposits	Secondary research
25	2020027	Harini Ravichandran	Middle Class Participation in Stock Market	Secondary research

26	2020028	Hetal Kishor Koli	Study of Mutual Funds	Secondary research
27	2020029	Hritik Sashikant Shevde	To Study marketing Strategies for Lead generational Rejoice Medical Sciences Pvt. Ltd	Rejoice Medical Science Pvt. Ltd
28	2020032	Kalyani Avinash Range	Consumer Behaviour Online v/s Offline Shopping	Secondary research
29	2020033	Karuna Mangesh Mungekar	Marketing Channel Creation and Retention at Rejoice Medical Services Pvt. Ltd	Rejoice Medical Science Pvt. Ltd.
30	2020034	Lijin Jose Arakkanda ThilThekkathil	Study on Complete Cardless ATMs	Secondary research
31	2020035	Litty Mariam Punnoose	Business Plan of Smart Home Automation	Secondary research
32	2020036	Lokesh Vyankat Kadam	Impact of Covid 19 on Pharmaceutical Sector	Secondary research
33	2020037	Mamta Vijay Yadav	Comparative Study of Home Loans of SBI and LIC Housing Finance	Secondary research
34	2020038	Manali Gidde	Study on Risk Associated with Cryptocurrency	Secondary research
35	2020039	Manasi Rajendra Bhoir	Business Proposal Home Baking Business	Secondary research
36	2020040	Mayuri Binekar	Analysis and Impact of Covid 19 on Indian Stock Market	Secondary research
37	2020041	Mayuri Subhash Waydande	Study of Impact of GST on Retail Sector	Secondary research
38	2020042	Melwin Scaria	A Study on Consumer Satisfaction with Service of LIC	LIC India
39	2020044	Mohd. Yasleen Shahbuddin Siddiqui	Marketing Strategies of Rejoice Medical Sciences Pvt. Ltd	Rejoice Medical Science Pvt. Ltd
40	2020045	Mohd. Yasin Rashid Khan	Consumer Preference Towards Levis Jeans	Levis Jeans
41	2020046	Mohan Babasaheb Rokade	A Study on Consumer Behaviour Towards Amul Dairy Products in Navi Mumbai	Amul India Pvt. Ltd.
42	2020047	Muskaan Nirmal Taparia	A study on Investors Awareness and Perception om Inverstment in Crypto Currency	Secondary research
43	2020048	Narendra Suresh Mohandkar	Comparison Between Swiggy and Zomato marketing Strategy and Services	Swiggy and Zomato
44	2020050	Nikhil Satish Chaudhari	Pension Policies in Insurance	Secondary research
45	2020051	Nishant Praful Dagha	A Study of Financial Derivatives Market	Secondary research
46	2020052	Nivedita Moolya	Mobile Automotive Services	Secondary research
47	2020053	Om Darvatkar	Study on electronic Payment System	Secondary research
48	2020054	Onkar Sopankatkar	Study on Investors Perception towards Mutual Funds	Secondary research
49	2020055	Prachi Ashok Ranjanne	Bakery and Confectionary Products	The frozen Delights

50	2020056	Pranay Gorakhnath Koli	A Study of Savings and Investment Pattern of Individuals in Belapur CBD	Secondary research
51	2020058	Prathamesh Sable	A Comparative Study of Life Insurance with LIC	LIC India
52	2020057	Prasad Mate	Work-Life balance of Working Women in Navi Mumbai in IT Sector	Secondary research
53	2020059	Pranay Vinod Srivasstav	Business Plan on Finished Car Logistics	Secondary research
54	2020060	Raj Sawant	A Comparative Study of Developed and Developing Countries Work Culture	Secondary research
55	2020061	Rakesh Boduram Sharma	Awareness of Tax Savings Schemes among Individual Assesse	Secondary research
56	2020062	Rashi Atul Suple	Effect of Cyber Crime in banking Sector of India	Secondary research
57	2020063	Renuka Mohan Singh Chavhan	Business Proposal - Innovision Construction Company	Secondary research
58	2020064	Richa Chopra	Role of Small Scale Micro finance Institutions in Rural Development	Secondary research
59	2020065	Rijin Rajan	K9 Home Away from Home (Paw Care)	Secondary research
60	2020066	Roopam Gavit	Marketing Strategies of Rejoice Medical Sciences Pvt. Ltd	Rejoice Medical Science Pvt. Ltd.
61	2020067	Rushikesh Gajendra Jagdale	An Impact of Social Media Marketing & Traditional Marketing on Today's Businesses	Secondary research
62	2020069	Saloni Suresh Kadam	Cakeology Bake Some Memories	Secondary research
63	2020072	Sara Shaikh	Study of Customer Satisfaction on Federal Bank	Secondary research
64	2020073	Satishram Ajaykumar Gounder	Impact of Covid 19 on Travel and Tourism	Secondary research
65	2020074	Saurabh Dubey	The Study of Opportunities in E-sports in India	Secondary research
66	2020075	Saurabh Narendra Singh	The Study of Consumer Preferences on Choosing Big Bazaar	Big Bazaar
67	2020076	Sayali Anant Main	Business Plan on Cotton and Jute Bags	Secondary research
68	2020077	Selfa Sebastian D'Souza	Home Staging – Decorate Yourself with Us	Secondary research
69	2020078	Shraddha Durgaprasad Pandey	The study of Role of Information Technology in Customer Handling	Whitehat Jr
70	2020079	Shraddha Deepak Ghadge	Study of Retailors Investment Pattern in Traditional and Modern ways of Thane City	Secondary research
71	2020080	Shreyas Madhukar Riswadkar	Business Plan: - Spectrum Vision Creation	Secondary research
72	2020081	Shubha Ankush Patil	Study on HRM Practices in Health Care Sector with reference to Rejoice Medical Science Pvt. Ltd	Rejoice Medical Science Pvt. Ltd

73	2020082	Shubham Shantaram Kokane	Study of FMC merger with SEBI - First ever merger of two Regulators in India	Secondary research
74	2020085	Shweta Shyam Sonawane	The Study of Marketing Strategies in Rural Areas for FMCG Products	Secondary research
75	2020086	Siddhesh Dinkar Dalvi	Snacks on Wheel	Secondary research
76	2020087	Siddhi Tungare	Farmfresh Preservatives Free Flours	Farm Fresh
77	2020088	Simran Rajendra Gharat	Study on the Importance of d generation and marketing Strategies Followed at Rejoice Medical Science Pvt Ltd	Rejoice Medical Science Pvt. Ltd
78	2020089	Snehal Sanjay Nighot	A study on digital transformation In Financial Service Sector - The age of Fintech and its Growth	Fintech
79	2020090	Shrishti Jaiswal	Study om Awareness and perception of Digital Currency	Secondary research
80	2020091	Sumit Dattaram Padekar	Fintech Landscape in India and the future of Financial Growth	Fintech
81	2020092	Surbhi Atmaram Zode	Survey on Affordable housing post Covid 19 in Amravati District	Secondary research
82	2020093	Sushmita Krishna Mahale	A study of Consumer Behaviour Towards Rejoice Pvt. Ltd with Reference to Hair Transplant	Rejoice Medical Science Pvt. Ltd
83	2020094	Swapnil Auti	A Study on industrial Employee Safety in Vishal Enterprises	Vishal Enterprises
84	2020096	Tejal Ganesh Jadhav	Analytical Study of Foreign Direct Investment in India	Secondary research
85	2020097	Tushar Ketade	Setup a Fast Food Restaurant	NA
86	2020099	Vaidehi Mahesh Kene	Work-Life Balance Implications on Working Women	Secondary research
87	2020100	Varsha Ramchandra Kadam	Impact of GST on HUL and ITC	Secondary research
88	2020101	Varun Suryakant Samant	Business Plan, The Auto spa the big Makeover	Secondary research
89	2020102	Viji Kodishwaran Nadar	Financial Planning for Salaried Employee	Secondary research
90	2020103	Vinayak Bhanudas Katale	A study on Branding of Oppo Mobile	Oppo Mobile
91	2020105	Zaiba Sheikh	Employee Motivation in Pharmaceutical Sector	Secondary research

2021-2023

S.No	Roll No.	Student Name	Title of the Project	Company
1	2021028	Namrata Kishor Patil	Brand Sales Promotion for Nicolan Healthcare	Nicolan Healthcare Pvt. Ltd.
2	2021033	Omkesb Bhagava Rakde	Product Branding for Nicolan Healthcare Pvt. Ltd.	Nicolan Healthcare Pvt. Ltd.
3	2021031	Nikita Ashok Muktarwar	Brand Sales Promotion for Nicolan Healthcare at Vashi	Nicolan Healthcare Pvt. Ltd.

4	2021029	Shreeyog Naresh Zure	Sales and Brand Awareness for Nicolan Healthcare at Panvel Region	Nicolan Healthcare Pvt. Ltd.
5	2021023	Joel Varghese	Creation of Website & Social Media Ads with the Help of Digital Marketing Tools	CWL Tech (OPC) Pvt. Ltd.
6	2021011	Atharva Nitin Dhuri	Study on Sales & Brand Awareness of Resom Solar	ResOm Solar
7	2021021	Jayesh Ravshiram Kamble	Sales & Brand Awareness for Nicolan Healthcare	Nicolan Healthcare Pvt. Ltd.
8	2021016	Dikhita Janardhan Tumma	Consumer Behavior and Retailer Analysis on Brand Health of Carlsberg Smooth	Carlsberg India
9	2021012	Bhavana Rahul Dhekale	Recruitment and Selection Process at Mind seed Preschool and Day Care	Mind Seed Wunderbar Kids Pvt. Ltd.
10	2021020	Hrishika Hire	Talent Acquisition in Melior Concepts	Melior Concepts
11	2021022	Jeena Biju	Study of Lean Recruitment Process through E-Recruitment	Florican Enterprises Pvt. Ltd.
12	2021068	Swapnil Uttamrao Badak	Market Research in the Next Education	Next Education India Pvt. Ltd.
13	2021048	Riddhi Subodh Sawant	Marketing Research for: Fruits Imported into India	Winner Technoplast Pvt. Ltd.
14	2021051	Roshani Sanjay Karekar	Sales and Marketing Techniques at Nicolan Healthcare Pvt. Ltd.	Nicolan Healthcare Pvt. Ltd.
15	2021047	Roshane Ramesh Borole	Plastic Bin Sustainability (Market Research at Winner Technoplast Pvt. Ltd.)	Winner Technoplast Pvt. Ltd.
16	2021052	SaiPrashant Srinivasrao Donga	A Study of Third-party Logistics Provider in Indian FMCG Sector	KD Logistics Services
17	2021013	Chaitrali Mahesh Joshi	Talent Acquisition at Wishtel Private Ltd. Co.	Wishtel Pvt. Ltd.
18	2021065	SmitaRupesh Kasare	Recruiting Process at Melior Concepts	Melior Concepts
19	2021056	Sayale Subhash Bhagat	Recruitment Process in Florican Enterprises Pvt. Ltd.	Florican Enterprises Pvt. Ltd.
20	2021076	Viraj Mukunda Wagle	Recruitment & Salary Structure at Newage Fire Protection	Newage Fire Protection Industries Pvt. Ltd.
21	2021035	Pooja Anand Mudalar	Recruitment & Selection Practices in Newage Fire Protection Industries Ltd.	Newage Fire Protection Industries Pvt. Ltd.
22	2021026	MayuriAvinash Sapkale	Recruitment Process of Consultancies in India	Florican Enterprises Pvt. Ltd.
23	2021044	Premshankar Thevar	Recruitment & Selection Process at The Indian Express Pvt. Ltd.	The Indian Express Pvt. Ltd.
24	2021064	Simrran Srivasstav	Project Report on Recruitment & Selection Process at Ideal Refridgeration	Ideal Refridgeration
25	2021018	Harsh Vallabh Dedhia	Valuation of Stock Price of Reliance Ltd. Using Discounted Cash Flow Method	Aditya Birla Capital

26	2021017	Grishma Haresh Jethwa	Business Development of EdTech Product	Intern Kings Group
27	2021010	Arati RajbahadurYadav	Comparative Case Study of Aditya Birla Life Insurance and ICICI Insurance	Aditya Birla Capital
28	2021074	Vinaya Balasaheb Wakde	Data Mining and Product Marketing	Wishtel Pvt. Ltd.
29	2021049	Rishika Shetty	Campus Hiring Strategies at 02Saver Pvt. Ltd.	02Saver Pvt. Ltd.
30	2021050	Rohit RajendraYadav	Internship Project	NJ India Invest Pvt. Ltd.
31	2021036	Pooja Vishnu Shekade	Analysis on Health of Carlsberg Smooth	Carlsberg India
32	2021004	Ankit Dinesh Gupta	Sales and Brand Promotion at Nicolan Healthcare	Nicolan Healthcare Pvt. Ltd.
33	202'002	Aman Kumar	Promotion in Sales and Marketing in Chembur	Nicolan Healthcare Pvt. Ltd.
34	2021046	Pushparaj Nandkumar Bhosale	Brand Awareness and Sales Management at Nicolan Healthcare	Nicolan Healthcare Pvt. Ltd.
35	2021045	Priyanka Radhakrishna Gawali	Sales and Brand Awareness for Wishtel Pvt. Ltd.	Wishtel Pvt. Ltd.
36	2021043	Pratik Ravidndra Morankar	Brand Awareness of Next Education in Mumbai	Next Education India Pvt. Ltd.
37	2021040	Pranit Vilas Shinde	Brand Health of Carlsberg Smooth with Respect to Consumer and Retailer in Thane Region	Carlsberg India
38	2021037	Prachiti Pandurang Mainkatte	Brand Awareness and Sales Management at Nicolan Healthcare Pvt. Ltd.	Nicolan Healthcare Pvt. Ltd.
39	2021007	Aparna Mahadev More	Study on Brand Health of Carlsberg Smooth	Carlsberg India
40	2021042	Pratik Balasaheb Bankar	Marketing Process of Nicolan Healthcare Pvt. Lt.	Nicolan Healthcare Pvt. Ltd.
41	2021077	Yogesh Niranjana Panda	Brand Awareness and Sales Management at Nicolan Healthcare Pvt. Ltd.	Nicolan Healthcare Pvt. Ltd.
42	2021073	Vaibhavi Jitendra Dhanawade	Investor's Perception Towards Mutual Funds	NJ India Invest Pvt. Ltd.
43	2021070	Tejaswi Vinayak Ghuge	Significance of Mutual Fund Distributor with Reference to NJ Wealth	NJ India Invest Pvt. Ltd.
44	2021069	Tejashri Hemant Mahajan	Mutual Fund as an Investment Avenue for High-Net-Worth Individuals	NJ India Invest Pvt. Ltd.
45	2021061	Shraddha Pansare	Perception of Investors Towards Life Insurance in Ghatkopar Region	Aditya Birla Capital
46	2021005	Anita Prakash More	A Study on Investor Preference Towards Aditya Birla Sun Life Insurance	Aditya Birla Capital
47	2021055	Sameer Dnyaneshwar More	NJ Wealth as Finance Trainee	NJ India Invest Pvt. Ltd.

48	2021041	Pranita Gorakshanath Kale	Internship Project Report	NJ India Invest Pvt. Ltd
49	2021071	Vaibhav Patru Dayalwar	Study on Awareness among LIC Agents about Mutual Fund Industry in India	NJ India Invest Pvt. Ltd
50	2021066	Somesh Ramesh Salunke	Study on Financial Product of NJ Wealth	NJ India Invest Pvt. Ltd
51	2021075	Vineeta Durga Singh	Mutual Fund as a Tool for the Financial Inclusion Process	NJ India Invest Pvt. Ltd
52	2021072	Vaibhav Kadam	Study of Perception of Residents at Parnel towards Insurance Products of ABSLI	Aditya Birla Capital
53	2021073	Dharmendra Ramesh Gavitt	Investor's Perception towards Mutual Funds	NJ India Invest Pvt. Ltd
54	2021024	Kanchan Ramkumar Shrivastav	A Study on Insurance Policy of Aditya Birla Sun Life Insurance	Aditya Birla Capital
55	2021019	Hemangee Barsaiyan	A Study on ABSLI Maximiser Fund with Special Reference to Investor Perceptions & Equity Research on Asian Paints	Aditya Birla Capital
56	2021006	Antony Maria Joseph Antony Samy	Comparative Study of SBI and HDFC Midcap Fund for the Period of 2017 to 2021	NJ India Invest Pvt. Ltd
57	2021001	Alpesh Mahendra Akhade	A Study on the Role of an Underwriter in the Capital Market	Aditya Birla Capital
58	2021059	Shivani Dhanaji Indalkar	Study of Investment Habit of an Individual (Nerul Investors) for Aditya Birla Sun Life Capital Ltd.	Aditya Birla Capital
59	2021062	Shreya Mangesh Nakhawa	A Study on Mutual Fund Offered by NJ India Pvt. Ltd.	NJ India Invest Pvt. Ltd
60	2021058	Shiju Varghese Thoppikalathil	Internship Report	Aditya Birla Capital
61	2021057	Sher Mohd Sardar Khan	Internship Report	NJ India Invest Pvt. Ltd
62	2021078	ZohaZahid Ahmed Kalave	A Study on Mutual Funds and its Prospective Customers with Regard to NJ India Invest Pvt. Ltd.	NJ India Invest Pvt. Ltd
63	2021003	Amit Sajerao Yadav	Comparative Study on Large Cap and Small Cap Fund for the year 2017-2021	NJ India Invest Pvt. Ltd

2022-2024

2022- 2024 Summer Internship Projects			
Roll No.	Name Of Student	Stream	Title
2022001	Shreeraj Kadam	Finance	A Study On Equity Fund With Special Focus On Retail Sector Of Avenue Supermarket Ltd.
2022002	Mukadam Pratik Madhukar	Marketing	"A Study On Investment Behaviour Of People Aged 35-50 In Mumbai Region At Aditya Birla Capital"
2022003	Parate Mamta Dhondur	Finance	A Study On Behavior Of Mutual Fund Investors.
2022004	Amberkar Rutuja Praful	Finance	A Report On Income Tax Planning In India With Respect To Individual Assessee.

2022005	Krutika Motiram Koli	Finance	A Report On Financial Analysis Of Rashtriya Chemicals And Fertilizers Limited.
2022006	Akshata Ganesh Bhoir	Hrm	Exploring The Implimentation Of Ai In The Hr Department At Tata Power Co.Ltd.
2022007	Grace Varghese	Finance	Financial Performance And Growth Of Nbfcs In India.
2022008	Jobin Joy	Finance	Customer Dealing And Accounting Process Of Multi Two Wheelers In Century Auto Centre.
2022009	Kharat Akshay Bramhadev	Finance	Arihant Groups Competitive Advantage In The Real Estate Market.
2022010	Riya Manohar Mengde	Hrm	Recruitment Strategies In Consultancy Firms.
2022011	Shrutika Suresh Jadhav	Marketing	De-Cix India's Elevating Sales Through Strategic Promotional Event Management.
2022012	Sanchit Pravin Wasave	Marketing	Study Of Nj Elss Tax Saver Scheme
2022013	Tanvi Patil	Finance	A Report On Process Of Bills Claiming At Rashtriya Chemicals And Fertilizers Limited.
2022014	Pendharkar Priti Gangaram	Hrm	Talent Aquisition At Aviyana Hr Solution.
2022015	Zaiwala Kruti Milan	Marketing	Enhancing Online Visibility And Lead Generation Strategies Through Digital Marketing For Prosperous Gold And Silver Trading Academy
2022016	Yadav Amrut Nandkumar	Finance	Comparative Analysis Of Hdfe Infrastructure Fund Direct Growth Plan With S&P Bse Infrastructure Sector"
2022017	Borole Nidhi Atul	Hrm	Talent Acquisition And Salary Structure.
2022018	Akanksha Mohan Dhawale	Finance	Report On Mutual Funds Advisory Services Offered By Nj India Invest Pvt Ltd.
2022019	Anuksha Sakham Shirsath	Marketing	On Enhancing Customer Engagement And Advisory Services At Nj Wealth
2022020	Badgujar Pranjali Vasant	Marketing	Understanding Mm Landmark Through An Marketing Analyst Approach
2022021	Giri Sonali Anant	Hrm	Report On Recruitment And Selection Process At Aviyana Ventures.
2022022	Bhanushali Nidhiben Jayesh	Finance	Level Of Financial Literacy Among Adults In Navi
2022024	Pawar Shweta Vasant Chhaya	Hrm	Hr Activities At Florican Enterprises Pvt.Ltd
2022025	Ann Maria Mathew	Hrm	Recruitment And Selection Process In Newage Fire Protection Industries Ltd
2022026	Shaikh Neha Ismail	Hrm	Hr Policies And Its Implimentation At The Indian Express Pvt.Ltd.
2022027	Nachane Chandrakant Sukhdev	Finance	Portfolio Diversification In Mutual Funds: A Comparative Study Of Large-Cap, Mid-Cap, Small-Cap Funds And Hedge Funds
2022028	Amrutsagar Yogita Dattu	Marketing	Customer Handelling Excellence At Authorised Samsung Service Center
2022029	More Shubham Nandkumar	Marketing	A Study On Consumer Buying Behavior At Fashion Retail Outlet.
2022030	Ranjane Pranali Ashok	Finance	A Report On Investor's Perception Towards Investment Avenues

