



SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

MARATHWADA MITRA MANDAL'S INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING

SR. NO 18, PLOT NO 5/3, CTS NO 205, BEHIND VANDEVI TEMPLE ,
KARVENAGAR,
411052
www.mmimert.edu.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

August 2024

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

The trust was established in 1967 through the socially and educationally inspired personalities, with the motto "*Yethe Bahutanche Hit*" (*Welfare of Masses*). At its various educational campuses, the trust has created excellent facilities of education catering to Primary Education, Junior College, Architecture, Interior Design, Management, Law, Commerce, Pharmacy, Engineering, etc.

MM's Institute of Management Education Research & Training (IMERT), located at Karve Nagar, a locality famous for some of the prominent and prestigious educational institutes, sprawling over a huge green zone with state of art infrastructure and hostel facility. The institute was established in 1994 and has a legacy of 30+ years and currently offers a comprehensive full-time MBA and Ph.D. program in Management. IMERT is approved by AICTE, New Delhi, recognized by Directorate of Technical Education (DTE) Government of Maharashtra, and permanently affiliated to Savitribai Phule Pune University (SPPU). The institute is accredited with A+ grade in NAAC First Cycle

The uniqueness of the institute lies in contemporary inputs from highly experienced and dedicated faculty members and support staff. At the core of IMERT's educational philosophy lies in strategic association with esteemed institutions such as Ebek Language Laboratory authorised training partner of Cambridge assessment press India, Harvard Business School Publishing, AIMS, NIPM, Electronic & ICT academy- IIT Kanpur, FUEL, NHRD etc.

IMERT places a strong emphasis on experiential learning and community engagement, actively involving students in extension and outreach activities. Institutes initiatives in this regard, has been widely acknowledged through The Skill Development Leadership Award, Appreciation for Unnat Bharat Abhiyan by Five Adopted villages, Appreciation for Commodity Derivatives Awareness Program for farmers sponsored by SEBI. IMERT dedication to social impact is evident through initiatives such as "Climekare," which recognizes IMERT's efforts in reducing CO2 emissions and Environmental Supporting Activity of Tree Plantation and Conservation in association with Nelda foundation.

Exclusive facility Foundation for MAKEITHAPPEN Invention-Innovation-Incubation Centre for Start-up Promotion and Incubation Centre was established in association with Tata Technologies Limited and Science and Technology Park, Pune with for promoting entrepreneurship development.

In a nutshell, IMERT promises a very enriching and fulfilling experience to every learner and society at large.

Vision

IMERT endeavours to be an institute of preference for Quality Management Education.

Mission

Our mission is to impart professional Management education by providing a conducive environment to every

individual to evolve as an effective management Professional, Entrepreneur and a Responsible citizen.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

With the legacy of 30+ years of excellence in imparting quality management education MM's IMERT has consistently demonstrated its strengths in various facets which includes,

1. Permanently affiliated, to prestigious Savitribai Phule Pune University (SPPU) which appeared in QS World University Ranking 2025.
2. Value based governance, proactive and encouraging management members & strong financial position and support of Marathwada Mitra Mandal Trust; Good Social Image and Strong Word of Mouth Branding.
3. Qualified, competent, experienced and retained faculty team with industry background focused on student mentoring and committed nonteaching staff. These staff members are well supported by financial and non-financial welfare benefits.
4. IMERT has a well-designed & centrally located lush-green campus with excellent connectivity and hostel facility. Well-maintained and upgraded Physical, Information and Communication Technology (ICT) enabled infrastructure.
5. The Foundation for MAKEITHAPPEN Center for Invention, Innovation and Incubation (FMCI) jointly established with Tata Technologies Ltd. and Science & Technology Park India (STPI), Pune is a value adding resource to boost the start-up promotion. As a result of this venture, at present 43 start-ups are operational on the campus. IMERT has Recognized Research Center of SPPU for Ph.D.
6. Student centric campus ensuring holistic development and employability enhancement through curricular, co-curricular and extra-curricular activities. Major focus on strategic tie-ups and linkages with organization of national and international repute for strengthening skill development initiatives viz. Harvard Business School Publishing (HBSP), ebek Language Laboratories Pvt. Ltd. authorised training partner of Cambridge Assessment Press India Pvt. Ltd E-ICT Academy of IIT Kanpur, Godrej, SEBI, AMCAT by SHL, Friends Union Energizing Lives, Nelda Foundation, etc. which resulted in, recently the institute has been conferred with the prestigious, the 'Skill Development Leadership Award' for skill development and employability enhancement. Institute extend Amartya Student Insurance benefit to all the students.
7. Sustainability Consciousness: IMERT is one of the pioneer institutes to conduct a Carbon Footprint audit and received carbon offset certificate. Additionally, IMERT contributed significantly in community development through its extension activities and outreach programs to name a few, Unnat Bharat Abhiyan (UBA), conduct of Commodity Derivative Awareness Program in association with SEBI, Tree Plantation and Conservation Drives.