2022031	Tailar Shankar Pukhraj	Finance	A Study On Protector Fund With A Special Focus On (The Cement Sector) And Ultratech Company
2022033	Tanvi Suryakant Deshmukh	Finance	Report On E-Filing Process Of Income Tax Return.
2022034	Rathod Kajal Sanjay	Finance	
2022035	Nam Mohini Shankar	Finance	A Stusy On Investor's Investment Behavior In Navi Mumbai Region.
2022036	Malve Swaraj Ganeshrao	Marketing	Brand Awareness Of The Lifestyle Pvt Ltd At Aurangabad Region
2022037	Singh Varunika Dhriti Sunder	Marketing	A Report On Crafting Seo Optimised Content And Boosting Online Presence For Digital Veda
2022038	Gaikwad Sayali Dayanand	Marketing	The Analysis Of Investment Patterns Among People Aged(20-35)In Mumbai Region.
2022039	Varak Vaibhav Ganesh	Marketing	The Impact And Effectiveness Of Influencer Marketing On Consumer Behavior And Brand Perception.
2022040	Shirke Prajakta Suresh	Finance	A Report On Enhancing Financial Efficiency: Investigating Tax Saving Techniques In Business And Profession
2022041	Barge Vedant Sanjay	Marketing	A Study On Performance Of Sales And Marketing Efforts In Real Estate Sector At Bnm Business Solutions
2022042	Lakawde Pradnya Sanjay	Finance	A Study On Nishchit Aayush Plan & Assured Savings Plan Of Aditya Birla Sunlife Insurance.
2022043	Sakshi Anil Bajaj	Finance	A Study On Financial Statement Analysis Of Paytm
2022044	Pawar Sahil Vasant	Marketing	Leads & Prospects Generation With Outbound Marketing In Real Estate Industry
2022045	Hanchate Tejas Dinanath	Marketing	"Analysis Of Pricing In Real Estate"
2022046	Balam Latisha Prashant	Marketing	Market Research And Sales Development For Arihant Enterprises
2022047	Nirgude Sanyukta Santosh	Marketing	Key Factors In Tele-Pitching For Real Estate Project Through Their Channel Partners
2022049	Manali Ratnakant Shelke	Finance	Procure To Pay
2022050	Baswant Kalpana Ganesh	Finance	An Analysis Of Customer Percepton Towards Health Insurance Products Offered By Aditya Birla Sunlife Insurance With Speciall Focus On Assured Saving Plan.
2022051	Chaitanya Mohan Raut	Operations	Study On Floor Management At Shoppers Stop
2022052	Khiya Prithvi Pradeep	Hrm	A Report On 'Training & Development Process At Shoppers Stop Pvt.Ltd.
2022053	Mhatre Pratham Kavishwar	Hrm	Human Resource Operation, Benefits And Comprehensation .
2022054	Manjarekar Pritesh Manohar	Operations	Cycle Time Improvement At Drone Manufacturing Plant To Improve Overall Operational Efficiency
2022055	Shruti Santosh Bhoir	Marketing	A Study On Consumer Prefrences Towards Buying Life Insurance Online
2022056	Gholape Aarti Prasad	Marketing	Learning Customer Acquisition And Customer Behavior For Buying Property At Bnm Business Solution Llp
2022057	Priyanka Appa Masal	Marketing	Analysing Consumer Behaviour With Respect To Real Estate Industry
2022058	Sanskruiti Ramling Todkar	Operations	Project Report On A Report On Integrating Supply Chain And Facility Management At Shoppers Stop

2022059	Kadam Pranay Dilip	Hrm	Beyond The Resume; Mastering The Science Of Candidate Selection And Assessment At Florican Enterprises Pvt.Ltd.
2022060	Shrikant Dilip Rasal	Marketing	Study And Analysis Of Mutual Fund
2022061	Adangale Mansi Vilas	Marketing	A Study On Consumer Perception Towards Digital Marketing Services
2022062	Matekar Pranali Shankar	Marketing	Understand Product Promotion Strategies Of Amul Fresh Product
2022063	Mandar Sunil Borse	Finance	Internship Report
2022064	Sherin Thomas	Finance	A Study On Financial Performance Of Pharma Sector In India.
2022065	Rajula Bhavana Bhumeshwar	Hrm	A Study On Digitization Of Campus Hiring And Modernizing Of Campus Hiring Practices.
2022066	Warulkar Purva Pradeep	Marketing	Analyzing Customer Perception Regarding Outlook India Magazines
2022067	Lilhare Kartikey Rajkumar	Finance	A Study On Financial Products Of Nj Wealth
2022068	Chavan Ajay Sanjay	Finance	A Report On A Study On Fundamental Analysis Of Aditya Birla Sunlife Insurance By Using Ratio Analysis.
2022069	Atharv Anil Dere	Finance	A Project On Maximizer Fund With Special Reference To Asian Paint
2022070	Shewale Rucha Madhukar	Finance	A Repot On Saving Taxes: Financial Plans And Consideration For Salaried Employees.
2022071	Shelke Roshan Mohan	Operations	Study On Awareness Among Lic Agents About Mutual Fund Industry In India
2022072	Shaikh Muskan Shaukat	Finance	A Report On Financial Management Amongst Adults In Navi Mumbai
2022073	Dhorjekar Namrata Ramhari	Finance	Performance Analysis Of Tata India Pharama & Healthcare Fund- Direct Plan- Growth Mutual Fund With Nse Pharma Sector.
2022074	Hulandkar Priya Dayanand	Marketing	A Study On Understanding Customer Engagement In Real Estate Sales
2022075	Bhoir Tejas Bhimsen	Marketing	Consumer Behaviour In Real Estate Industry
2022079	Shinde Ritesh Sunil	Marketing	Understanding The Role Of Sourcing And Closing Manager At B2b Marketing Level At Raheja's Vashi Nx By Anarock
2022080	Roundhal Omkar Rohidas	Finance	A Report On Camparative Analysis Between Sbi Healthcare Opportunities And S&P Bse Healthcare - Tri
2022081	Waghela Yash Harish	Finance	Comparative Analysis Of Icici Prudential Technology Fud- Direct Growth Plan With S&P Bse - Technology.
2022082	Singh Abhay Manoj	Finance	Comparatively Analyses Between Tata India Consumer Pand Direct Growth With Nifty India Consumption-Tri
2022083	Salve Priyanka Arjun	Finance	Comparative Analysis Of Quant Infrastructure Fund-Direct Growth Plan With Nse-Infrastructure"
2022084	Kanojiya Ashish Ravindra	Marketing	Differentiation In Customer Footfall At Shoppers Stop Ghatkopar Before And After End Of Season Sale With Special Focus On Store Operations
2022085	Shrushti Ravindra Tawade	Marketing	An Approach In Understanding Marketing Strategies And Promotional Activities Of Prominal Maritime Shipping Services

2022086	Guher Rounak Amichand	Finance	Tata Banking And Financial Service Fund
2022087	Rahul Sathyabalan Nair	Marketing	A Study On Market Analysis For Amul Milk
2022088	Mhatre Sahil Sanjay	Marketing	Ira And Its Products Telemarketing Activity-In The Area Of Sion In Mmr-A
2022089	Gauravi Dadaji Gaikwad	Hrm	Report On Recruitment And Selection Process At Aviyana Ventures.
2022090	Aaditi Bhagwan Gangurde	Marketing	Brand Value Survey Aditya Birla Capital"
2022091	Anamika Vinayak Vishe	Finance	Performance Analysis Of Uti Heathcare Fund-Direct Plane- Growth Mutual Fund With Bsc Healthcare Sector"
2022092	Koli Kishan Mallesh	Finance	Performance Analysis Of Franklin India Technology Fund With S& P Bse Technology.
2022093	Ratnaja Ashok Tajve	Marketing	"Analyzing Market Trends And Consumer Preferences In The Real Estate Industry In Thane Region (Arihant Group)
2022095	Meenakshi Kishore Raut	Marketing	Project Report On Study On The Perception Of Customers Before Buying The Property In Kalyan Region
2022096	Tejas Sunil Pandit	Finance	Performance Analysis Uti Banking And Financial Sevice Fund Direct Plan.
2022097	Savita Basuraj Badiger	Finance	Crowdfunding In Muskurahat Foundation
2022098	Ranjan Ruchita Rajeev	Marketing	Maximising Brand Reach Through Social Media Strategy And Planning And Crafting Compelling Content
2022099	Adesh Sambhaji Jadhav	Finance	Canadian And Us Leave Of Absence Payroll Wipro Pvt Ltd.
2022100	Deore Abhijit Ramesh	Marketing	Luxury Brand Management At Shoppers Stop
2022101	Amal Thomas	Marketing	Market Analysis Of Amul Product's In Navi Mumbai
2022102	Satyam Sagar	Marketing	Study On Selling & Installing Of Gym Equipment In Rural India
2022103	Navjeet Singh Sandhu	Marketing	A Study On Customers Satisfaction Of Vega Aviation Productsthrough Feedback
2022104	Rushikesh Balaji Suroshe	Finance	Comparative Analysis Of Nippon India Pharma Fund-Direct Plan - Growth Plan With S & P Bse Helthcare Total Return Index.
2022105	Khan Hamza Shakeel Rubina	Finance	Comparative Analysis Of Sbi Banking And Financial Service.
2022106	Amaan Gadkari	Marketing	Exploring Innovative Fintech Products. A Comprehensive Analysis And Study Of Fintech.
2022107	Shaikh Ashiqqa Abdul Muthalif	Finance	Study On Impact Of Account Receivables In Financial Performance Of Nicto Ltd.
2022108	Gowari Vaishnavi Devidas	Marketing	The Study Of Marketing Activities On The Sales Impact Of Amul Paneer In Uran And Ulwe Market
2022109	S Vinay	Finance	Performance Analysis Of Tata Resources Tata Resources & Energy Fund Direct Plan Growth Commodities, Energy And Utilities Macroeconomic Sectors.

2022110	Juikar Harsh Manoj	Finance	Performance Analysis Of Iicci Prudential Fmcg Fund. District Plan-Growth Mutual Fund With Nse Fmcg Sector.
2022111	Tapesh Rangare	Operations	A Study Analyzing The Performance Of Shoppers Stop Stores
2022112	Justin Lourdusamy Amalorpavamery	Marketing	Sales Strategies In Real Estate With Special Emphasis On Arihant Group Pvt. Ltd
2022113	Shikhare Mayuri Jitendra	Marketing	Engage And Convert: Unravel The Link Between Social Mediamarketing And Lead Generation In Enterprises
2022115	Bhande Abhishek Dattu	Finance	Comparitive Analysis Of Sbi Technology Opportunities Fund- District Growth Plan With Nse-It
2022116	Divya Rajendra Vikhankar	Marketing	A Study On Digital Launch Strategies Of A Gem Stone Jewellery Brand (Bhavaa) With Reference To Sphinx Arts And Crafts.
2022118	Upase Sahil Shankar	Finance	Comparative Analysis Of Iicci Prudential Infrastructure Fund- Direct Plan- Growth With Infrastructure.

2023-2025

Summer Internship Project 2023 - 2025			
Roll No.	Name Of Student	Specialization	SIP - Topic
2023001	Aher Gauri Rajendra	Marketing	Analysis Of Vehicle Sales Trends Customer Preferences At Force Motors To Thane Region
2023002	Atkari Mayuri Anil	Marketing	A Study On Essential Key Factors In Tele-Call Pitching And Consumer Perspective On Channel Partners In Navi Mumbai Real Estate.
2023003	Bagul Sahil Ravindra	Finance	Improving Audit Effectiveness By Utilizing Data Analysis And Collaborating With Management Papers
2023005	Bharati Sakshi Pradeep	Marketing	A Study On Amul Fresh Products Perception And Consumer Behaviour In Thane Region.
2023006	Bilal Ahmed Abdullah Samani	Marketing	Analysis Of Vehicle Sales Trends Customer Preferences At Force Motors In Thane Region
2023007	Chalke Sanjeevani Sanjay	Marketing	Analysis Of Consumer Preferences Of Vehicle Trends In Seawoods Region
2023008	Chaudhari Mahesh Manglya	Finance	Analysing Equity Markets Through Economic Indicators : A Sectoral Approach
2023009	Devadiga Yatish Vittal	Finance	Comprehensive Analysis Of ITR, GST, License, And TDS In Addition To Full Compliance Service At K.D.A & Associates
2023010	Dhume Mandar Milind	Finance	Assets Impairments Under Indian Accounting Standard 36 In HPCL:- Process Analysis And Improvement Suggestion
2023011	Gangawane Hrishikesh Rajeev	Marketing	ABSENT
2023012	Gangurde Yashkumar Prabhakar	HRM	Talent Acquisition Process At Mazegoan Dock Shipbuilders Ltd.
2023013	Godse Puja Machindra	Finance	Comparative Analysis Of Financial Metrics And Sector Dynamics: A Study Of Major Indian Banks
2023014	Gupta Hritika Rajeev	Marketing	A Study Of Marketing Strategies Of Reliance Communications Limited.
2023015	Gupta Sahil Lalchand	Marketing	Leverage Telecalling For Enhanced Software Sales: A Study On Inside Sales Tactics Used At Buildesk
2023016	Jadhav Atul Kisan	Finance	The Role Of Bank Reconcelation In Financial Reporting.

2023017	Joshi Devika Umesh	Marketing	An Analysis On Behaviour Pattern Of Retailers And Distributers Regarding Amul's Fresh Product Line Of Towns Around Mumbai Region (Ulhasnagar, Titwala, Ambivli)
2023018	Jino Johnson	Finance	Comprehensive Analysis Of Indian Automobile Sector: Market Trends And Investment Opportunities
2023019	Kadlak Kiran Vilas	Marketing	To Study The Effect Of Amul Fresh Products - B2b Marketing Strategy In Airoli Region Of Navi Mumbai
2023020	Kane Aditi Prasad	HRM	An Overview of HR Operations In Metro Brands Limited
2023021	Kashid Harshada Rajendra	Finance	End To End Compliance Services: A Detailed Study Of ITR, GST, Licensing & TDS At KDA & Associates
2023022	Koli Gauresh Chandrashekhar	Finance	A Study Of Practical Approach For Data Processing Of Gst At Swarn Tax Expertise
2023023	Londhe Vaibhavee Sunil	Finance	Comprehensive Analysis Of Gst Filing And Compliance For Sme.
2023024	Magar Kedarnath Shridhar	Marketing	Analyzing Sales Trends And Marketing Strategies For Pharmaceutical Formulation Antibiotics Tablets At Buldhana District
2023025	Mane Somesh Vidyadhar	Marketing	Analysis Of Vehicle Sales Trends Customer Preferences At Force In Nerul To Vashi Region
2023026	Mohite Neha	HRM	Talent Acquisition And Hr Operations Process In Ferment Bio Tech Limited - Thane
2023027	Naidu Bharat Dhanshekhar	Finance	A Study Of Financial Operations In Hydrographic Services At Navitech Hydrographics (I) Pvt. Ltd.
2023028	Naidu Harsh Bhaskar	Finance	Enhancing Audit Efficiency Through Data Analysis And Working Paper Management
2023029	Natkar Nitin Shrawan	Marketing	Analysis Of Vehicle Sales Trends Customer Preferences At Force Motors In Mumbai Region
2023030	Nilemel Sudhi Prasannan	Marketing	A Study On Strategic Analysis And Market Potential Of Fresh Products
2023031	Patil Aaditya Pitambar	Finance	Comparative Study Of GST And GST Return
2023032	Patil Yogesh Mahesh	Finance	Enhancing Financial Audit Through Data Analytics
2023033	Pawar Sandip Jalindar	Finance	Study Of Working Capital Positioning Of Krishna Sahakari Bank Ltd
2023034	Pawar Shwetali Sanjay	Finance	Challenges And Innovations In Home Loan Sanctions: Lichfl Perspective
2023036	Pimple Prajakta Sukhdeo	Finance	Detailed Study On Gst Submission And Compliance Management For Small Businesses
2023037	Sawant Vaishnavi Sunil	Finance	A Study On Challenges And Solutions Of ITR And GST :A Practical Approach
2023038	Shinde Pranay Suresh	Finance	Financial Statement Analysis: Whirlpool India Pvt. Ltd
2023039	Shinde Shraddha Nandraj	Finance	Comprehensive Compliance Solutions: A Detailed Analysis Of ITR, GST, Licesing And TDS
2023041	Shirke Shrutika Dilip	Marketing	Fabricating Success: My Internship Experience In Exhibition Of Booth Deisgn
2023042	Shirsat Vaishnavi Ravindra	Finance	Investigating Revenue Collection In VVMC: A Study On Audit Practices, Vouching, And Resolving Discrepancies.
2023043	Sonar Kalindi Mangesh	Finance	Financial Workflow Management Of Aurika Mumbai Skycity's Finance Department
2023044	Suravase Ankita Satish	Marketing	Enhancing Customer Acquisition And Retention For Real Estate Through Channel Partnership
2023045	Thakare Sudhanshu Rajkumar	Finance	Comprehensive Financial Modelling And Valuation Analysis Of Bata India Ltd.: A Strategic Assessment Of Growth And Performance

2023046	Todkar Snehal Sanjay	Marketing	Analyzing Vehicle Sales Trends and Customer Preferences for Force Motors in Kamothe Region.
2023047	Trimukhe Priyanka Dinesh	Finance	TDS Knowledge Hub : Centralizing Information
2023048	Vaidya Gaurav Jitendra	Finance	Optimizing Cost Management Strategies For Sustainable Infrastructure Project In India
2023049	Vaity Lavanya Uday	Marketing	Understanding Social Media Marketing Focused On Pinterest Strategy, Video Editing, And D2c E-Commerce Content Planning For Flying Elephant Designs.
2023050	Vaz Shawn Ronald	Marketing	Social Media Content Creation And Design For An Educational Institution Brand Building And Promotions
2023051	Wankhede Riddhi Bhausahab	Finance	A Comprehensive Study On Auditing & Tax Compliance Procedures : Insights From Statutory Audit, Internal Audit, Itr & Gst Filing
2023052	Alan Saji	Marketing	Market Analysis Of Amul Fresh Products In Dombivli West
2023053	Amaan Arab	Marketing	Analysing Sales And After Sales Nestling Homes
2023055	Bhagwat Sarvesh Dnyanesh	IT	Diverse Dataset Analysis a Comprehensive Data Analytics Report
2023056	Bhoir Karan Shivaji	Finance	A Study On Financial Performance Of Pharma Sector In India
2023057	Bornare Bhagyashri Jitendra	Finance	A Comprehensive Study Of It Filing By Salary Clients In Special Reference To Ca Jss And Associates
2023058	Bothara Trinkal Mukesh	HRM	An Overview Of Bulk Hiring At Hyfly Consultancy Mumbai Wrt Kotak Bank, Hdfc Bank, Indusind Bank, Idfc Bank, Acis Securities, Cams, Icici Lombard, Future Generali.
2023059	Choudhari Chitrakshi Uday	HRM	Standard Operating Procedure-Recruitment
2023060	Dhangar Bhumika Prakash	Marketing	Strategic Marketing And Sales Of It Services To Real Estate Agents - A Focus On Mumbai And Pune Market
2023061	Dhonnar Gaurav Gangaram	Marketing	Analysis Of Vehicle Sales Trends And Customers Preferences At Force Motors In Thane Region
2023062	Gaikwad Pratiksha Anil	HRM	A Study In Selection And Induction In Hrm At New Age Fire Protection Industries Pvt. Limited
2023064	Gomase Nidhi Rajendra	Finance	A Comprehensive Study Of Itr Filing By Salaried Person: With Special Reference To Vijay Singavi And Co
2023065	Govardhane Mohit Hemant	Marketing	ABSENT
2023066	Gunduka Udday Prakash	Finance	Revenue Audit Of Municipal Corporation Of Vasai - Virar A Comprehensive Analysis
2023067	Jadhav Apeksha Shrimant	Finance	A Comprehensive Study On Filing Income Tax Return Of Small Businesses: With Special Reference To Kda & Associates In Kalyan
2023068	Jagtap Gauri Ishwar	Finance	A Comprehensive Study On Filing Income Tax Returns Of Individuals And Partnership Firms: With Special Reference To Agnihotri And Associates In Bandra.
2023069	Jaiswal Deepa Ghanshyam	Finance	A Comparative Study Of Auditing Practices And Tax Accounting With Respect To Agnihotri And Associates
2023070	Kad Jagjeet Ganesh	Marketing	Business Development And Services Marketing At Rabs Net Solution
2023071	Kandari Prerana Bijay Singh	Finance	Trend Analysis Of Reliance Communications' Financial Statements Over The Last Three Years
2023072	Khavale Sahil Sachin	Finance	A Comprehensive Study On Financial Performance Of Co-Operative Society With Special Reference To Devgad Taluka Amba Utpadak Sahkari Sanstha Ltd. In Sindhudurg
2023073	Koli Prachi Madan	Finance	A Study On Vouching And Bank Reconciliation Process : With Special Reference To Technova Imaging Systems In Vashi

2023074	Lavhale Pranavi Pravin	Finance	Analysing Revenue Discrepancies Through Audit Findings In Palghar District ; With Special Reference To Vasai-Virar Municipal Corporation
2023075	Malvankar Nakshatra Suhas	Finance	A study of ITR filing by salaried persons at CA Firm: With special reference to CA Saudagar and company
2023076	Maurya Abhishek Ravindra Kumar	Finance	A Study On Cross Confirmation And Rectification On Financial Transactions With Special Reference To Vijay Singavi And Company.
2023077	Mehta Meet Ghanshyam	Finance	A Report On Market Research Project Conducted By Idex India Pvt Ltd.
2023078	Misal Komal Rajkumar	Finance	Cross Verification Deposits And Clearances In Bank Statements; With Special Reference To Vasai Virar Municipal Corporation In Palghar District.
2023079	More Akshay Prakash	Finance	A Study On Accounts Management And Record Maintenance: With Special Reference To Hydrographics
2023080	Mungekar Shravani Rajendra	Finance	A Comprehensive Study Of Itr Filing By Salaried And Business Clients In Ca Firm : With Special Reference To JSS And Associates In Thane City
2023081	Nunse Tushar Kanhaiya	Marketing	Market Potential Analysis Of Amul Fresh Products” For Amul Gcmmf
2023082	Panchal Jeet Chandrakant	Finance	A Study On Cross Verification Of Bank Reconciliation Statement: With Special Reference To Kjz Consulting
2023083	Pandey Khushi Dhananjay	HRM	Employee Engagement At Tit-Bit Pvt Company
2023084	Parab Isha Balkrishna	Finance	Receipt Vouching In Municipal Finance : Ensuring Accuracy In Vasai-Virar Municipal Corporation
2023085	Pawar Mayuri Chandrakant	Finance	Impact Of Digital Transformation On Tax Complaine In India
2023086	Pawar Neha Naresh	Finance	Report On Income Tax Return And E-Filing Process
2023087	Penak Sunil Ramrao	Marketing	Understanding Promoting And Product Delivery For Vaishali Leser Llp In Sambhajinagar Territory
2023088	Phad Sayli Sanjay	Marketing	Marketing And Sales Strategies For Haware My First Home Kalyan Project
2023089	Ratawa Surabhi Brijlal	Finance	A Comprehensive Study Of Gst Return
2023090	Rathod Vaishnavi Sanjay	Finance	Financial Management And Compliance : Accounting , Expense , And Tax Processes At Casia Global Logistic
2023091	Sabale Sanket Kishor	Finance	Governance And Accountability: An In-Depth Audit Of Vasai Virar Municipal Corporation Operations
2023092	Sahu Aditya Santosh	Finance	Revenue Audit In Municipal Corporations : A Case Study Of Vasai - Virar's Financial Operations
2023093	Shaikh Arsalan Mohd Taiyab	Marketing	Sales And Markeing M Anager On Mrk Foods Pvt . Limited
2023094	Shaikh Muskan Shaukat	Marketing	Analysis Of Vehicle Sales Trends & Customer Preferences At Force Motors In Kharghar Region
2023095	Sharma Khushi Ashok	Finance	A Study Of Financial Planning, Wealth Management And Client Interaction At Balaji Investments.
2023096	Shende Ankita Atulrao	HRM	Publishing The Vacancies And Handling Interview Process.
2023097	Shinde Rutuja Vijaykumar	Finance	Sahara Bank Branch Banking
2023098	Solanki Khushi Kirtikumar	Finance	A Study On Accounts Audit & Taxation Process
2023099	Tannu Mahor	Finance	A Study Of Financial Planning, Wealth Management And Client Interaction At Balaji Investments.

2023100	Urkunde Asit Sunil	Marketing	Enhancing Lead Generation Strategy For Content Writing Services At Zedex Info Pvt. Ltd.
2023101	Yash Mehta	Marketing	Market Analysis And Strategic Development For Force Motors In Belapur Territory
2023102	Kumudi Padekar	HRM	Lateral Entry Student

7.1.1(B) Study Tours

Students are taken on study tours/Industrial visit, both domestic and international. They are also taken on local industrial visits. The objective of the study tours and industrial visits is to give students a better understanding of the functioning of an industry, and an insight into the corporate world. These visits enable students to interact with professionals who share not only details of how the company functions, but also their personal experiences and learning.

Table 4

Industrial Visit Details

S.No.	Year	Company Name	Type of Visit	No. of Students	Class
1	2024	Coco-Cola	National	74	FYMMS
2	2024	Dabur	National	74	FYMMS
3	2024	Verka	National	74	FYMMS
4	2024	Himachal Textiles	National	74	FYMMS
5	2023	Venus Safety & Health Pvt. Ltd	One day Local	92	FYMMS
6	2023	Kalapura Brassware, Kandy National Design Institute, Kandy, Sri Lanka	International	27	SYMMS
7	2023	Giragama Tea Factory, Pilimathalawa, Sri Lanka	International	27	SYMMS
8	2022	Amul Plant, Taloja	One Day Local	70	FYMMS
9	2022	NA (No study tour on account of Covid)			
10	2021	NA (No study tour on account of Covid)			

- International IV : Outside India
- Domestic IV : Inside the country
- Local IV : within the city

Note: Last International IV was on 2020 and post that due to Covid protocols we have cancelled our domestic IV and have not taken students for domestic and international visits in 2021 & 2022

7.1.1(C) Guest Lectures

Guest lectures are organised regularly by the institute by inviting alumni and experts from the

industry to share their vast knowledge and experience with the students. The Corporate Interaction series on a variety of subjects by experts from diverse backgrounds and industries are an enlightening experience for students who benefit immensely from the insights of seasoned professionals. The guest lectures are conducted for both FY and SYMMS students on a wide range of topics.

Sr. No.	Year	No. of Guest Lectures Conducted
1	2020-2021	18
2	2021-2022	12
3	2022-2023	44
4	2023-2024	36

Table: 3



Details of Guest Lectures, Seminars / Workshops (2020- 2021) Table: 4

Sr. No.	Name	Designation & Company	Topic	Date
1	Ms. Asha Murali	Chief Actuary at ICICI Prudential Life Insurance Co. Pvt. Ltd.	An Insight into the Insurance Industry	February 15, 2020
2	Dr. Paola Cappellini	Director of International Cooperation, University of Pisa, Italy	Courses at University of Pisa	February 26, 2020
3	Ms. Ariana Biancani	Manager, University of Pisa, Italy	Courses at University of Pisa	February 26, 2020
4	Dr. Radhakrishnan Pillai	Deputy Director, Chanakya International Institute of Leadership Studies, Bestselling author, trainer	The Global Manager – Moving Towards a Futuristic Perspective by Redefining Boundaries	March 14, 2020
5	Mr. David Wittenberg	Innovator, Entrepreneur, Professor – Indian School of Management & Entrepreneurship	The Global Manager – Moving Towards a Futuristic Perspective by Redefining Boundaries	March 14, 2020
6	Ms. Cicely Greaves	Principal CEO, Regard4Virtues	The Global Manager – Moving Towards a Futuristic Perspective by Redefining Boundaries	March 14, 2020
7	Mr. Mangesh Ghoghare	Investment Banker, Nomura, Crossword Constructor	Inspirational Journey	September 11, 2020
8	Ms. Sanskriti Singh	Founder, Bluesparrow Science	Inspirational Journey	September 18, 2020
9	Dr. Shalini Verma	Founder Samvaadshaala and Books33	Inspirational Journey	September 25, 2020
10	Ms. Preeti Vyas	President & CEO, Amar Chitra Katha, Founder Fun OK Please Publishing India	Inspirational Journey	October 3, 2020

11	Ms.Sanchita Mohapatra	UPSC 2019 Tenth Ranker	Inspirational Journey	October 9, 2020
12	Mr. Rakesh Gupta	Project Specialist Telstra, Australia	The Do's and Don'ts of an Entrepreneurial Venture	November 28, 2020
13	Mr.Zubin Driver	Corporate Coach	Healing & Mindfulness	December 5, 2020
14	Mr. Vivek Khandelwal	Work Readiness Entrepreneur	Your Journey to a Successful YOU	February 3, 2021
15	Sqn. Ldr. Neha Malhotra (Retd.)	Soft Skills Trainer	Goal Setting	February 3, 2021
16	Shweta Suryavanshi	Certified Career Analyst	Goal Setting	February 3, 2021
17	Dr. Ajit Menon	Leadership & Organisational Consultant and Partner Backlight Advisory Ltd., UK	A Journey to the Bottom of the Iceberg	February 27, 2021
18	Prachi Likhe	Nutrition & Wellness Coach, Fitmee Wellness, Nutrition and Fitness Studio	The Importance of Health & Nutrition for Women	March 8, 2021

Details of Guest Lectures, Seminars / Workshops (2021-2022)

Sr. No.	Name	Designation & Company	Topic	Date
1	Sneha Seth Tandon	Six Degrees BCW	Reputation Management	July 3, 2021
2	Dr. Preeti Shiroadkar	Kohinoor Business School	Landing your Dream Job: How to Ace an Interview	July 24, 2021
3	Mr. Atul Chugh	BeyondSkool	Employment Trends in the Era of Artificial Intelligence	13th October, 2021
4	Mr. Anil Jadwani	LMSKIT	Emerging Trends in Management: Gen Z Era	4th January, 2022
5	Mr.Anand Patil	Trainer	Outdoor Management Training program	4th January, 2022

6	Ms. Arati Khurana	Yoga Expert	Mind Management	5th January, 2022
7	Mr. Mayank Mittal	MPower India Pvt Ltd	Industry Session and Panel Discussion on Emerging Trends in Management : Challenges and Opportunities	5th January, 2022
8	Mr. Ishan Nadkarni	Impact App	Industry Session and Panel Discussion on Emerging Trends in Management: Challenges and Opportunities	5th January, 2022
9	Mr. Vikas Mishra	Ex Service Delivery Manager - Capegemini	Decoding Budget 2022	5th February , 2022
10	Mr. Nand Kishore Anand	Mynd Solutions	Introduction to Artificial Intelligence	19th February, 2022
11	Priyanka Salgaonkar	Regional Talent Development and Learning Manager Henkel	Facing an Interview	23rd April, 2022
12	Dr. Uma Dangi	Doctor	Cancer Awareness Program	29th April, 2022

Details of Guest Lectures, Seminars / Workshops (2022-2023)

Sr. No.	Name	Designation & Company	Topic	Date
1	Mr. Sanjay Radhakrishnan	Tata Class Edge		4th July, 2022
2	Dr. Swetha Anand	VISHWAM Wellness Centre	Mind Energy	5th July, 2022
3	Mr. Yuvraj Singh Dilip Singhji Desai	Riddhi Siddhi Securities	Financial Awareness Program	16th July 2022
4	Mr. Vivek Bhargava	Profit Wheel	Entrepreneurship	30th September

				2022
5	Mr. Ayan Thakur	Ex-lead Placement Partnerships, Tata Strive	Significance of Corporate Social Responsibility in India	30th September, 2022
6	Rev. Fr. Dr. K.M. George	Dr. Paulos Mar Gregorios Chair, Mahatma Gandhi University, Kottayam	Multiple Intelligence and Management	1st October 2022
7	Mr. Mukul Gupta	Board Infinity	Panel Discussion on Corporate Expectation from Management Students	1st October 2022
8	Ms. Tahseen Khan	Caratlane - A Tanishq Partnership	Panel Discussion on Corporate Expectation from Management Students	1st October 2022
9	Ms. Sangeeta Dey	Teamlease Edtech	Panel Discussion on Corporate Expectation from Management Students	1st October 2022
10	Mr. Arvind Ambekar	Firstpoint Business Solutions	HR and Labour Compliances	1st October 2022
11	Ms. Kanika Handa Popat	Shift Risk Insurance Brokers Ltd	Opportunities, Trends and Scope in Finance	1st October 2022
12	Ms. Sonali Suri	James Walker Inmarco Industries Pvt. Ltd	Opportunities, Trends and Scope in Marketing	1st October 2022
13	Ms. Himanshi Ajmera	Deloitte Consulting USI	Opportunities, Trends and Scope in IT	1st October 2022
14	Mr. Sumeet Kapoor	Navtor India	Opportunities, Trends and Scope in Operations	1st October 2022
15	Mr. Zubin Paul Driver	Founder - The Big Ripple	Team Building	3rd October 2022

16	Mr. E.V. Gireesh	Corporate Trainer & Life Coach	Happtitude	13th October, 2022
17	Mr. Vaibhav Datar	Author of bestseller book "Simply your Life"	Judge – Book Review Competition	15th October 2022
18	Mr. Bhavin Parekh	Atlas Skill Tech University	Professional Grooming	18th November, 2022
19	Mr. Vidyanand Joshi	Corporate Trainer	Management Games & Debriefing	23rd November 2022
20	Mr. Hemant Jain	Lokmat Media Pvt Ltd	Control Alt + Shift: Finding your purpose in the changing Customer & Employee experience"	24th November 2022
21	Ms. Mangala Sunil	Helen O'Grady International, India	Session on Team Building	25th November 2022
22	Ms. Manisha Gaur	Helen O'Grady International, India	Session on Team Building	25th November 2022
23	Ms. Arpita Ghadge	Helen O'Grady International, India	Session on Team Building	25th November 2022
24	Mr. Ajay Jhalani	Winner Technoplast India Pvt Ltd	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
25	Ms. Shivani Singh	Saviynt Inc	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
26	Mr. Vijay Adhikari	Nesco Ltd	Panel Discussion on " Geopolitical Implications on Business	26th November 2022

			Management"	
27	Ms. Prashi Mohan	Fitterfly	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
28	Mr. Anil Khadke	Kyndryl	Panel Discussion on " Geopolitical Implications on Business Management"	26th November 2022
29	Dr. Namrataa Srivastav	Creative Manners	I. Me, Myself - Cracking Self-Introduction at a Job Interview	13th December, 2022
30	Ms. Laxmi Vaish	Capgemini India Ltd.	What you got here won't get you there	03rd December 2022
31	Mr. Prakash Aute	Gujarat Co-operative Milk Marketing Federation Ltd.	Amul Success Story and Scope in Indian Dairy Industry	17th December 2022
32	Ms.Sweety Soni (Alumni)	Area Sales Manager Jet Freight Logistics	Career opportunities in Logistics Sector	11th January 2023
33	Mr. Milan Pandya	Aditya Birla Health Insurance and HDFC Life	Financial Matter Aligned	14th January 2023
34	Mr. Anson Thomas	Retd. Customs Officer	Stop Human Trafficking	6th March 2023
35	Mr. Tanuj Poddar	Entrepreneur	Decoding Budget 2023	11th March 2023
36	Mr. Mahesh Kudav	Venus Safety & Health Pvt. Ltd.	Business Strategies and Growth Opportunities in the New Normal	25th March 2023
37	Dr. Harsha Goyal	Dean, Faculty of Commerce, Karmaveer Bhaurao Patil College	Business Strategies and Growth Opportunities in the New Normal	25th March 2023

38	Dr. Ashwini Arte	Director, MGMIMSR	Business Strategies and Growth Opportunities in the New Normal	25th March 2023
39	Thomas Adaikalam	Kotak Education Foundation, Mumbai	Corporate Social Responsibility	15th April 2023
40	Priyanka Raj	Kotak Education Foundation, Mumbai	Corporate Social Responsibility	15th April 2023
41	Dr. Swapnalekha Basak	Computer Shiksha, plugH (Plug Health Services)	Judge – Book Review Competition	24th April 2023, Monday
42	Shri. Subhash R. Shinde	Shri Shashwat Foundation	Prayan to the Higher Dimensions of Life	2nd & 3rd May 2023
43	Smt. Shyamala Mohan	Shri Shashwat Foundation	Prayan to the Higher Dimensions of Life	
44	Dr. Parag Amin	ATLAS SkillTech University	Documentation for NBA	4th May 2023

Details of Guest Lectures, Seminars / Workshops (2023-2024)

Sr. No.	Name	Designation & Company	Topic	Dates
1	Mr. Atul Ramteke	Global Business Strategy Consultant	Problem Solving : the management way	15th July 2023
2.	Dr. Ramkishan Yelamanchili	Chief Trainer and Consultant, CR8 Consults	Competitive Strategies of Companies	05th August 2023
3.	Mr. Gaurav Bhagat	Partner, Zill Consulting	From Vision to Success, Forge Your Own Path	19th August 2023
4.	Fr. Phillip Kuruvilla	Program Coordinator, Gregorian Community - Roha	A session on Leadership - Increasing your Spiritual Quotient	28th August 2023
5.	Mr. Sundararaman Iyer	CFO & Director - Henkel Group of Companies	A session on Leadership - Increasing your Spiritual Quotient	31st August 2023
6.	Mr. Vidyanand Joshi	Behavioral Consultant, Management Educator and Personal Counsellor,	Management games : Leadership & Team Skills Assessment	01st September 2023

7	Mr. Rangesh Nayar	Chairman and MD; Founder and CEO, Swafe Consultancy and RN Wealthcare	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
8.	Mr. Sundararaman Iyer	Founder, Suryodaya Trust - School for children with intellectual disability & Director - Henkel Group of Companies former CFO	'Values for a fulfilling Career'	31th August 2023
9.	Mr. Gaurav Kathuria	Head of Commercial-Marketing and Alliances. Reliance Retail	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
10.	Mr. Nischal Kapadia	TEDx & Keynote Speaker, Board Member, KPMG EMEA Asset Management, Angel Investor	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
11.	Mr. Satyababu Naidu	Director, NEXTGEN INFRA TECH SOLUTIONS LLP	Panel Discussion on 'The Gig Economy: Implications on Business and Employment'	02nd September 2023
12.	Ms. B. Jayasree	Corporate Readiness Expert , Corporate Readiness Academy	Corporate Expectations from Management Students	02nd September 2023
13.	Mr. Abhinav Chopra	Economist	Session on Career Prospects in the New Normal	16th October 2023
14.	Ms. Maryline Sebastian	Learning & Development Head, JIO FC& A	Art of Facing a Job Interview	28th October 2023
15.	Mr. Sony Goyal	Founder	'How to Excel in Entrepreneurial Journey'	4th November 2023
16.	Mr. Jiji Thomson	IAS, Municipal Commissioner (NMMC)	'Crisis Management'	09th November 2023
17.	Shri. Rajesh Narvekar	Head of Commercial-Marketing and Alliances, Reliance Retail	Career in Management	02nd December 2023
18.	Dr. Vishal Ghag	Managing Director, Slikun Institute of Business Management	Case Toh Banta Hai	09th December 2023
19.	Dr. R C Walke	Dean & Consultant 3SV Consultancy Services	Case Toh Banta Hai	09th December 2023
20.	Mr. George Thomas	CEO of INTERTEC Group in Doha Vice President of DPS Group of Educational Institutions in Doha Director of Toastmasters International	Management Life	29th January 2024
21.	Mr. Jayant Hudar	Founder and CEO of the "School of Business Wisdom" Author - Business	Book Review Competition : 2024'	09th February 2024

		Growth Expert - Master Coach International Seminar Speaker		
22.	Dr. Jacob Koshy Kandathil	Visiting Professor at School of Management at IIT Powai	Customer Management Strategy	14th February 2024
23.	Mr. Rohan Abraham	Brand Consultant / Marketing Strategy / Project Manager / Executive Producer / Post Production Expert	Advertising & Films - Career options	23rd March 2024
24.	Ms. Denise Baschiroto	Founder & CEO, WellOne, Italy & President, A Braid for Life, India	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
25.	Mr. Rohit Mishra	Founder, Youth On The Move	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
26.	Ms. Simonetta Mormina	Massotherapist & Ayurveda therapist	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
27.	Ms. Andrea Noemi Ipucha	Doctor specializing in functional medicine	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
28.	Ms. Maria Chiara Gioia	Doctor and Cardio lover	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
29.	Ms. Cristina Borello	Nurse, pediatric nurse, and first aid specialist	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
30.	Ms. Silvia Lanna	Cultural mediator	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
31.	Ms. Beatrice Iulini	Yoga teacher	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
32.	Ms. Tiziana D'Angelo	Psychic channel	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
33.	Ms. Claudia Nesprias	Lawyer	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
34.	Ms. Cinzia Forciniti	Operations manager for WellOne and naturopathy	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
35.	Ms. Jasmine Imbrioscia Wagner	Photographer and video maker	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
36.	Shri. Jageshwar Swarup Saharia	IAS (Retd. Chief Secretary of Maharashtra & Retd. State Election Commissioner	Life lessons from IAS life to Young Managers	19th April 2024
21.	Mr. Jayant Hudar	Founder and CEO of the "School of Business Wisdom" Author - Business Growth Expert - Master	Book Review Competition : 2024'	09th February 2024

		Coach International Seminar Speaker		
22.	Dr. Jacob Koshy Kandathil	Visiting Professor at School of Management at IIT Powai	Customer Management Strategy	14th February 2024
23.	Mr. Rohan Abraham	Brand Consultant / Marketing Strategy / Project Manager / Executive Producer / Post Production Expert	Advertising & Films - Career options	23rd March 2024
24.	Ms. Denise Baschiroto	Founder & CEO, WellOne, Italy & President, A Braid for Life, India	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
25.	Mr. Rohit Mishra	Founder, Youth On The Move	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
26.	Ms. Simonetta Mormina	Massotherapist & Ayurveda therapist	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
27.	Ms. Andrea Noemi Ipucha	Doctor specializing in functional medicine	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
28.	Ms. Maria Chiara Gioia	Doctor and cardio lover	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
29.	Ms. Cristina Borello	Nurse, pediatric nurse, and first aid specialist	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
30.	Ms. Silvia Lanna	Cultural mediator	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
31.	Ms. Beatrice Iulini	Yoga teacher	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
32.	Ms. Tiziana D'Angelo	Psychic channel	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
33.	Ms. Claudia Nesprias	Lawyer	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
34.	Ms. Cinzia Forciniti	Operations manager for WellOne and naturopathy	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
35.	Ms. Jasmine Imbrioscia Wagner	Photographer and video maker	Leading with Empathy : Social Sensitivity in Managers	10th April 2024
36.	Shri. Jageshwar Swarup Saharia	IAS (Retd. Chief Secretary of Maharashtra & Retd. State Election Commissioner	Life lessons from IAS life to Young Managers	19th April 2024

7.1.2 Participation of industry professionals in curriculum development, projects, assignments as examiners in summer projects (15 Marks)

7.1.2 (A) Curriculum Development

The institute follows the curriculum given by the University of Mumbai. However, in order to bridge the gap between the industry requirements and the curriculum prescribed, the institute invites eminent speakers to address the students. The institute has also tied up with other organizations for providing additional certification to our students.