Institutional Weakness

MM's IMERT wish to work on following identified areas of improvements

1. Enhancing Student Participation at University / state/ national / international level in sports and cultural

activities –MBA being post graduate Programme, the focus of the students is more on career progression through placement and completing value added/ ad-on certification benefitting to employment. Considering the due importance of above parameter and for balancing mental and physical health of the student IMERT wish to take exclusive initiative for motivating students to participate in above mentioned activities.

2. Moderate research and publications- As MM's IMERT teaching staff is more focused and involved in dedicated mentoring support to students, various Institutional Social Responsibility (ISR) Activities, Extension Activities and Outreach Programs, Contributing to Environmental Sustainability Initiatives in line with MM's trust motto 'Welfare of Masses' hence faculty academic research publications are moderate. Though research publications are moderate but contribution to social research funding is significantly high.
3. The institute is in nascent stage of consultancy work- MM's IMERT actively started consultancy work recently post Covid-19 pandemic in the academic year 2023-24. Hence, the institute needs more efforts to build the related ecosystem.
4. Limited collaboration at global levels – Institute has collaboration with Harvard Business School Publishing for online valued added certifications and simulation, in addition collaboration with Cambridge University Press and Assessment India Pvt. Ltd. through authorised training partner of ebek Language Laboratories Pvt. Ltd. however, the collaboration for student and faculty exchange program, twinning program, joint research project etc. needs to strengthen. with international universities and institution.
5. Student Progression to Higher Education- As MM's IMERT MBA program which itself is a higher and professional education leading student progression to employability and entrepreneurship hence, a smaller number of students opt for further higher education.
6. Limited Branding & Publicity on Digital Platforms- Though MM's IMERT and MM Trust has good social image and excellent word of mouth publicity because of the strong contribution towards welfare of masses related ISR activities for community development and diversity inclusion. Considering the contemporary digital transformation specially usage of social media by stakeholders there is a need for Enhancing digital footprints.

Institutional Opportunity

Looking forward, considering Favourable outlook of Government the guidelines of NEP-2020, promoting higher education the institute is poised to leverage opportunities for:

1. Holistic and Multidisciplinary education with provision for lateral entry, inclusive of Indian Knowledge System (IKS), Universal Human Values (UHV), Yoga and Mental Health, diversity inclusion, gender equity and enhanced participation for community development through extension activities and outreach programmes.
2. Creating More International Linkages- Collaboration with National and International Universities or Institute for offering joint programmes/ Twinning Programs, Faculty and student exchange program with foreign universities
3. To Enhance the Industry Connect- MM's IMERT has been received with the prestigious, the 'Skill Development Leadership Award' for skill development and employability enhancement to leverage further benefit institute wish to strengthen its industry connect specially to prepare the students industry ready through skill development for employability enhancement. Institute wish to develop channel for consultancy and Management Development Programs.

4. To explore and optimize connect with professional bodies for networking. viz. National Institute of Personnel Management (NIPM) National HRD Network (NHRDN) Confederation of Indian Industries (CII) Maharashtra Chamber of Commerce, Industries and Agriculture (MCCIA), MSME Competitive (Lean) Scheme Implementation.
5. Digital Branding with Strong Social Media Presence- The institute has a Good Social Image in the society and Strong Word of Mouth Branding. However, the institute is planning to optimise the use of social and professional networking platforms for digital branding.
6. Strengthening interaction with Alumni to facilitate better connectivity with the industry, alumni mentoring and establishing alumni chapters.
7. Entrepreneurship and Start-up Promotion, Quality Research Publication, Funded Projects through Foundation for MAKEITHAPPEN Center for Invention Innovation Incubation (FMCIII) located in the same campus which was established jointly with Tata Technologies Ltd. and Science & Technology Park, India (STPI)Pune.
8. United Nations' Sustainable Development Goals Awareness- MM's IMERT aims to create awareness of UN-SDG amongst stakeholders and community at large.
9. Staff and Student Development Initiatives: At present the institute promotes staff and students for participating in various self-development activities with required financial support and non-financial benefits which is to be percolated across to maximize the benefits to all.