Table: 5

Sr. No.	Name of Organization/ Resource Person	Course/ Topic	Batch
1	VocSkills	Advanced Excel Sales Tips and Tricks	2023-2025
2	Pro-School	Digital Marketing Business Analytics SQL & Tableau Financial Modelling Investment Banking	2020-2022 2021-2023
3	Team Lease	Aptitude Building	2021-2023
4	Priyanka Salgaonkar, Regional Talent Development and Learning Manager, Henkel	Facing an Interview	2020-2022
5	Dr. Namrataa Srivastav, Creative Manners	I. Me, Myself - Cracking Self-Introduction at a Job Interview	2021-2023
6	Mr. Bhavin Parekh, Hospitality Professional, Visiting Faculty Atlas SkillTech University	Professional Grooming	2021-2023

7.1.2 (B) Industry Experts and Alumni as Examiners

Industry professionals have been invited as external examiners for the viva voce of the final as well as summer internship projects

Table: 6

S.No.	Year	Name of the Person	Company	Name Activity Involved
1	2024	Mr. Alpesh Aakhande (Alumni)	N J Wealth	Corporate Interactive Series
2	2023	Vishal Salve (Alumni)	Sanskaara	External examiner – Final Project Viva Voce
3	2023	Indranil Ghosh	Director, Learners & Winners Training Consultancy Pvt. Ltd.	External examiner – Viva Voce
4	2023	Praful Sharma	Share Khan	External examiner – SIP Viva Voce
5	2023	Gaurav Sant (Alumni)	Oriental Insurance Co.	External examiner – SIP Viva Voce
6	2023	Uday Ghadge	ILO Certified Trainer	External examiner – SIP Viva Voce
7	2023	Nipu Kumar Nath	Wolters Kluwer India Private. Limited, Mumbai, India	External examiner – SIP Viva Voce

7.1.2 (C) Industry Partners for Summer Projects

Our students have undertaken the Industry internship cum training from the following companies for a duration of 2 months as per University of Mumbai norms, where they have been mentored by an expert under whose supervision and guidance they have completed their projects.

Table: 7

Sr.No	Company Name
1	Aditya Birla Capital
2	Nicolan Health Care Pvt. Ltd
3	The Indian Express
4	NJ India Invest Pvt. Ltd.
5	Carlsberg
6	Florican Enterprises

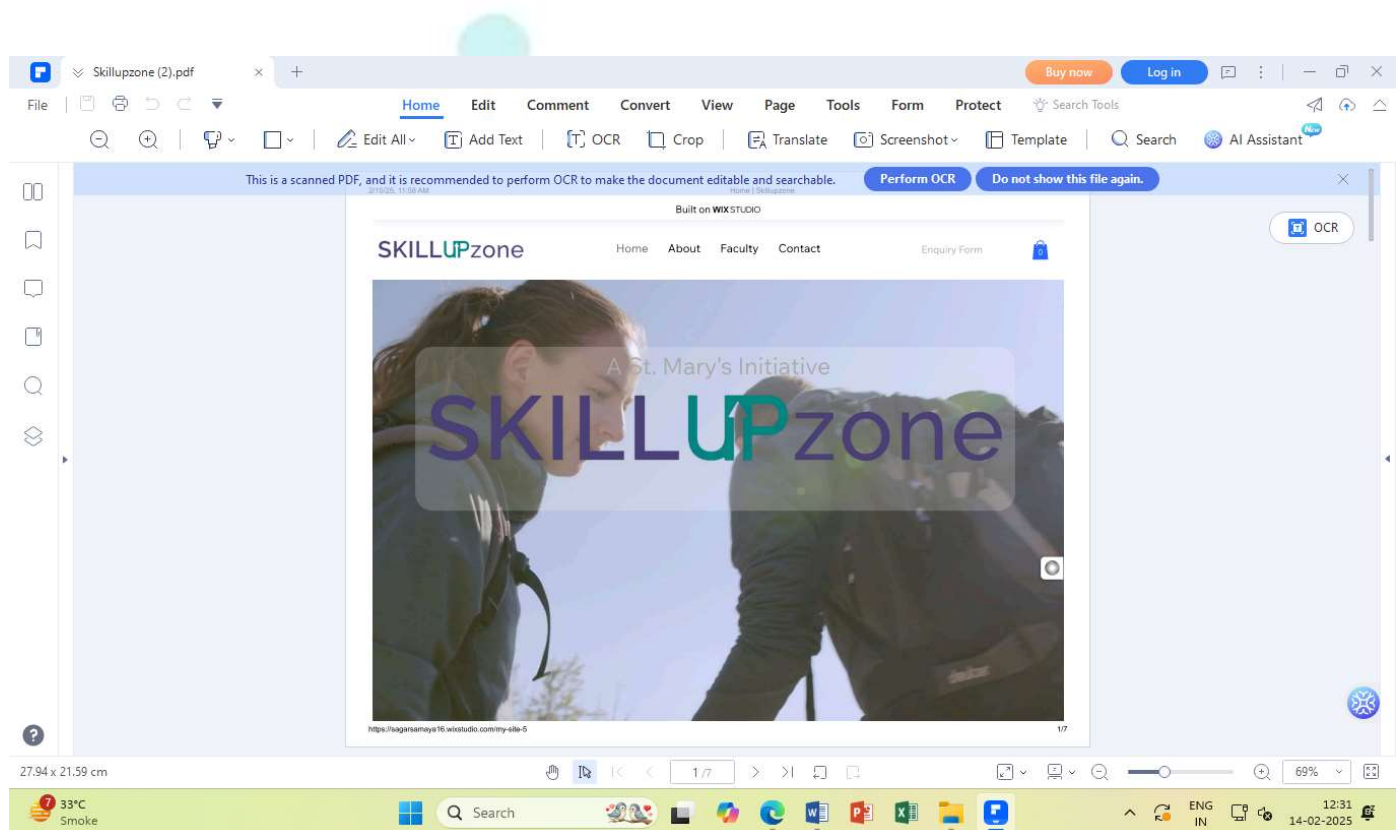
7	Mind Seed
8	NewAge Fire Protection Industries Pvt Ltd.
9	Mind Seed
10	Wishtel
11	BNM Solutions
12	NEXT Education
13	Pioneer Management Consultancy Pvt Ltd
14	Outlook group
15	GCMMF (Amul)
16	Pidilite Industries
17	Arihant Group
18	BNM Solutions
19	Shoppers Stop
20	KRG Consultants
21	Upskill Tech Solution
22	Digital Vedha
23	VIVA travels
24	Business Leadership League
25	Smart Surance
26	APMASS
27	Melior Concepts
28	Vijay Singhvi CA
29	Metro Shoes (SP)
30	NaviTech Hydrographics
31	Amul
32	Sherkhan CBD
33	UBISoft India
34	Aditya Birla
35	JSS Association
36	Hyfly consultants
37	Agnihotri & Associates (CA)
38	Pradeep Plastic
39	Buildesk
40	Reliance Communications
41	MRK foods
42	Aurika, Mumbai Skycity
43	Angel one broker
44	Boizar Healthcare and research
45	Titbit Spices
46	Flying Elephant Designs

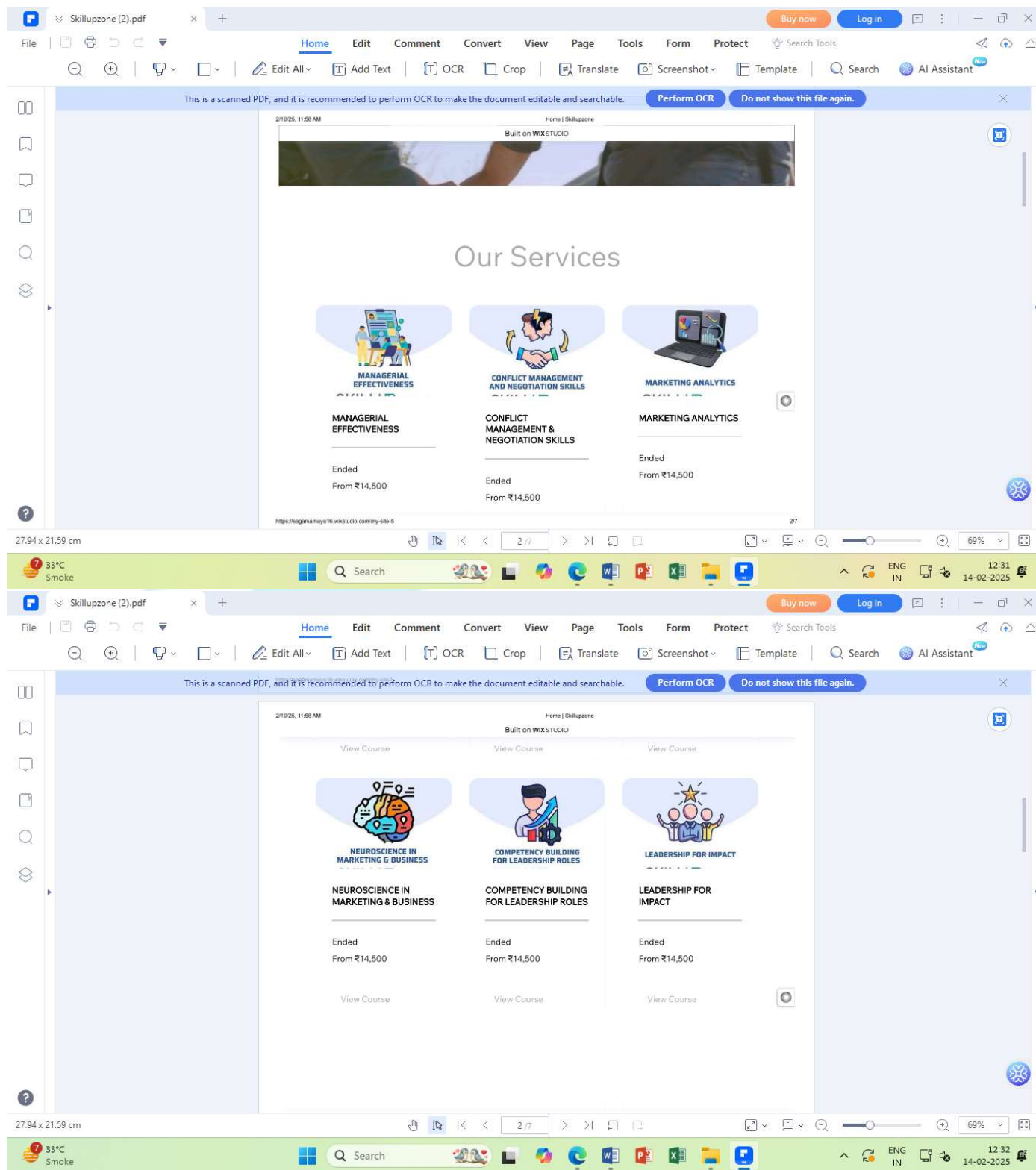
47	Ilex Corp
48	Krishna Bank
49	Click Design International
50	Force
51	Coca Cola
52	Cashier Global Logistics
53	KDL associates
54	Mazagon Docks



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

Indira Institute of Business Management has launched **SkillUp Zone**, a dedicated initiative aimed at fostering industry collaboration through executive education programs. As part of this initiative, the institute's faculty has meticulously developed a comprehensive **catalog of courses** designed to enhance the skills of employees across various organizations. These courses cater to the evolving demands of industry and focus on practical, application-based learning. Additionally, SkillUp Zone offers the flexibility of **tailor-made programs**, allowing organizations to customize training modules to address specific skill gaps and business challenges. Through this initiative, Indira Institute continues to bridge the gap between academia and industry, empowering professionals with the knowledge and expertise needed for career growth and organizational success.





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7.1.2 Involvement of industry professionals as members of various academic bodies/ board (15 Marks)

We have an eminent advisory council which is constituted to guide the institute on enhancing student development so as to bridge the gap between academia and industry. The council meets twice a year to discuss and deliberate on Governance, budgets, employee and student concerns. Meetings are also held to explore strategies to augment the skills and knowledge imparted to students to prepare them for their corporate careers.

The Advisory Council Members are as under:

1. Commander K.K. Ipe – Director, Former Chairman & Managing Director GAC
2. Dr. SojanIpe – Medical Superintendent, MOSC Medical College & Hospital, Kolenchery, Kerala
3. Mr. Jiji Thomson - IAS (Retired), Former Chief Secretary, Govt. Of Kerala
4. Dr. Peter Philip – Director, Malayala Manorama & MD, India Coffee & Tea Distributing Co. Ltd.
5. Mr. Sajen Peter – IAS (Retired), Former Additional Chief Secretary, Govt. Of Kerala
6. Dr. DarlieKoshy – Director General & CEO, IAM & ATDC
7. Dr. Asha Alexander – Management Professional & Certified ACBSP Mentor
8. Mr. Joy P. Jacob – Secretary/ CEO MOSC Medical College
9. Mr. P.V. Varghese – Director TCS
10. Mr.Regil Abraham –MD Aban offshore
11. Mr. Alexander Pothen –MD Bin Tamim, Dubai
12. Mrs. Alice Vaidyan- former CMD,GIC
13. Mr.Rajan S Mathew –Director General Cellular Operators Association of India (CDAI)

7.2 International Connect (40 Marks)

The institute attempts to give students international exposure by inviting guest speakers from across the globe for online and offline sessions regarding pursuing further courses abroad, as well as domain knowledge.

Table: 8

Sr. No.	Name of Speaker and Country	Designation & Organization	Online/ Offline	Topic
1	Dr. Paola Cappellini, ITALY	Director of International Cooperation, University of PISA Italy	Offline	Courses at University of Pisa
2	Ms. Ariana Biancani ITALY	Manager, University of Pisa, Italy	Offline	Courses at University of Pisa
3	Mr. David Wittenberg	Innovator, Entrepreneur and Professor at Indira School of Management and Entrepreneurship	offline	The Global Manager: Moving Towards a Futuristic Perspective by Redefining Boundaries
4	Cicely Greaves USA	Principal CEO, Regard4Virtues	Online	The Global Manager: Moving Towards a Futuristic Perspective by Redefining Boundaries
5	Dr. Abdelkader Makhoulf Algeria	Faculty of literature, Languages and arts Moulay T a h e r Saida University- Algeria	Online	Modelling Structural Equation for Quality of Work Life
6	Dr. Abdelkrim Algeria	Faculty of Social and Human Sciences Moulay T a h e r Saida University- Algeria	Online	Modelling Structural Equation for Quality of Work Life
7	Rakesh Gupta Australia	Project Specialist Telstra (Australia)	Online	The Do's and Don'ts of an Entrepreneurial Venture
8	Ajit Menon UK	Leadership and Organizational Consultant, and Partner Backlight Advisory	Online	A Journey to the Bottom of the Iceberg

		Ltd. (UK)		
9	Denise Baschiroto	Entrepreneur- Wellbeing, Women Empowerment A Braid For Life	Offline	Leading with Empathy – Social Sensitivity in Managers
10	Simonetta Mormina	Massotherapist & Ayurveda therapist A Braid For Life	Offline	Leading with Empathy – Social Sensitivity in Managers
11	Andrea Noemi Ipucha	Doctor specializing in functional medicine	Offline	Leading with Empathy – Social Sensitivity in Managers
12	Maria Chiara Gioia	Cardiology	Offline	Leading with Empathy – Social Sensitivity in Managers
13	Cristina Borello	Nurse, pediatric nurse, and first aid specialist	Offline	Leading with Empathy – Social Sensitivity in Managers
14	Beatrice Iulini	Yoga teacher	Offline	Leading with Empathy – Social Sensitivity in Managers
15	Tiziana D'Angelo	Psychic channel	Offline	Leading with Empathy – Social Sensitivity in Managers
16	Claudia Nesprias	Legal advocacy	Offline	Leading with Empathy – Social Sensitivity in Managers
17	Cinzia Forciniti	Operations management, naturopathy	Offline	Leading with Empathy – Social Sensitivity in Managers

7.2.1 Association with Rotary International

The institute had tied up with the world's largest NGO Rotary International in 2019, and formed the Rotaract Club of IIBM under Rotary Club of Navi Mumbai. Students initiated and organized projects such as clothes donation drive, eye-check up camp and blood donation camp under the banner of the Rotaract Club.

CRITERION 8	Infrastructure	75 Marks
--------------------	-----------------------	-----------------

Indira Institute of Business Management (IIBM) has generously put its effort towards creating an environment to foster excellence in education to achieve the change. The creation and enhancement of infrastructure to facilitate effective teaching and learning is adequately available. IIBM provides infrastructure as per the norms laid down by the All India Council for Technical Education (AICTE) and other statutory bodies. The campus is capacious and has lush green scenic and panoramic environment spread over 2333.02 sqm which is located in the heart of the city of Navi Mumbai.

As per NBA 2024, Criterion 8: Infrastructure and its related details and the respective marks are stated below.

Sr. No.	Particular	Marks	Self-Assessment Marks
8.1	Classrooms & Learning facilities (Availability of adequate, well-equipped classrooms to meet the curriculum requirements, availability of learning facilities, utilization and initiatives to ensure students learning)	25 Marks	21 Marks
8.2	Library Quality of learning resources (hard/soft) Relevance of available learning resources including e-resources Accessibility to students	20 Marks	18 Marks
8.3	IT Infrastructure and Learning Management System (Availability of composite hardware, software, network resources and services required for the existence, operation and management of an institutions IT environment.)	30 Marks	23 Marks
	Total	75 Marks	62 Marks

8.1 Classrooms & Learning facilities (25 Marks)

The Institute has adequate well-equipped classrooms to meet the curriculum requirements. The learning facilities provided in these classrooms ensure effective student learning. The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc. For easy understanding of the IIBM campus infrastructure, it is segregated into two parts; as IIBM Building Indoor and IIBM Building Outdoor areas. The building has a total of ground plus three floors and some outdoor area available.

The Indoor Building details are as per the table given below.

IIBM Building Indoor Floor wise list

Ground Floor

1	Management Office	G - 01
2	Front Desk Office	G - 02
3	Administrative Office	G - 03
4	Conference Room	G - 04
5	Classroom	G - 05
6	IQAC Room	G - 06
7	UPS (Uninterruptible Power Supply) Room	G - 07
8	Electrical Panel Room	G - 08
9	Ramp for Physically challenged student	
10	Staff – Restroom Gents	G - 09
11	Staff - Restroom Ladies	G - 10
12	Drinking Water facility	
13	Faculty Room	G - 11
14	Exam Control Room	G - 12
15	H.O.D Room	G - 13- A
16	Counsellor Room	G - 13- B

17	Reprography / Store facility	G - 13- C
18	Director Office with PA Desk and Ante Chamber	G - 14
19	Restroom – Handicapped	G - 15
20	Housekeeping / Store Room	G - 16
21	Lift	G

First Floor

1	Computer Lab No. 03	F1 - 01
2	Computer Lab No. 04	F1 - 02
3	Placement Assistance Office	F1 - 03
4	Innovation and Incubation Cell	F1 – 03-B
5	Medical Room	F1 - 04
6	Classroom	F1 - 05
7	Central Maintenance /Store Room	F1 - 06
8	Gents – Restroom	F1 - 07
9	Ladies – Restroom	F1 - 08
10	Drinking Water facility	
11	Computer Lab No. 02	F1 - 09
12	Computer Lab No. 01	F1 - 10
13	Lift	F1

Second Floor

1	Library	F2- 01
2	Ladies -Common Room	F2 -02
3	Gents -Common Room	F2 -03
4	Gents - Restroom	F2 -04
5	Ladies – Restroom	F2 -05

6	Drinking Water facility	
7	Classroom	F2 -06
8	Classroom	F2 -07
9	Lift	F2

Third Floor

1	Classroom	F3- 01
2	Department Office	F3 -02
3	Classroom	F3 -03
4	Tutorial Room	F3 -04
5	Gents – Restroom	F3 -05
6	Ladies – Restroom	F3 -06
7	Drinking Water facility	
8	Seminar Hall	F3 -07
9	Lift	F3

IIBM Building Outdoor list

Sr. No	Particulars	Location
1	Security Cabin	Located near the main entrance gate
2	Quadrangle	Located between Building A and Building B
3	Parking Space	Located opposite the main door of the building and on the left side of the building
4	Lawn	Available on the right side of the building

Details of learning facilities in Institute

Sr.no.	Learning Facility	Available in the Institute (in nos.)
1	Classroom	6
2	Tutorial Room	1
3	Seminar Room	1
4	Computer Lab	4
5	Library	1

The details of the classrooms and learning facilities as per 8.1, available in the Building Indoors and Outdoors, are mentioned below.

a. Classrooms

There are AC Classrooms with computer and multimedia projection facilities. The capacity of all classrooms is as per AICTE norms and are well ventilated and equipped with comfortable seating arrangements. Wi-Fi facility is provided to students to access internet connection on the campus.

b. Tutorial Room

The Tutorial Room is situated on the Third floor and is equipped with movable laptop and projector. Tutorials with respect to remedial classes and specific certification programs are held here.

c. Conference Room

The air conditioned Conference Room is situated on the Ground floor of the Institute where the top management, faculty members and students meetings are conducted. Comfortable chairs are kept at conference room for long duration meetings. The room is equipped with Digital Board and Wi-Fi facilities. It is also used by companies for conducting interviews for Internship or Final placement.

d. Faculty Room & Administrative Office

In order to monitor and overall supervise the student's activities on each floor, faculty room / administrative office is located on each floor. The main faculty room is well furnished and is located on the Ground floor.

e. Exam Control Office

The Institute has an examination control room, which is on the Ground Floor and has OSM (On Screen Marking) facility incorporated in Exam Department as per University of Mumbai norms. The Exam office is also additionally equipped with webcam surveillance and printer facilities for smooth operations.

f. Counsellor Room

As per AICTE norms, the Institute has also ensured the availability of qualified Counsellor to address grievances and other emotional problems of students and staff.

g. Placement Office

The Placement office interiors are well done and it is situated on the first floor. The Placement office is further facilitated with a meeting room, a cabin for Head Placements and work stations

for the support staff of placement office. The air conditioned and furnished rooms served as an effective career counselling facilitation centre.

h. Medical Room

A well ventilated medical room equipped with bed, First Aid kit and other emergency items, has been made available on the first floor to meet the medical needs of the students and staff.

i. Computer Lab

IIBM has 4 Computer Labs situated at the First floor of the Institute.

Desktops with licensed software's are available in the Institute. Computer labs are equipped with Internet facilities for all the students and staff. Qualified Technical staff (System Administrator) is appointed for providing access to technology and information retrieval on current and relevant issues.

j. Library

Library is the integral part of the Institute, situated at the Second Floor. Library is well-equipped with more than 10000+ books and has subscription of both National, International journals and Business magazines along with the online subscription for Management Databases. The reading room has sufficient number of tables and comfortable chairs, and accommodates more than 65 students at a time. There are 10 multi-media computers with internet connection. Wi- Fi and scanning facility is also available. The IIBM Library is NDLI Club member.

k. Seminar Hall

The Seminar hall is situated on the 3rd floor of the Institute. It is well furnished and supported by computer and multimedia projection facilities. We conduct various curricular and extracurricular activities for the overall development of staff and students.

l. Quadrangle and Lawn

Open lawn facility surrounded by palm trees is available for Outdoor activities, events and programmes. A tiled quadrangle space, with the installation of the national flag pillar is available between the two buildings for conducting the cultural activities of the Institute.

m. Security Cabin

Trained professional security staff man the security located at the main gate of the campus. The security cabin is well equipped with intercom facility and comfortable seating.

Additional Infrastructural Services.

The Institute has ensured the following services for the smooth and effective maintenance and upkeep of the IIBM building.

a. Building Insurance

Institute has Building Insurance, which is renewed every year from Bajaj Allianz General Insurance Company Limited.

b. Infrastructural Maintenance

b.1. *Annual Maintenance Contract (AMC)*: The Institute has made various “Annual Maintenance Contract (AMC) with various agencies/bodies for maintenance of the following.

- Air conditioner
- Maintenance of lift
- Maintenance of generator
- Water purifier
- Cleaning of Water Storage tanks
- Electronic Private Automatic Branch Exchange (EPABX)
- Fire System
- Pest Control
- CCTV (Common for VES)
- UPS

b.2. *Annual Agreement for Services*: The Institute has made yearly Agreements for the following services.

- Security
- House keeping
- Canteen

b.3. *Annual Agreement for Green, Energy & Environment Audit*

- Electrical Gadgets
- Environmental System
- Water Management
- Waste Generation & Management
- Infrastructure & Safety

- Green Culture
- Renewable Energy

c. Amenities:

Sr. No.	Particulars	Nos.
1	Drinking Water Purifier	04
2	Drinking Water Cooler	04
3	Ramp for physically challenged student	01
4	Canteen	01
5	Fire Extinguisher	13
6	Fire Hydrant system along with smoke detectors	01
7	Generator (For Electricity backup)	01
8	Biometric System for Attendance	04
9	Wheel chair for physically challenged	01
10	CCTV	60
11	Sanitary pad vending machine	02
12	Water tank	01

INDIRA INSTITUTE OF
BUSINESS MANAGEMENT
N A V I M U M B A I

Infrastructure Gallery

Some of the images of IIBM Building outdoor and indoor spaces and facilities are attached below.

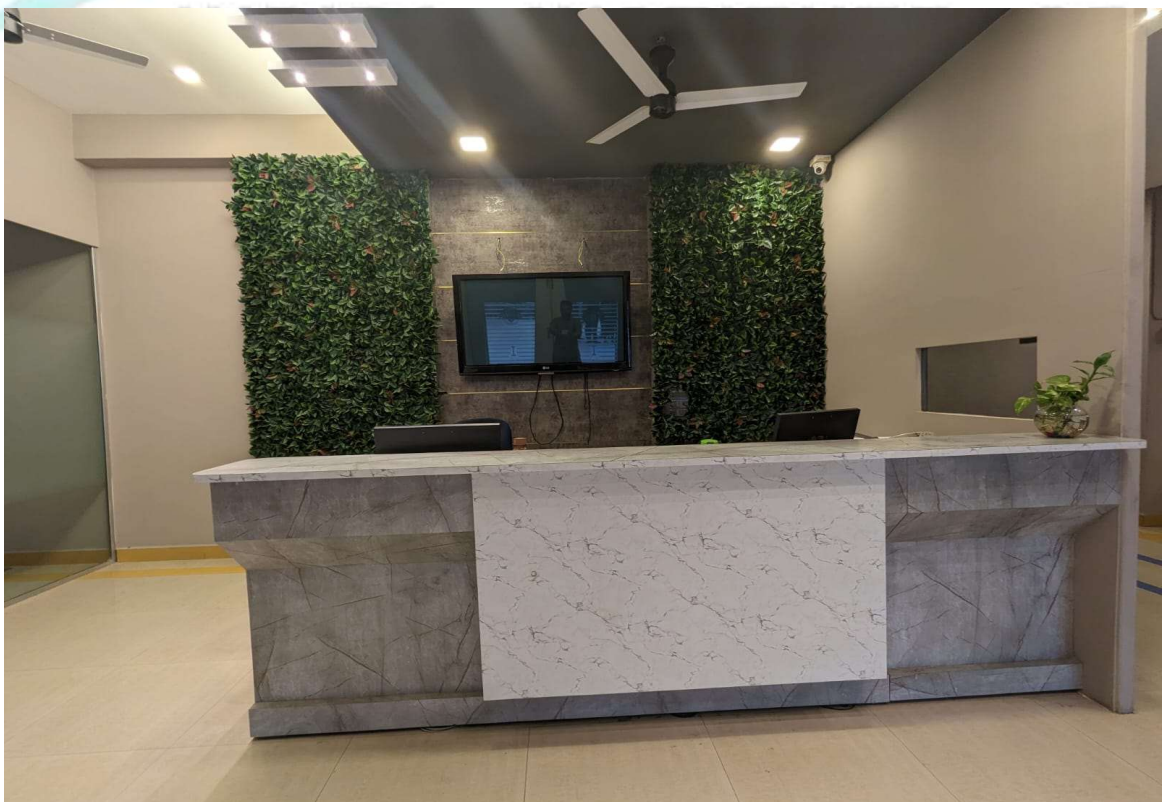
a. Institute Front view



b. Institute Back view



c. Front Desk Office



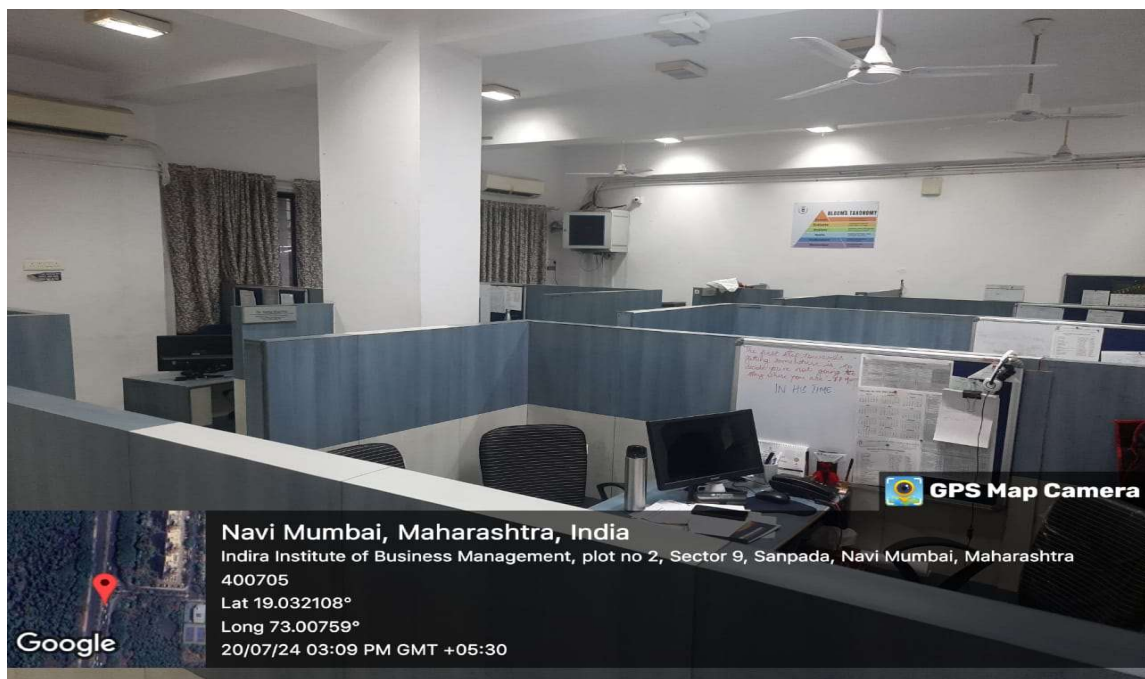
d. Classroom



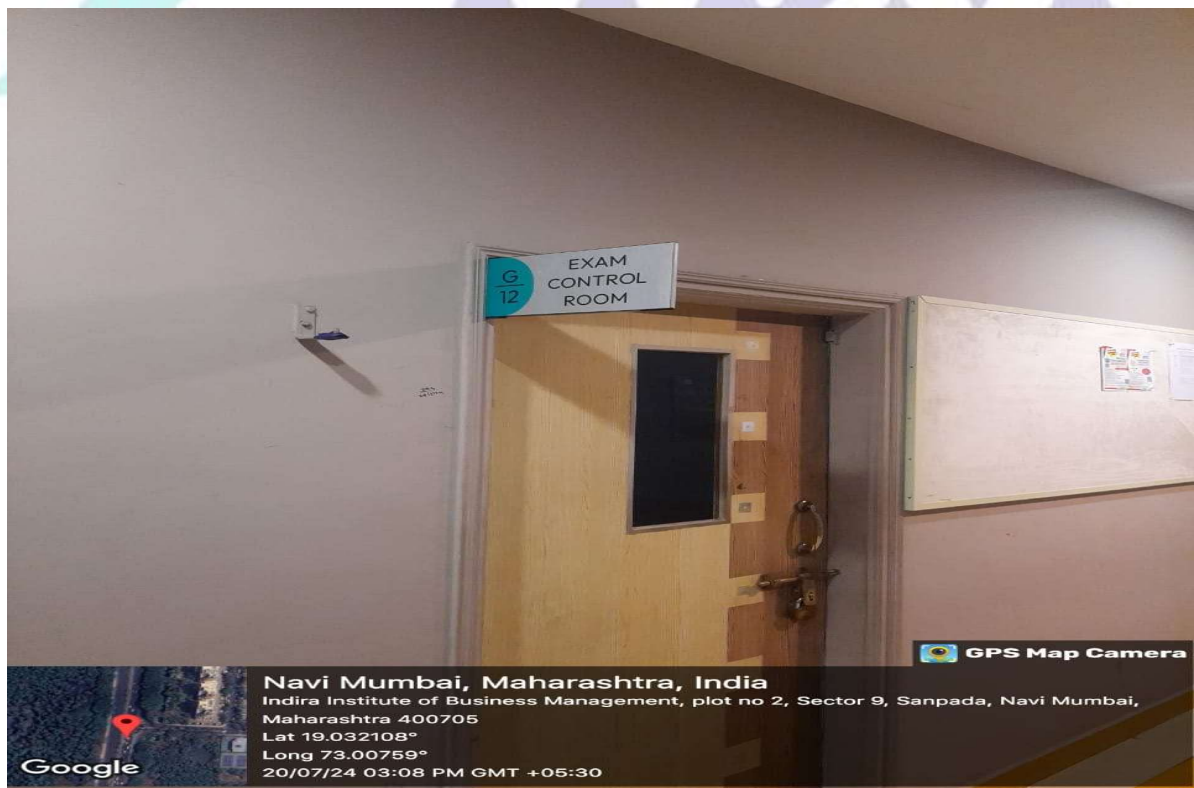
e. Conference Room



f. Faculty Room



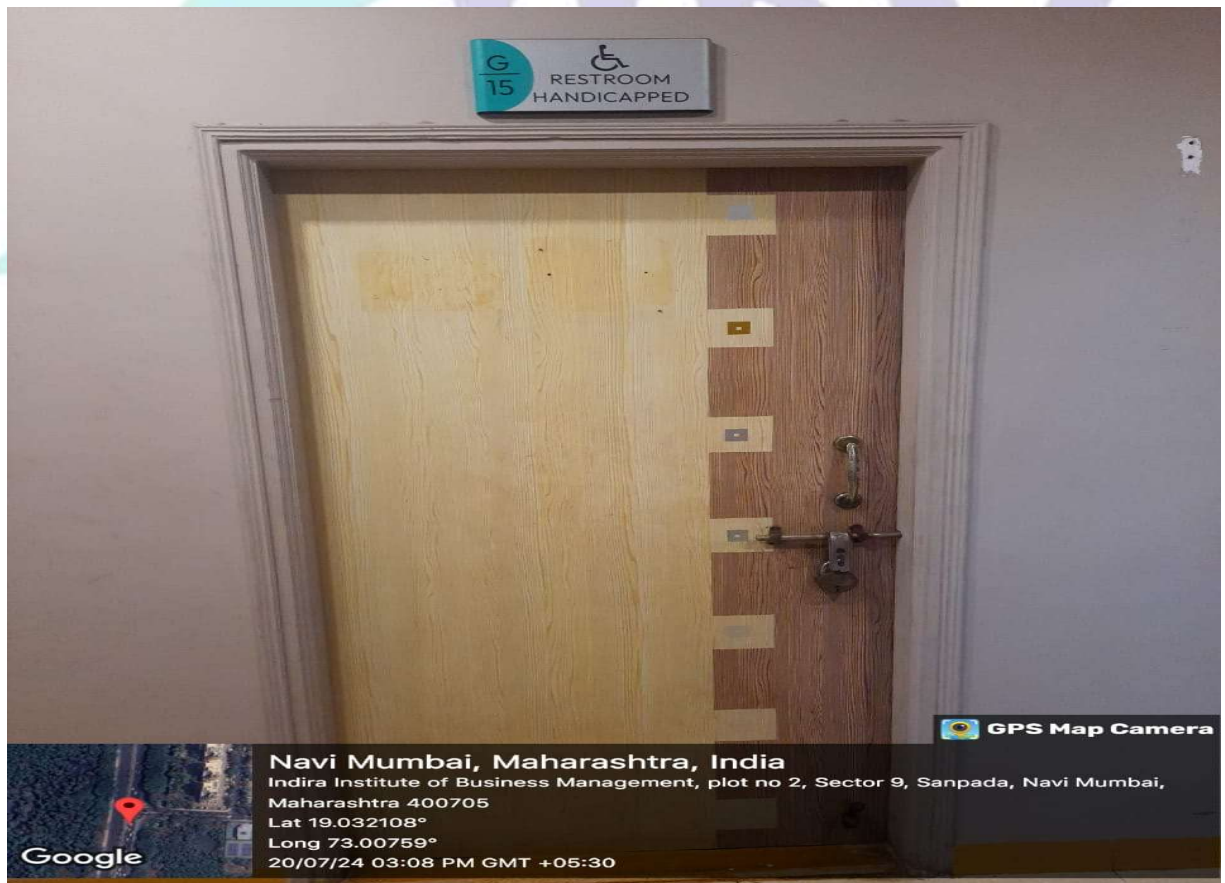
g. Exam Control Room



h. Reprographic Facility



i. Restroom for handicapped students



j. Placement Office



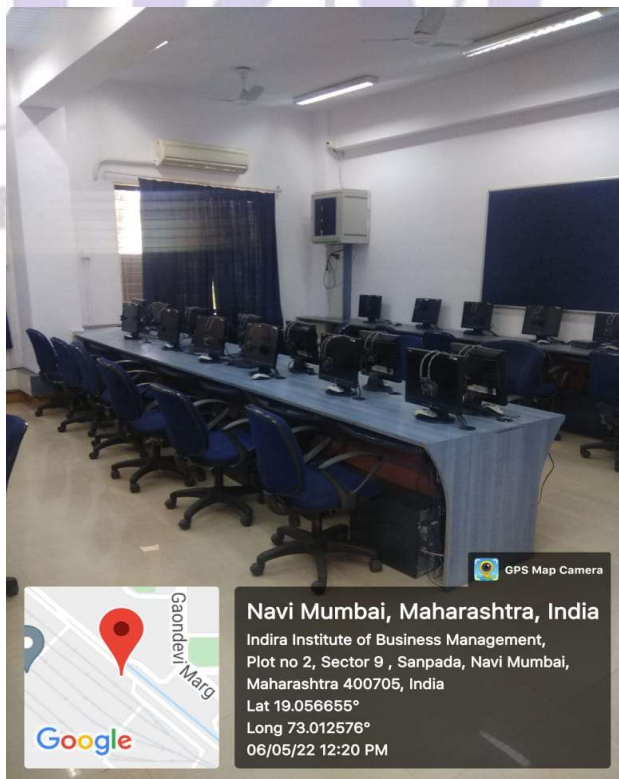
k. Medical Room



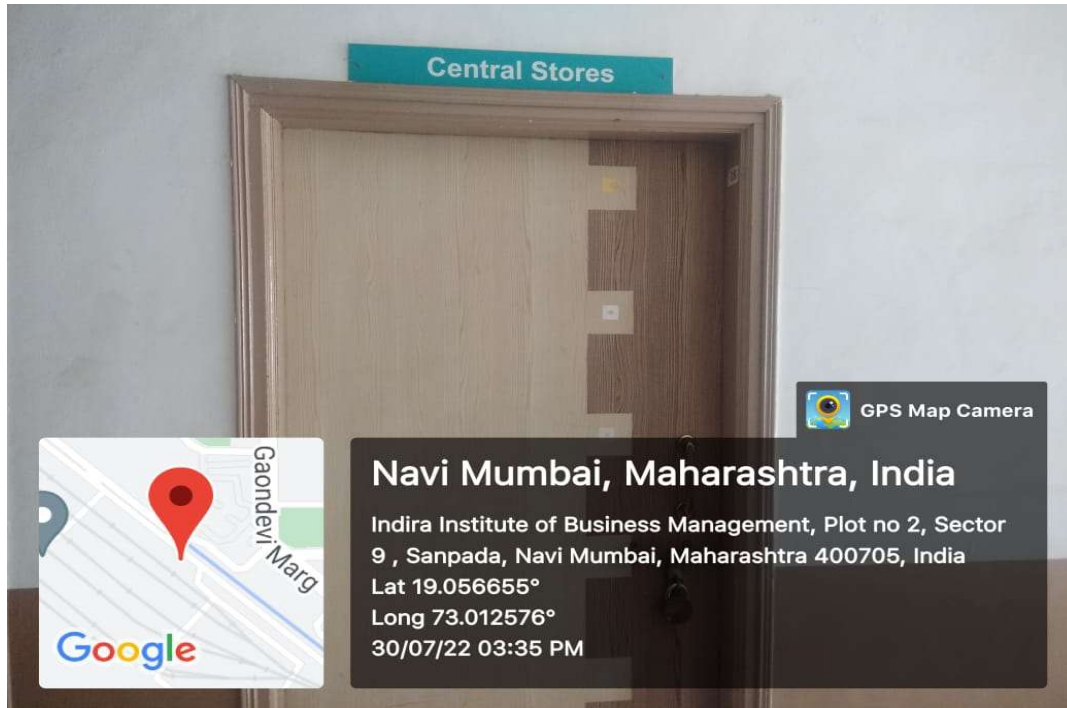
I. Computer Lab



m. Computer Lab



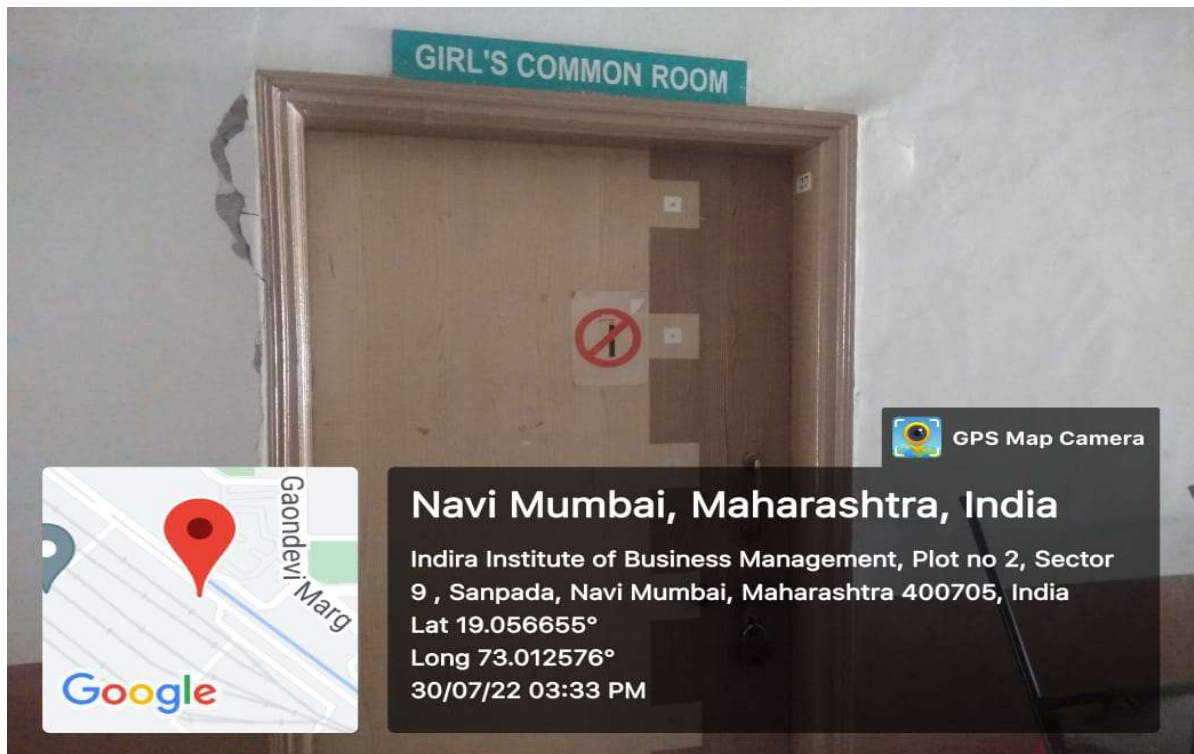
n. Central Maintenance / Store Room



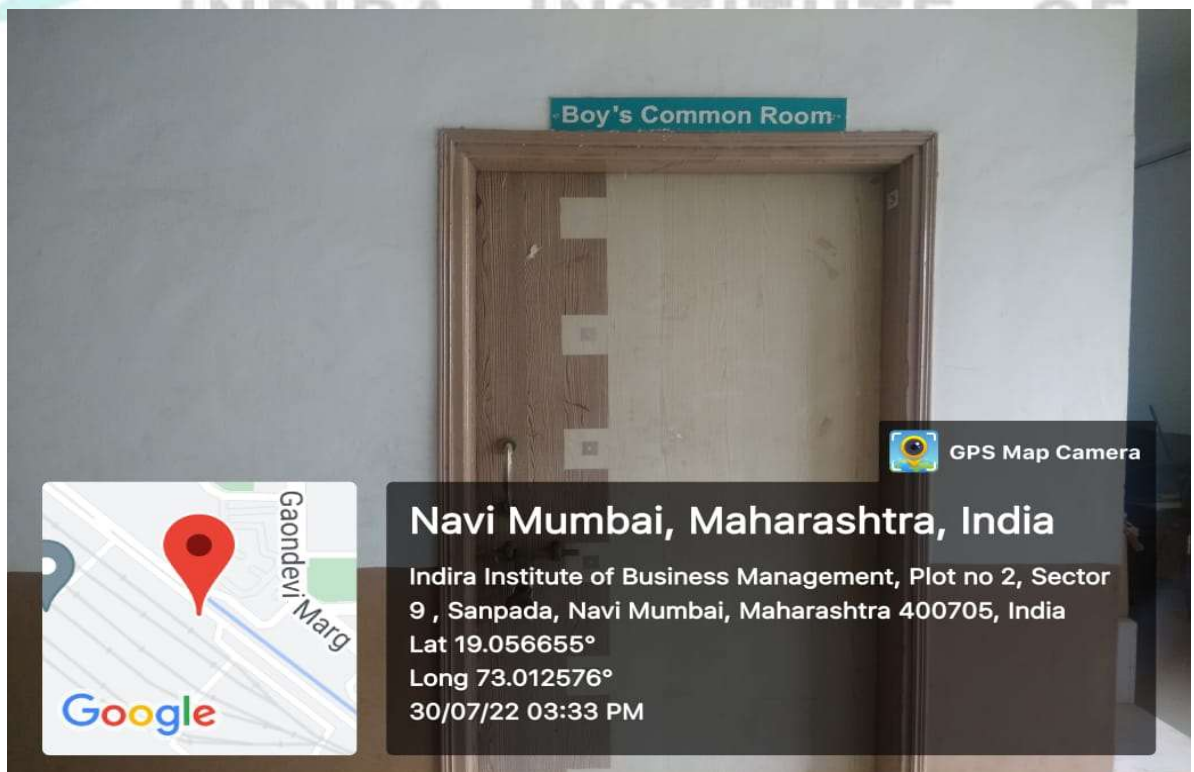
o. Library



p. Ladies Common Room



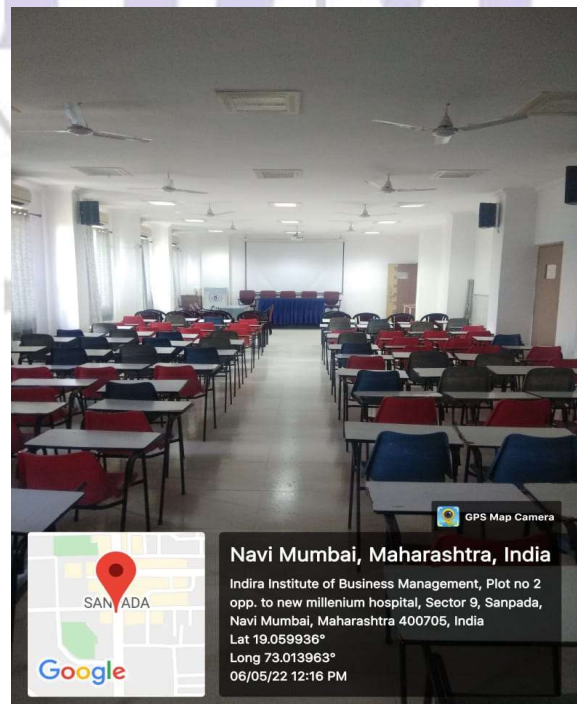
q. Gents Common Room



r. Institute Lawn



s. Seminar Hall



Infrastructure Gallery - Amenities

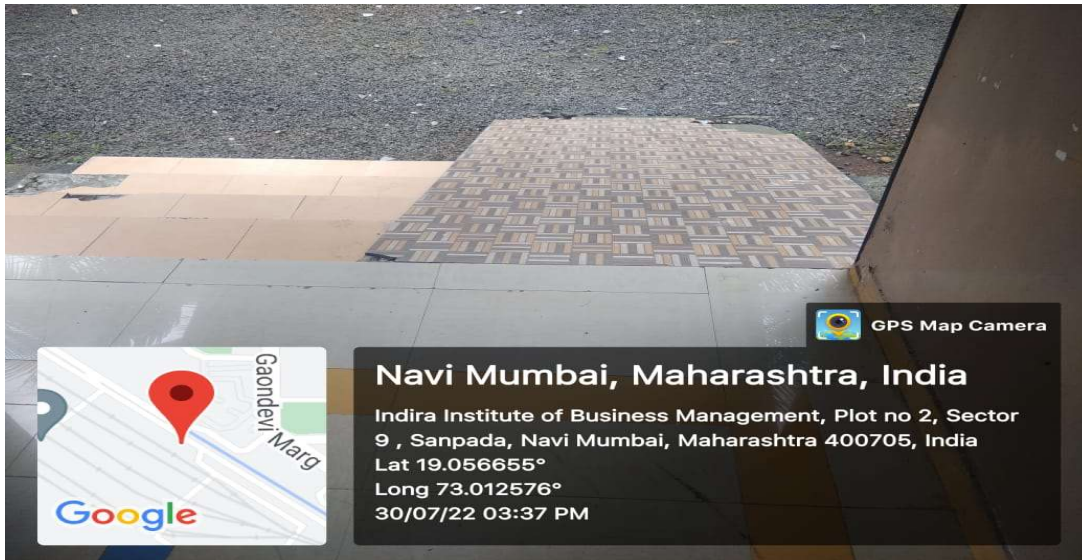
a. Drinking Water Purifier and Water Cooler



b. Lift



c. Ramp for physically challenged student



d. Canteen



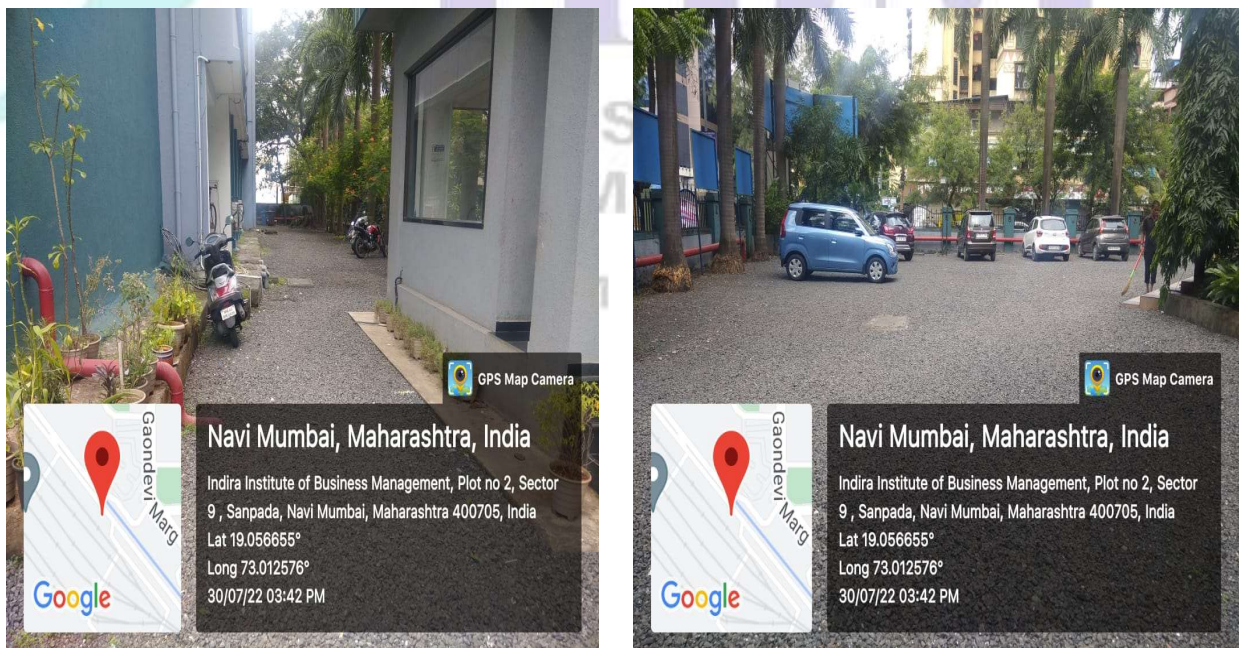
e. Fire Extinguisher



f. Fire Hydrant System along with smoke detectors



g. In Campus vehicle parking space



h. Quadrangle – Additional Space for Common functions



i. UPS (Uninterruptible Power Supply) Room



j. Generator



k. Biometric System for Staff and Students



l. Security Cabin



m. Sanitary pad vending machine



n. Water Tank



8.2. Library (20 Marks)

In keeping with the vision and mission of the Institute, the library has been established “to facilitate and enable students to apply knowledge of management in their respective domain through means of various books, national, international journals, business magazines, project report, e-books and e-journals. The library acts as the learning resource centre of the Institute and provides services and facilities to meet the requirements of the Institute’s teaching, training, research and consultancy programs.

8.2.a Library Vision

To be one of the medium to provide student’s centric learning environment.

8.2.b Library Mission

To provide comprehensive and conducive resources and services to enhance teaching, research and the quest for knowledge transference of its user community.

8.2. c Library Infrastructure and Facilities

Library is well equipped with seating capacity as per AICTE norms and computers with internet connectivity and reprographic facility with extended hours from morning to late evening.

8.2.d Library Resources

To facilitate and enable students to apply knowledge of management in their respective domain through means of various books, national, international journals, business magazines, project reports, e-books and e-journals etc. The library acts as the learning resource centre of the institute and provides services and facilities to meet the requirements of the institute’s teaching, training, research and consultancy programs.

Learning resources are divided into Print resources and E- resources

I. Print Resources

II. E-Resources

Library Resources

I. Print Resources				
a	Books			10588
	Periodicals	International	6	18
b		National	6	
		Magazines	6	
C	Projects	Summer Internship Projects(SIP)		
		Capstone Projects	General	
			Functional	
			Social Relevance	
D	Newspaper's	Times of India	1	7
		Hindustan Times	1	
		Indian Express	1	
		The Hindu	1	
		Economic Times	1	
		Maharashtra Times	1	
		Employment News	1	

II. E-Resources		
A	EBSCO	All employees to Students and staff
B	J-Gate	All employees to Students and staff
C	AV	All employees to Students and staff
D	Open Access E-research platforms	Commonly available to all
	• Swayam	
	• NPTEL	
	• ShodhGanga	
	• Shodhgangotri	
E	National Digital Library of India (NDLI)	Commonly available to all

Digital Library

IIBM Library has purchased and installed KOHA (Cloud based) software for smooth functioning and helping students and staff to access the Library books catalogue through the OPAC (Online Public Access Catalogue)

8.2.e Accessibility to Students

On admission of students through formal presentation, Library rules and regulations are briefed. Students are guided on the work timings of the Library, use of Library cards, issue return and renewal of books and other Library print and e-resources.

Circulation details

User Category	No. of Books for Issue	Books Retention Period (In Days)	Books Renewal Period (In Days)
Students	4	7	7
Faculty	15	60	60
Visiting faculty	12	60	60
Non-teaching staff	10	30	30

8.2.f Library sections & services

Library has separate section for Books, periodicals and student projects.

8.2.g Services

- Lending Service
- Current Awareness Services (CAS) - Article/Content Alert Service (through physical display on Library Notice Board.
- Online Access to Database Services and NDLI
- User Orientation – given to all staff and students at the time of start of the Academic year.
- Photocopying / Scanning / Printing
- Question Bank
- OPAC (Online Public Access Catalogue)

8.3. IT Infrastructure and Learning Management System (30 Marks)

The Institute had installed web based application of My Classboard previously and then later switched on the Linways which is in the developing and implementing phase in various department. The application facilitates ERP and LMS features.

The building is equipped with Wi-Fi facility adequately as per AICTE norms.

IIBM houses 4 Computer Labs and acts as a technological support for all management students as per AICTE norms.

The building is also equipped with projectors (mounted and movable), Interactive Panel (Smart Board), projector screen, web cameras, headsets (for online lectures), PA systems, printer cum scanner, CCTV, UPS and Generator.

The Institute domain Id is as per AICTE norms.

8.3. a Institute's IT Facilities

The IT facilities include:

Hardware:

Server Specification

- Intel-i5 4TH Generation@2.30GHz 4 GB Ram 160 GB Hard disk (Proxy Server/Internet Server- Common)
- Intel-R Pentium g3220@3GHz 4 GB Ram 320 GB Hard disk (Tally Server- Common)
- Intel-R Core 2 duo 7300@2.66GHz 2 GB Ram 160 + 500 GB Hard disk (Anti Virus Server- Common)

Software & Applications Specification

1. The institution has Windows 7, Windows 8, Windows 10, Windows 11- 32/64 Bit licensed system.
2. Office 365
3. Sqrte Endpoint security Antivirus
4. Tally Gold Multiuser

8.3. b LAN and Storage Area

All the computers in the Institute have the facility to be interconnected via LAN to share common peripheral devices such as scanner, printers and network as per need of the concern office. It is further supported by storage area network of 2TB – 2 capacity.

8.3. c Learning Management Systems (LMS)

My Classboard and Linways are web based applications used for academic interactions. Microsoft Teams, Google Meet and Zoom are used for online interaction like class meeting, guest lectures, training sessions, interviews, webinars, seminars, online text, examination etc. for blended and hybrid training experiences of students.



8.4 VES- Hostel

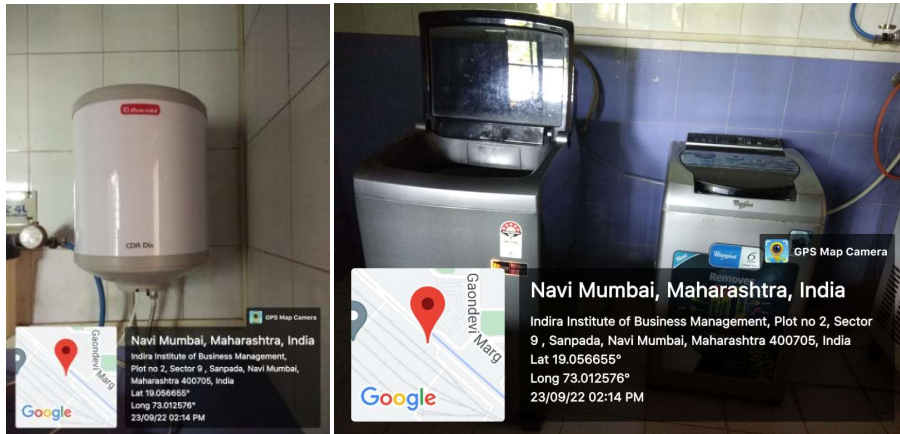
IIBM has hostel facility within the campus, separate accommodation for girls and boys. The infrastructure of the hostels is very good and well maintained. The rooms are spacious and well-furnished. Stay in Hostels is comfortable, safe, inclusive and secure. Hostels in campus are facilitating ground for everlasting friendship, opportunities for peer learning and also prepares students for transition to industry. There are total 5 rooms for girls and 10 rooms for boys, with the capacity of 2 students per room. 24 hours water supply, security guard, washing machine (Common) and drinking water facility (Common) and Wi-Fi facility. Hostel Warden Mr. D.K.Singh (For Boys) and Ms. Asha Devi Singh (For Girls) is available 24 x 7 for the assistance of the students.



VES - Hostel



Water Heating systems and Washing Machine for Hostel Students



8.5 The Institute has adequate facilities for sports, games (indoor, outdoor) etc.

IIBM has sufficient facilities for students, to engage in sports activities to maintain fitness, and to relieve from stress created by continuous academic study. The institute pays special attention to sports activities as it builds rounded personality and develops the team spirit. In management education it is believed that playing sports teaches life lessons like discipline, responsibility, self-confidence, accountability, and team cohesiveness.

Sports at IIBM play a great role in the lives of our student leaders. Activities like 'Aavahan' where inter college competitions of internal and external games is organized, essentially focus on promoting leadership and team skills in our students. Large trophies, cash prizes and certificates make this event a 'must participate' for all students.

a. Outdoor & Indoor games

IIBM is well equipped with Lawn, available for playing Outdoor games, sports, competitions and conducting cultural activities and programmes. This is additionally supported by Quadrangle space at the entrance of IIBM Building used for conducting various games and cultural activities.

Sports Equipment List

- Cricket Bats : 05
- Stump : One Set (Stumps – 3, Bells - 2)
- Carrom Board : 04
- Chess : 06
- Volley Ball: 01
- Table Tennis : 01

b. Outdoor Games

Games like Cricket, Volley Ball, Kabaddi, Tug of War are played in open Lawn area.

c. Indoor Games

Games like Carrom, Chess and Table Tennis are played inside Common Rooms.

Infrastructure Gallery - Sports

a. Carrom Tournament



b. Chess Tournament



c. Kabaddi Match



d. Tug of War



e. Volley Ball



8.6 Medical Facility

At IIBM, we ensure the health and well-being of our students and staff as a top priority. To provide comprehensive medical support, we have established several key initiatives, including a Memorandum of Understanding (MOU) with a reputed hospital, a robust medical insurance policy, and the availability of professional counseling services.

Institute has made available first aid box at the Reception and a wheelchair for any medical emergency.

A well ventilated medical room equipped with bed, First Aid kit and other emergency items, has been made available on the first floor to meet the medical needs of the students and staff.

Institute has signed Memorandum of Understanding (MOU) with New Millennium Hospital (Multispeciality) situated in Sanpada, to provide medical and healthcare service's to the Institute as and when required.

Institute has a medical insurance policy (Student Group Accident Insurance Policy (Yuva Raksha) with sum assured of Rs. 5,00,000/- per student and Staff Personal Accident Insurance of Rs. 3,00,000/- from Oriental Insurance Company Limited.

Institute has also appointed a Counsellor for counselling students and staff.

CRITERION 9	Alumni Performance and Connect	50 Marks
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Indira Institute of Business Management (IIBM) has a wide base of alumni spread in India and abroad. The institute has been active in involving the alumni consistently over the last few years in various capacities through academic and co-curricular programs.

As per NBA 2024, Criterion 9: Alumni performance and connect and its related details and the respective marks are stated below.

Sr. No.	Particular	Marks	Self-Assessment Marks
9.1	Alumni association (duly formed and registered)	10 Marks	05 Marks
9.2	Involvement of alumni (Alumni meet, visit to institution and interaction with students, involvement in curriculum development, project guidance, assistance in entrepreneurship, mentoring of students, assistance in placements, resources raised etc.)	25 Marks	21 Marks
9.3	Methodology to connect with Alumni and its implementation (Alumni portal, database, alumni meet, frequency of meets, alumni chapters, newsletters.)	15 Marks	11 Marks
	Total	50 Marks	37 Marks

9.1 Alumni Association (10 Marks)

IIBM MMS alumni are spread across different sectors and domains nationally and internationally. The institute has been organizing alumni meets and engaging its alumni in the routine course of academic interaction through the mediums of inviting them for Guest Lectures, appointing them as full time employees, inviting them as VIVA panellists and other such interactive activities. However, the institute has not been able to get a formal body registered of the alumni. The Institute is in the process of forming the Alumni Association and approached to the concern authorities and providing necessary inputs to the advocate to form a registered Alumni Association.

Proposed objectives of Alumni Association:

1. To establish the primary focus between alumni and the institute.
2. To involve the MMS alumni for the progress of the institute.
3. To strengthen the relationship between the MMS alumni of various batches.
4. To maintain an appropriate structure of the alumni.
5. To widen the alumni base in India and abroad year after year.

9.2 Involvement of Alumni (25 marks)

The alumni of the institute is actively involved in the institute's academic and co-curricular activities of the institute from time to time through the mediums of Alumni meet, visits to institution and interaction with students, involvement in curriculum development, project guidance, mentoring of students, assistance in placements etc.

Some of these interactions are stated below in the tables.

9.2.1 Alumni Meets: 2019 and 2020 being Covid years, the Institute was not able to hold the annual alumni meets in the campus. However, details of some of the meets held in the past are shown below.

Alumni Meets

Sr. no	Year (Ascending Order)	Place of Alumni Meet	Passed Out Batch	Date of Meeting	Proof of Evidence		Remarks
					Invitation	Photo / Other	
1	2023-24	IIBM – Campus (Lawn)	All passed out students	19 April 2024	Available	Available	Students from different batches attended the program.
2	2022-23	IIBM – Campus (Lawn)	All passed out students	2 nd December 2022	Available	Available	Students from different batches attended the program.
3	2021-22	IIBM – Campus (Lawn)	All passed out students	22 th January 2022	Available	Available	Students from different batches attended the program.

9.2.2. Visit to Institution and Interaction with Students

The following Alumni mentored the students by providing career guidance training, sharing of their experience in their respective fields and also served as Viva Panellist during their Summer Internship Project (SIP) viva.

Alumni Visits & Interactions

Sr. No	Year	Name of Alumni	MMS Batch	Alumni Engagement Details	Proof of Evidence		Remarks
					Invitation	Photo / Other	
1	2024	Ravish Ram	2008-2010	Viva Panallist	Available	Available	Student were briefed about overall corporate need and want after viva in general engagement session
2	2023	Mr. Vishal Salvi	2008-2010	Capstone Viva Panellist (Marketing)	Available	Available	After the Viva, students were briefed about the presentation skills and highlighting key points in slide preparation
3	2023	Mr. Gaurav Sant	2008-2010	SIP Viva Panellist	Available	Available	After the Viva, students were briefed about the presentation skills and highlighting key points in slide preparation.
4	2022	Mr. Sijo Abraham	2018-2020	Guest Speaker	Available	Available	Students were benefitted with the Information provided by the Alumni.
5	2021	Ms. Sweety Soni	2018-2020	Guest Speaker	Available	Available	Students were benefitted with the Information provided by the Alumni.

9.2.3. Alumni as full-time Faculty and Visiting Faculty

The Institute has been actively recruiting alumni as its full time faculty and also having some of them associated as visiting faculty. After years of experience in industry, the alumni who joined the Institute as faculty to guide the students with their Industrial and Academic knowledge for their overall development are shown below.

Alumni as Faculty

Sr. No.	Year of appointment	Alumni	Type of Association	MMS Batch	Subject	Proof of Evidence
1	2021	Mr. Lalit Bhole	Full time faculty	2008-2010	Mktg.	Appointment letter available
2	2020	Ms. Amruta Gaikar /Goel	Full time faculty	2008-2010	Finance	Appointment letter available
3	2015	Ms. Harshada Naik	Visiting faculty	2008-2010	HR	Payment details available

9.3 Methodology to connect with Alumni and its implementation (15 Marks)

The Institute adopts various methods to stay in touch with its alumni. Some of the prominent ones are as shown below.

- Assistance in Placements
- Alumni Meets
- Alumni Interactions through lectures, viva panellists etc.

CRITERION 10	CONTINUOUS IMPROVEMENT	50 Marks
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Over the years, IIBM has been driven by its vision mission and in the quest to achieve its objectives have always strived for continuous improvement. Continuous improvement has helped the institute to keep themselves abreast with changing trends and academic industry linkage

As per NBA 2024, Criterion 10: Continuous Improvement and its related details and the respective marks are stated below.

Sr. No.	Particular	Marks	Self-Assessment Marks
10.1	Actions are taken based on the results of the evaluation of each of the POs	20 Marks	14 Marks
10.2	Academic Audit and the Actions taken thereof during the Period of Assessment	10 Marks	09 Marks
10.3	Improvement in Placement, Higher Studies, and Entrepreneurship cell	10 Marks	09 Marks
10.4	Improvement in the quality of students admitted to the program	10 Marks	08 Marks
	Total	50 Marks	40 Marks

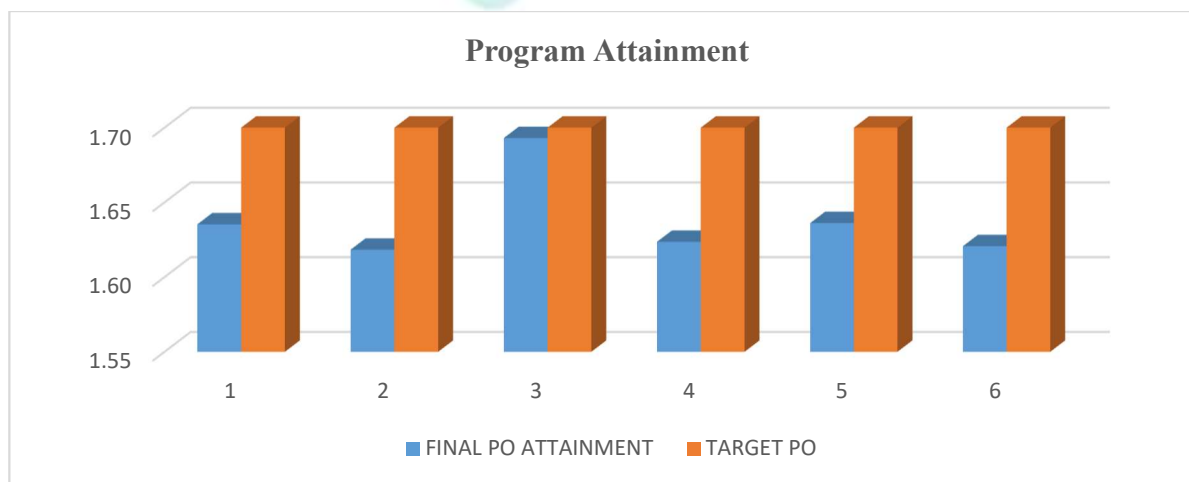
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10.1 Actions are taken based on the results of the evaluation of each of the POs (20 Marks)

Action Taken Report on PO Attainment

Academic Year: 2023-24

PO Attainment						
Particulars	PO1	PO2	PO3	PO4	PO5	PSO1
Direct PO Attainment	1.39	1.37	1.46	1.38	1.39	1.37
80% of Direct PO Attainment	1.11	1.10	1.17	1.10	1.11	1.10
Indirect PO Attainment	2.61	2.61	2.61	2.61	2.61	2.61
20% of Indirect PO Attainment	0.52	0.52	0.52	0.52	0.52	0.52
FINAL PO ATTAINMENT	1.64	1.62	1.69	1.62	1.64	1.62
TARGET PO	1.70	1.70	1.70	1.70	1.70	1.70



1. Overview

The table above summarizes the attainment of Program Outcomes (POs) and Program Specific Outcome (PSO1). The final PO attainment has been calculated based on 80% weightage to Direct Attainment and 20% to Indirect Attainment (Alumni and Employer Feedback).

2. Observation

- The target level for each PO was 1.70.
- The Final PO attainment ranges between 1.62 and 1.69, slightly below the target in all cases.
- The gap observed is minimal (≤ 0.08), indicating that most POs are nearly achieved.

3. Root Cause Analysis

- Direct PO attainment was slightly low, averaging between 1.37 to 1.46, suggesting scope for improving academic performance and CO-PO alignment.
- Indirect attainment is constant and high (2.61), indicating strong industry and alumni perception of graduates.

4. Actions Taken

Area	Action	Responsible	Status
Teaching–Learning	Increased use of case studies, experiential learning, and Simulations	Course Faculty	Implemented
Assessment Quality	Enhanced question paper validation and question-to-CO mapping rigor	Exam Committee	Implemented
CO-PO Mapping	Fine-tuned COs to better reflect PO expectations	Academic Committee	Updated
Indirect Feedback	More structured and frequent alumni/employer feedback	IQAC	Implemented
Student Support	Focused remedial sessions and soft skill training	Placement & Faculty Mentors	Implemented

5. Impact Expected

- Improved student performance in direct assessments.
- Better alignment of course delivery with PO expectations.
- Enhanced indirect feedback through improved industry readiness.

6. Conclusion

Although the attainment gap is minor, proactive steps have been taken to ensure continuous quality improvement.

10.2 Academic Audit and the Actions taken thereof during the Period of Assessment (10 Marks)

Academic auditing intends to monitor and enhance the quality of the teaching-learning process. For the proper functioning of academic activities, the department has devised some academic audit systems. They are course delivery, Student classroom participation, mentoring and feedback from students.

Academic Audit System	Process	Implementation
Course Delivery	The faculty introduces the course briefly, on the first day of the semester and shares the learning outcomes of the course. He/she also explains the significance of the course towards the area of specialization. The teaching plan is compiled by the faculty member.	The program coordinators check and confirm course delivery content and teaching plans.
Student's classroom participation	The faculty implements different pedagogical methodologies to make the classroom sessions interactive. Students also work in group presentations. A self-learning attitude is thus developed in the students. Attendance along with classroom participation of students is recorded by the faculty member. At the end of the semester, the coordinator compiles and analyses the attendance data and the same is shared with the students.	In the classroom and labs, various activities such as simulations, assignments, question-answer sessions, quizzes, presentations, etc. are conducted, to make the sessions interactive. The teaching assessment of faculty is done through faculty feedback from the students. Lower-attendance students are called by the Course Coordinator and he/she discusses the issue and students are asked to improve their attendance.
Mentoring	At the beginning of the session, a faculty mentor is assigned to the group of students. A mentor guides the mentees in his / her overall development. The mentees are also motivated to utilize the facilities provided by the department such as the language lab, central computer lab, placement cell, etc.	The mentor and the students meet at regular intervals. The mentor maintains a record of the mentees in the file. The mentor and the students meet every week as per the schedule in the timetable. Academic and other issues are discussed in this meeting.
Feedback from students	At the end of the semester, students give feedback regarding the faculty members' regularity in conducting classes, providing up-to-date information on the course, style, and efficiency of teaching, clarity in imparting information, and availability of the faculty member before and after the class hours for consultation, general ability of the faculty member, and their capabilities in motivating students for progression, etc.	The department evaluates these feedback forms and faculty members are intimated about their performance. The department suggests that faculty members improve their performance in case of poor feedback from students.

Internal and External Evaluation of Results	Semester Examinations (SE-I and SE-II) and Semester End Examinations (SEE) are conducted by the department to assess the performance of students in each course.	The internal examiner evaluates the question papers of SE –I and SE- II. Semester-end examinations for Lab courses are conducted in the presence of internal and external examiners. Results are analyzed by the department. The course outcome and program outcome attainments are calculated. For the attainment of the program outcomes, various actions are taken as mentioned in pt.7.1.
Program Assessment and Quality Improvement Committee	At the end of each semester, respective committee members in the program inform the faculty members to complete various tasks related to the attainment of the course, such as feeding the course outcomes, mapping course and program outcomes, and course exit questionnaire, in the software. SE-I, SE-II, and CIE marks are also uploaded to the software by the faculty, which are required to generate course files. At the end of the course, the students are informed to complete the course exit survey activity. At the end of the academic year committee members inform the faculty members to prepare the course file. After receiving the course files committee members performs the activity of attainment of POs and PSOs.	Committee members monitor the activities carried out by the faculty members related to the data of course outcomes, mapping of CO-PO, and course exit survey activities. At the end of the academic year, faculty members send the course files to a respective committee member. The course files are then compiled for the calculation of direct attainment of Program Outcomes and Program Specific Outcomes. The data from Indirect program-level surveys are also compiled and added to direct attainment to get final attainment levels of program and programme-specific outcomes for indirect attainment at the program level.

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

Assessment Points = 30 x average placement; N is the total no. of students admitted in first year

Table: Assessment Point

Item	CAYm1 (2022-23)	CAYm2 (2021-22)	CAYm3 (2020-21)
Total Number of students admitted in first Year of the program (N)	78	105	90
No. of students placed in companies or Government Sector (X)	68	99	61
No. of students pursuing Ph.D. / Higher Studies (Y)	0	0	0
No. of students turned entrepreneur (In the areas related to management discipline) (Z)	0	0	0
$X + Y + (1.2 * Z) =$	68	99	61
Placement Index: $X + Y + (1.2 * Z) / N$	P1 0.87	P2 0.94	P3 0.67
Average placement = $(P1 + P2 + P3) / 3$	0.83		
Assessment Points = 30 * Average placement	24.9		

5.4.2 Quality of Placement (10)

Table: Quality of the Assessment

Item	CAYm1 (2022-23)	CAYm2 (2021-22)	CAYm3 (2020-21)
	Management Stream (M1)	Management Stream (M2)	Management Stream (M3)
No. of students placed:	68	99	61
Median Salary for Placement	4,20,000	4,20,000	4,20,000
Highest Salary	12,00,000	10,00,000	8,45,000

Provide the placement data in the below mentioned format with the name of the program and the assessment year:

MMS 2021 – 23				
S.N.	Name of the student placed	Enrollment No.	Name of the Employer	Appointment letter Reference no. with date

70.	Alpesh Akhade	2021001	NJ Group	03.03.2023
71.	Amit Sarjerao Yadhav	2021003	ICICI Bank	06.06.2023
72.	Ankita more	2021005	ICICI Bank	06.06.2023
73.	Antony mariajoseph	2021006	SBI Life	27.03.2023
74.	Apeksha Tanaji Lankeshwar	2021008	Opted Out (Govt Job)	29.04.2023
75.	Dharmendra GAvit	2021015	NJ Group	24.01.2023
76.	Harsh Dedhia	2021018	ICICI Bank	06.06.2023
77.	Hemangee barsaiyan	2021019	ICICI Bank	06.06.2023
78.	Kanchan Shrivastav	2021024	Utkarsh Small Finance Bank	07.01.2023
79.	LAXMAN RAMU PAWAR	2021025	SBI Life	27.03.2023
80.	Meghana wadkar	2021027	ICICI Bank	06.06.2023
81.	Niket Arjun Kumbhar	2021030	ICICI Bank	06.06.2023
82.	Nimitesh Devdas Kamble	2021032	ICICI Bank	06.06.2023
83.	Pawankumar Yadav	2021034	SBI Life	27.03.2023
84.	Prajakta Vasant Gharge	2021039	Utkarsh Small Finance Bank	07.01.2023
85.	Pranita Gorakshanath kale	2021041	ICICI Bank	06.06.2023
86.	Shiju Varghese Thoppilkalathil	2021058	Utkarsh Small Finance Bank	07.01.2023
87.	Shivani Dhanaji Indalkar	2021059	ICICI Bank	06.06.2023
88.	Shraddha Pansare	2021061	Utkarsh Small Finance Bank	07.01.2023
89.	Shreya Nakhawa	2021062	ICICI Bank	06.06.2023
90.	Somesh Salunke	2021066	ICICI Bank	06.06.2023
91.	Tejashri Hemant Mahajan	2021069	Utkarsh Small Finance Bank	07.01.2023
92.	Tejaswi Vinayak Ghuge.	2021070	ICICI Bank	06.06.2023

93.	Vaibhav Patru Dayalwar	2021071	Bada Finance	06.03.2023
94.	Vaibhav Vilas Kadam	2021072	ICICI Bank	06.06.2023
95.	Vaibhavi Jitendra Dhanawade	2021073	Utkarsh Small Finance Bank	07.01.2023
96.	Vineeta Singh	2021075	ICICI Bank	06.06.2023
97.	Zoha Zahid Ahmed Kalave	2021078	Going Abroad	04.01.2023
98.	Pratik Ravindra Morankar	2021043	Utkarsh Small Finance Bank	07.01.2023
99.	Bhavana Dhekale	2021012	BNM Business Solutions	28.10.2022
100	Grishma Jethwa	2021017	Talent Corner	28.03.2023
101	Hrishika Hire	2021020	Talent Corner	28.03.2023
102	Jeena Biju	2021022	Utkarsh Small Finance Bank	07.01.2023
103	Premshankar Thevar	2021044	Jolly Containers (SP)	18.03.2023
104	Saloni Subhash Sawant	2021054	Hiring Hawk	30.05.2023
105	Siddhi Shinde	2021063	Acura Solutions	10.04.2023
106	Simrran Vinod Srivastav	2021064	Utkarsh Small Finance Bank	07.01.2023
107	Smita Rupesh Kasare	2021065	BNM Business Solutions	28.10.2022
108	Viraj Wagle	2021076	Self Placed	-
109	Aarti Yadav	2021010	Yalamanchili Software	01.03.2023
110	Rohit Yadhav	2021050	Utkarsh Small Finance Bank	07.01.2023
111	Aman kumar	2021002	Venus Health & Safety	27.04.2023
112	Ankit Dinesh Gupta	2021004	ICICI Bank	06.06.2023
113	Aparna More	2021007	Bharat Logistics	04.03.2023
114	Atharva Nitin Dhuri	2021011	Resom Solar (SP)	10.02.20203
115	Dikshita Janardhan Tumma	2021016	ICICI Bank	06.06.2023
116	Jayesh Kamble	2021021	Arihant Group	31.03.2023
117	Joel Varghese	2021023	Alchemist	25.12..2022

118	Namrata Kishor patil	2021028	Champs Edu Care	15.11.2022
119	Nikita Muktarwar	2021031	Alchemist	25.12..2022
120	Omkesb bhagawan raked	2021033	Own Business	06.02.2023
121	Pooja Vishnu Shekade	2021036	Winner Techno Plast	01.02.2023
122	Prachiti Mainkate	2021037	Tikona Infinet	17.05.2023
123	Pranit Vilas Shinde	2021040	Alchemist	25.12..2022
124	Pratik 269anker	2021042	Winner Techno Plast	01.02.2023
125	Priyanka Gawali	2021045	Jet Freight Logistics	02.02.2023
126	Pushparaj Bhosale	2021046	ICICI Bank	06.06.2023
127	Riddhi Subodh Sawant	2021048	Alchemist	25.12..2022
128	Rishika Shetty	2021049	Yalamanchili Software	01.03.2023
129	Roshane Ramesh Borole	2021047	Tikona Infinet	17.05.2023
130	Roshani sanjay karekar	2021051	SBI Life	27.03.2023
131	Shreeyog Naresh Zure	2021029	Bisleri	07.03.2023
132	Swapnil Badak	2021068	Venus Health & Safety	27.04.2023
133	Vinaya waked	2021074	Utkarsh Small Finance Bank	07.01.202 3
134	Yogesh Panda	2021077	BNM Business Solutions	28.10.2022
135	Pradnya Dnyandev Pawade	2021038	Yalamanchili Software	01.03.2023
136	Sher Mohd Sardar khan	2021057	Au Bank	18.08.2023
137	Chaitrali joshi	2021013	Reliance	22.08.2023
138	Sai Prasad Donga	2021052	Nyka	10.07.2023

MMS 2020 – 22				
Sr. No.	Name of the student placed	Enrollment No.	Name of the Employer	Appointment letter Reference no. with date
0.	Bhavesh Suryakant Ambre	2020019	Byjus	09.02.2022

1.	Blesson M Varghese	2020020	Property Pistol	06.11.2021
2.	Renuka Mohansing Chavan	2020063	Square Yards	18.12.2021
3.	Jyotsna Manik Deore	2020031	Family Business	30.10.2021
4.	Ajeet Anna Dongre	2020006	Byjus	09.02.2022
5.	Saurabh Rahul Dubey	2020074	ICICI Bank	22.03.2022
6.	Smantha Bosco Fernandes	2020070	Upgrad	16.12.2021
7.	Roopam Gangadhar Gavit	2020066	Jaro Education	15.11.2022
8.	Gibin Koshy	2020024	Hurix System	13.01.2022
9.	Satishram Ajaykumar Gounder	2020073	Square Yards /Board infinity	18.12.2021
0.	Rushikesh Gajendra Jagdale	2020067	Property Pistol	06.11.2021
1.	Lokesh Vyankant Kadam	2020036	Property Pistol	06.11.2021
2.	Vinayak Bhanudas Katala	2020103	Own Business	04.12.2021
3.	Tushar Ramesh Khetade	2020097	Square Yards	18.12.2021
4.	Chaitnya Kishor Kulkarni	2020021	Square Yards	18.12.2021
5.	Sushmita Krishna Mahale	2020093	K12 techno Services	24.11.2021
6.	Narendra Suresh Mohandkar	2020048	Property Pistol	06.11.2021
7.	Nivedita Ravindra Moolya	2020052	Upgrad	16.12.2021
8.	Karuna Mangesh Mungekar	2020033	Upgrad	16.12.2021
9.	Amit Viji Panickar	2020009	HDFC Life	07.12.2021
0.	Patil Gaurav Ganesh	2020023	Byjus	09.02.2022
1.	Pawar Bhagyashree Tukaram	2020018	ICICI Home Finance	08.01.2022
2.	Range Kalyani Avinash	2020032	On Sabatical TCS	08.08.21
3.	Riswadkar Shreyas Madhukar	2020080	A5E Consulting	02.12.2021
4.	Rokade Mohini Babasaheb	2020046	Origin Healthcare	28.01.2022
5.	Sawant Raj Vijay	2020060	Upgrad	16.12.2021
6.	Scaria Melwin Scaria Kurian	2020042	K12 techno Services	24.11.2021

7.	Shaikh Tabish Iqbal	2020095	Square Yards	18.12.2021
8.	Shevde Hritik Shashikant	2020029	Byjus	09.02.2022
9.	Siddiqui Mohd Yaseen Shahabuddin	2020044	Itology inventor	03.03.2022
0.	Singh Saurabh Narendra	2020075	Itology inventor	03.03.2022
1.	Sonawane Shweta Shyam	2020070	Indian Express	03.02.2022
2.	Tajane Vaibhav Gangadhar	2020098	Byjus	09.02.2022
3.	Veer Vishal Onkar	2020104	OM Sai Traders	02.11.2021
4.	Wadkar Amreen Abdul Majeed	2020010	K12 techno Services	24.11.2021
5.	Warankar Abhijeet Dattaram	2020002	Property Pistol	06.11.2021
6.	Zodpe Surbhi Atmaram	2020092	Upgrad	16.12.2021
7.	Mohite Akansha Vilas	2020007	Talencia Consulting LLP	04.02.2022
8.	Sonawale Janhavi Ravindra	2020030	Vighnaharta Co-Op. Credit Soc. Ltd / A&A Associates	01.02.2022
9.	Singh Neha Jitendra	2020049	XI Recruiters	29.11.2021
0.	Tungare Siddhi Madhukar	2020087	Hurix System	13.01.2022
1.	Auti Swapnil Kisan	2020094	AXIS Bank	24.02.2022
2.	Shaikh Zaiba Arif	2020105	Byjus /Board Infinity	03.02.2022
3.	Kadlag Shweta Ganpat	2020084	BankEdge	18.08.2022
4.	Kene Vaidehi Mahesh	2020099	Hexaware	14.03.2022
5.	Mate Prasad Karbhari	2020057	Osource Global	05.02.2022
6.	Kalaskar Shubhangi Shashikant	2020083	Family Business	23.05.2022
7.	Choudhary Anjali Brijesh kumar	2020011	Hexaware	14.03.2022
8.	Kadam Saloni Suresh	2020069	Hexaware	14.03.2022
9.	Mishra Anjali Shrikant	2020013	XI Recruiters	29.11.2021
0.	Korade Abhijit Chandrakant	2020003	Osource Global	05.02.2022

1.	Padekar Sumit Dattaram	2020091	ZKTeco Biometrics India Pvt Ltd	27.05.2022
2.	Nighot Snehal Sanjay	2020089	Ellamanjali Software	01.09.2022
3.	Leon Ben Kingsley Leon	2020017	Board Infinity	03.02.2022
4.	Ansari Gufran Anwar	2020025	Byjus	09.02.2022
5.	Pandey Shraddha Durgaprasad	2020078	Board Infinity	03.02.2022
6.	Litty Mariam Punnoose	2020035	Family Business	23.05.2022
7.	Khan Mohd Yasin Rashid	2020044	Board Infinity	03.02.2022
8.	Srivastav Praynay Vinod	2020059	Board Infinity	03.02.2022
9.	Arakkandathil Thekka Lijin Jose	2020034	Morning Star	23.11.2021
0.	Bhagat Apurva Mangesh	2020016	opted out(Govt Job)	22.04.2022
1.	Bhoir Manasi Rajendra	2020039	ICICI Bank	22.03.2022
2.	Binekar Mayuri Madadeo	2020040	AtoS Syntel	24.03.2022
3.	Chavan Anjali Hansraj	2020012	HDFC Life	07.12.2021
4.	Chopra Richa Balkrishan	2020064	JP Morgan (Self Placed)	-
5.	Choudhari Nikhil Satish	2020050	Stock Holding Corporation of India	28.01.22
6.	Dagha Nishant Praful	2020051	AtoS Syntel	24.03.2022
7.	Dalvi Siddhesh Dinkar	2020086	AtoS Syntel	24.03.2022
8.	Darvatkar Om Ghanshyam	2020053	Bajaj Finserv	29.12.21
9.	D'souza Selfa Sebastian	2020077	ICICI Bank	22.03.2022
0.	George Hanna George Daniel	2020026	AtoS Syntel	24.03.2022
1.	Ghadge Shraddha Deepak	2020079	ICICI Bank	22.03.2022
2.	Gharat Simran Rajendra	2020088	HDFC Life	07.12.2021
3.	Jadhav Abhishek Ananta	2020004	AtoS Syntel	24.03.2022
4.	Jadhav Tejal Ganesh	2020096	Byjus	09.02.2022
5.	Jaiswal Srishti Nandlal	2020090	Deloitte	12.04.2022

6.	Kadam Varsha Ramchandra	2020100	Self Placed	22.01.2022
7.	Kadu Akshay Dilip	2020008	AtoS Syntel	24.03.2022
8.	Katkar Onkar Sopan	2020054	AtoS Syntel	24.03.2022
9.	Kokane Shubham Shantaram	2020082	Family Business	21.05.2022
0.	Koli Hetal Kishor	2020028	AtoS Syntel	24.03.2022
1.	Koli Pranay Gorakhnath	2020056	Family Business	21.05.2022
2.	Kumbhar Adarsh Chintamani	2020005	Stock Holding Corporation of India	28.01.22
3.	Main Sayali Anant	2020076	Stock Holding Corporation of India	28.01.22
4.	Nadar Viji Kodiswaran	2020015	Bajaj Finserv	29.12.21
5.	Pandey Sameer Subhash	2020071	Bajaj Finserv	29.12.21
6.	Patil Antara Rajendra	2020015	Stock Holding Corporation of India	28.01.22
7.	Rajan Rijin	2020065	Bajaj Finserv	29.12.21
8.	Rajane Prachi Ashok	2020055	AtoS Syntel	24.03.2022
9.	Sable Prathamesh Randhir	2020058	AtoS Syntel	24.03.2022
0.	Samant Varun Suryakant	2020101	ICICI Bank	22.03.2022
1.	Shaikh Sara Salim	2020072	HDFC Life	07.12.2021
2.	Sharma Rakesh Boduram	2020061	ICICI Bank	22.03.2022
3.	Singh Ankita Dinesh Kumar	2020014	ICICI Bank	22.03.2022
4.	Suple Rashi Atul	2020062	Stock Holding Corporation of India	28.01.22
5.	Taparia Muskann Nirmal	2020047	Stock Holding Corporation of India	28.01.22
6.	Waydande Mayuri Subhash	2020041	Stock Holding Corporation of India	28.01.22
7.	Yadav Mamta Vijay	2020037	Prabhudas Liladar/AtoS Syntel	24.03.2022
8.	Dhurv Jairam Kharat	2020022	ICICI Bank(SP)	22.03.2022

MMS 2019 – 21				
S.N.	Name of the student placed	Enrollment No.	Name of the Employer	Appointment letter Reference no. with date
62.	Pooja Tukaram Ghanekar	2019047	Syntel	15.04.2021
63.	Pradnya Basappa Vhangade	2019048	Jaro Group	01.12.2020
64.	Prathama Ghanashyam Mhatre	2019050	ICICI Bank	15.02.2021
65.	Prathamesh Sanjeev Shinde	2019051	Home Bazaar	27.02.2021
66.	Reby Sarah Jacob(H)	2019053	Deloitte	26.04.2021
67.	Roney Roy Mathew(H)	2019056	Green Handle	08.02.2021
68.	Rupal Tribhuvan Patil	2019058	Reliance	04.03.2021
69.	Rushikesh Suresh Tapase	2019059	Self Placed	10.02.2021
70.	Sakshi Mohan More	2019060	ICICI Bank	15.02.2021
71.	Sanchi Dilip Wasnik	2019061	Jasraj properties	19.03.2021
72.	Sanket Rajendra Joshi	2019062	Property pistol	08.12.2020
73.	Saurabh Santosh Mirgal	2019063	Asian Paints	15.08.2022
74.	Sayali Sharad Bhosale	2019064	XL Recruiters	23.06.2021
75.	Sayukta Madhukar Ughade	2019065	ICICI Bank	15.02.2021
76.	Shakti Balasubramanian Yadav	2019066	Buy Food with plastic	02.13.2021
77.	Shalu Sunny	2019067	ICICI Bank /Morning Star	15.02.2021
78.	Sharon Thomas	2019068	ICICI Bank	15.02.2021
79.	Shehnaaz Jaecd Shaikh	2019069	XL Recruiters	23.06.2021

80.	Shreeharsh Deepak Kankubji(H)	2019071	Property pistol	08.12.2020
81.	Shrinivas Krishnaji Desai	2019072	Green Handle	01.02.2021
82.	Shrutika Rajaram Kharalkar	2019073	Syntel	15.04.2021
83.	Shweta Vilas Shedge	2019075	Accenture(3 rd party)	02.04.2021
84.	Siddhesh Ekanath Gaikwad(H)	2019076	Started own business (Doit Digitally)	05.04.2021
85.	Sudhakar Ramu Chavan	2019077	Berger Paints	15.01.2021
86.	Sujata Rajesh Yadav	2019078	ICICI Bank	15.02.2021
87.	Supriya Sudhir Patil	2019080	ICICI Bank	15.02.2021
88.	Swati Ramdas Tribhuvane	2019082	Jasraj properties	19.03.2021
89.	Tauseef Warsi	2019085	ICICI Bank	15.02.2021
90.	Vaibhav Vijay Padare	2019087	Syntel	15.04.2021
91.	Abhishek Rambachan Jaiswar	2019001	Syntel	15.04.2021
92.	Aditi Raghunath Teurwade	2019002	Itology Invertor Pvt Ltd	05.05.2021
93.	Aniket Vasant Borude	2019006	FIIT JEE	05.05.2021
94.	Anju Varghese	2019007	Morning Star	19.02.2021
95.	Anto Soni Parasseril	2019008	ICICI Bank	15.02.2021
96.	Ashish Sunny	2019010	Metropolis (SP)	31.12.2020
97.	Ashwini Devendra Selvam	2019013	Squad Infotech	10.08.2020
98.	Darshan Ganesh Bhagat	2019017	backed out from ICICI after offer	15.02.2021
99.	Dheer Momaya	2019018	ICICI Bank	23.06.2021

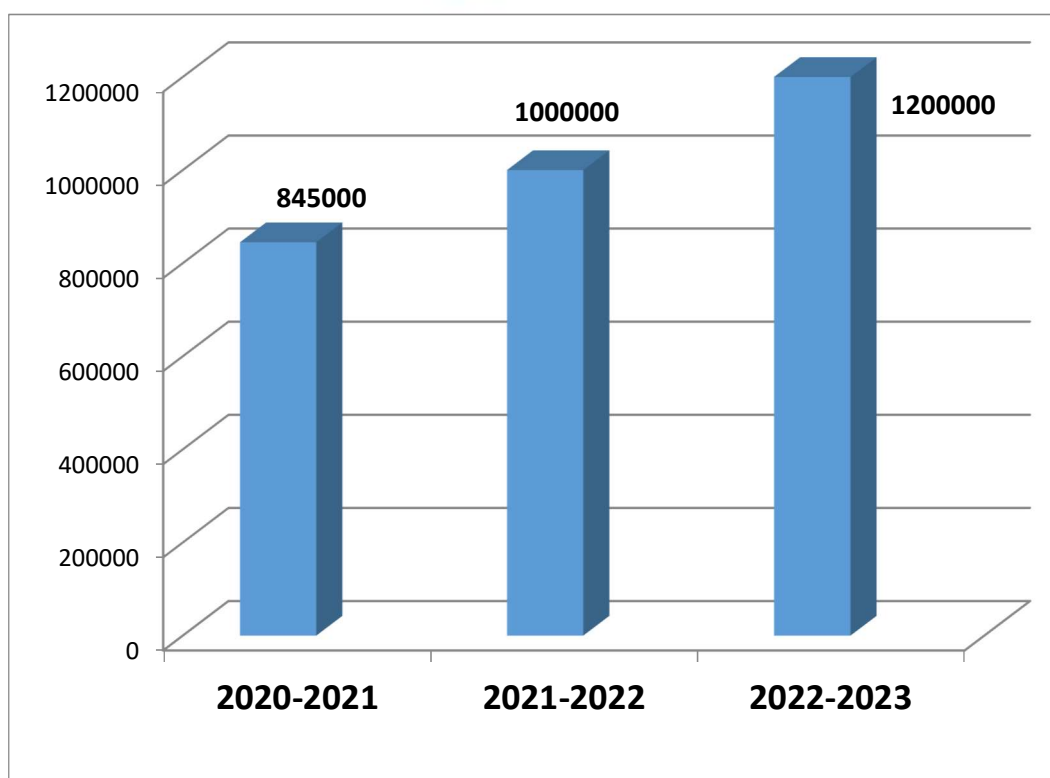
100	Hitesh Kailas Patil	2019020	Syntel	15.04.2021
101	Jaeni Mary Samual	2019021	Itology Invertor Pvt Ltd	05.05.2021
102	Jeo Abraham	2019023	ICICI Bank	15.02.2021
103	Jison Samuel(H)	2019024	Syntel / Choice Broking	06.12.2021
104	Kajol Ashok Teli	2019025	Jaro Group	25.05.2021
105	Keshav Prabhakar Bheke	2019026	ICICI Bank	15.02.2021
106	Kiran Kailas Badak(H)	2019027	K12 techno Services (Orchid International)	05.03.2021
107	Komal Tulshidas Sonawane	2019029	Green Handle	01.02.2021
108	Lakshmi Dinesh Menon	2019030	7 Consultancy	27.06.2021
109	Mamta Laljeet Yadav	2019031	FIITJEE	02.06.2021
110	Manasvi Sunil Bensekar(H)	2019033	Started own business (Doit Digitally)	05.02.2021
111	Merin Geevarghese(H)	2019035	Going abroad	-
112	Mudit Shashikant Shinde	2019037	Choice Broking	06.12.2021
113	Nazarene Sagayaraj Lourdusamy	2019039	ICICI Bank	15.02.2021
114	Neeha Yusuf Shaikh	2019040	XL Recruiters	23.06.2021
115	Nida Niyaz Mirkar	2019041	ICICI Bank	15.02.2021
116	Pawan Kumar Phulchand Gupta	2019044	Property pistol	08.12.2020
117	Piyush Pramod Mandavkar(H)	2019045	ICICI Bank	15.02.2021
118	Prateek Kumar Manoj Sharma(H)	2019049	Green Handle	14.01.2021
119	Vrundesh Sunil Kamde(H)	2019088	ICICI Bank	15.02.2021

120	Swapnil Sunil Shinde	2019081	Kris flexi packs	08.07.2021
121	Shivani Singh	2019070	IKS Healthcare	11.12.2020
122	Shubham Shiv Prasad Singh	2019074	Deloitte	27.04.2021

10.3.1 Improvement in Salary

Improvement in quality of Placement

	2020-2021	2021-2022	2022-2023
Highest Salary	845000	1000000	1200000



Actions taken for Improvement in Placement, Higher Studies, and Entrepreneurship cell:

- A separate Placement Centre is established with Full Time Head Placement & Campus Relations. The Centre constantly networks with Industry and other employers to arrange on-campus internships and placements for the students.

- The Placement Centre makes candidates corporate-ready by organizing pre-Placement Training, Soft Skills Training, Interview Skills, Mock Interviews, Personality Development, and Professional Skill Development by using both internal resources and by engaging competent external resources.
- The Placement cell is run under Head Placement and Campus Relations and supported by in-house faculty.
- Tie up with Team lease for students' skill development and aptitude building. Team Lease EdTech assists students with placements. (MoU)
- Tie up with IMS Pro School for Digital Marketing and Business Analytics certification.
- In addition, every 20 students are provided with one Faculty mentor. Both, Mentors and Placement Coordinators counsel the students for their career progression and help bridge gap between academia and industry
- Another important aspect of the Placement cell is to facilitate industry interactions among students by arranging internships, workshops, and lecture series.
- The Placement cell organizes employability tests conducted by firstnaukri.com on a yearly basis for all the eligible students who are willing to take up placements.

Core Observations: -

- ✓ The students have been placed in sector-specific companies which are involved mainly in Ed-tech, Infrastructure, Insurance, Real Estate, Consulting, FMCGs, Manufacturing, Retail, Logistics, and Operations and Research.
- ✓ Pay package has consistently increased over the years (graphical representation based on student data inserted below)
- ✓ The students are placed all over India

Higher Studies: -

Since the students are already pursuing postgraduation program most students are keen in getting employment opportunity

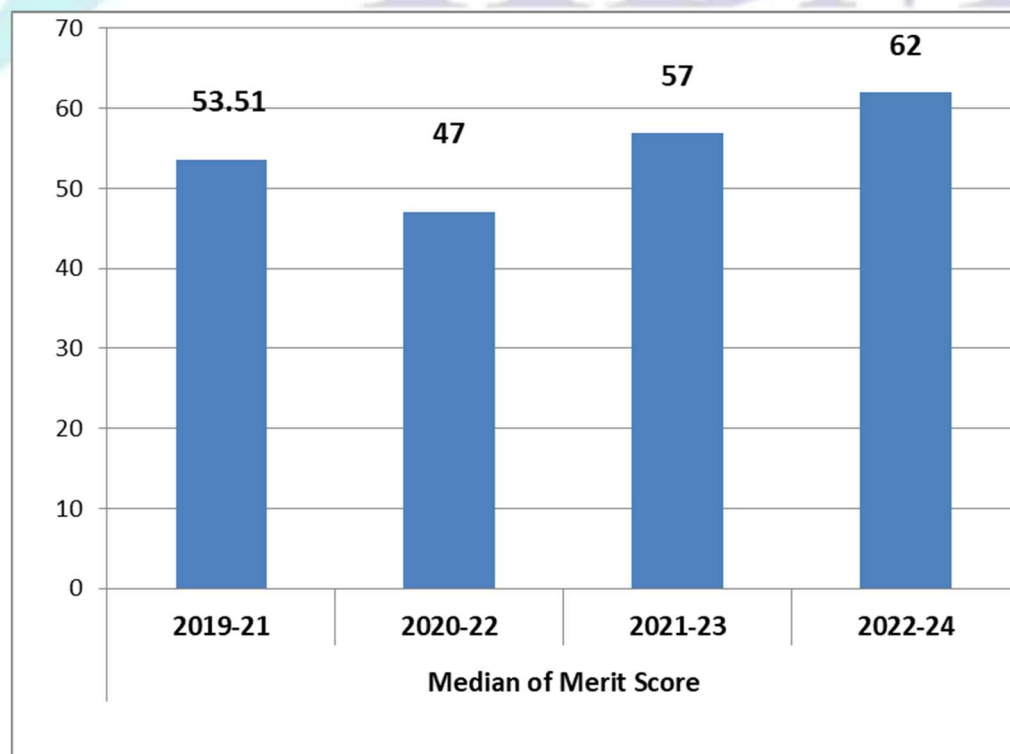
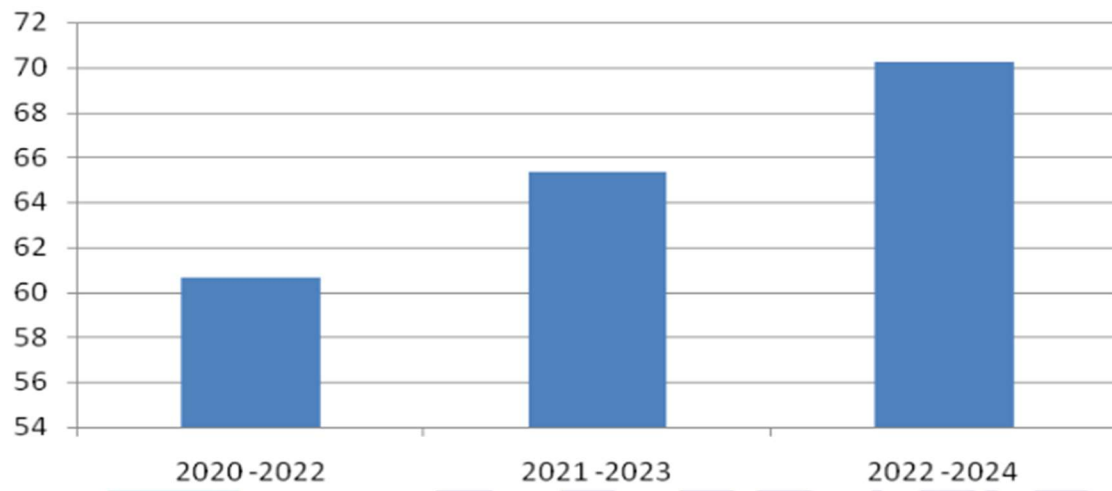
Entrepreneurship Cell: -

Students Opted for Entrepreneurship		
2019-2021		
Name	Type of Business	Organisation Name
SIDDHESH EKANATH GAIKWAD	Digital Marketing Agency	Doit Digitally
MANASVI SUNIL BENSEKAR	Digital Marketing Agency	Doit Digitally
2021-2023		
Nmratha Patil	Imitation Jewellery Business	Jyoti Imitation Collectin

10.4. Improvement in the quality of students admitted to the program (10 Marks)

Based on the Students marks in their Graduation examination and Merit Score it is observed that there is considerable improvement in the quality of students admitted in the program

Median of Graduation %



Declaration

The head of the institution needs to make a declaration as per the format given below: I undertake that, the institution is well aware about the provisions in the NBA's accreditation manual concerned for this application, rules, regulations, notifications and NBA expert visit guidelines in force as on date and the institute shall fully abide by them. It is submitted that information provided in this Self-Assessment Report is factually correct. I understand and agree that an appropriate disciplinary action against the Institute will be initiated by the NBA in case any false statement/information is observed during pre-visit, visit, post visit and subsequent to grant of accreditation.

Date: 14th October 2024

Place: Sanpada, Navi Mumbai


Dr. Ashok Luhar

Signature & Name

Head of the Institution with seal



**INDIRA INSTITUTE OF
BUSINESS MANAGEMENT**
N A V I M U M B A I