Institutional Challenge

Dynamic Business Environment and Rapidly changing Higher Education Landscape:

Considering the contemporary and continuously changing business environment in the context of Volatile, Uncertain, Complex and Ambiguous (VUCA) world and challenges posed NEP-2020 implementation, penetration of artificial intelligence and machine learning technologies in business automation and gradual extinction of the existing job profiles etc. will be a prominent challenge while training the students for employability.

Teaching learning pedagogies for Gen-Z

Generation Z learners being the Digital Natives who have grown up with technology, making them adept at using digital tools and platforms. They are comfortable with smartphones, social media, and online resources, and they often prefer multimedia and interactive content. considering these aspects engaging them in the required number of classroom session is a challenge for a longer time.

Student Grooming for Corporate World:

MBA program is of four semester duration. Ideally, institute gets effectively three semesters for Grooming the students specially coming from vernacular and rural background, students without industrial exposure or work

experience is a challenge in the mentioned short span of time.

Challenge of developing entrepreneurs-

At MM's IMERT many MBA aspirants are taking admission for leveraging placement opportunities for immediate employment for being self-independent and supporting their families. Developing passion for entrepreneurship and start-ups.

Establishment of Corporate universities and institutes-

Many leading corporates are establishing their own finishing schools, training centres, universities, B-Schools with massive investment and world class infrastructure.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Introduction

MM's IMERT offers a Two-Years Full-Time Master of Business Administration (MBA) program, approved by (AICTE) and affiliated to Savitribai Phule Pune University (SPPU). Hence institute adheres to the curriculum set by SPPU. The curriculum framework is based on Outcome Based Education (OBE) and follows Choice Based Credit System (CBCS) updated as per NEP-2020 guidelines.

Effective Curriculum Planning and Delivery

To ensure effective curriculum planning and delivery, institute has actively engaged academic planning and administrative committee (APAC). The IQAC in association with APAC prepares an Academic Calendar that includes academic activities, value added and add-on certifications, examinations, co-curricular and extra-curricular activities. The institute ensure adherence to the same through the periodic reviews.

Add on/Value Added Certifications

MM's IMERT offers various Add-on/ Value added certifications and MOOCs on SWAYAM portal as a part of curriculum enrichment. During the last five years more than 30+ value-added certifications successfully completed benefitting about 56% of students.

Integration of Cross Cutting Issues

MM's IMERT has organized various programs, including soft skills, managerial skills, entrepreneurship development, career guidance and cyber security to hone the professional skills and ethics. The workshops focused on self-help groups, mental health, and prevention of sexual harassment (POSH) to address gender sensitization issues, various guest lectures were organised to promote Universal Human Values (UHV), human rights and the constitutional awareness. In addition, MM's IMERT is committed to its parent trust's motto 'Welfare of Masses' thus promoting sustainability through various extension and outreach activities viz. Unnat Bharat Abhiyaan of MoE, Blood Donation Drives, Sahaj Yoga, Vote for Sure, Commodity Derivatives Awareness Program in association with SEBI and Tree Plantation and Conservation through NELDA

foundation. ISR activities to integrate prevailing cross cutting issues.

Students Undertaking Internships

For MBA second year students, institute offers mandatory 8 weeks duration Summer Internship Project (SIP) to give exposure to understand world of work, create an opportunity for paid internships and pre-placement offers.

Feedback System

Feedback mechanism helps to understand strengths and weaknesses to identify areas of improvement with due importance, Institute collects feedback from various stakeholders analyses the same and communicate the various relevant bodies for the necessary actions.

Teaching-learning and Evaluation

Enrolment Percentage and Diversity Inclusion

MM's IMERT MBA program average enrolment percentage during last five years is 88% which indicates substantially high preference in the competitive education landscape of Pune City. About 94% seats are filled against the earmarked seats for reserved category as per State Government Rules.

Appointment of Highly Qualified Teaching Staff

The institute has appointed highly qualified teachers, about 95% against the sanctioned post during the last five years with due respect to fulfil student teacher ratio. This enables personalised attention during mentoring, increased student engagement and cohesive bond between students and teachers which often results in high level learning outcomes and quality education at large. IMERT has 75% + teachers having higher education than the required entry level eligibility along with experience and expertise.

Student Centric Teaching-Learning Process Supporting to Outcome Based Education (OBE) and Choice Based Credit System (CBCS) in line with NEP-2020 Guidelines

In the teaching-learning process, IMERT deploys a student-centric approach by keeping the balanced combination of experiential learning, participative learning and problem-solving methodologies. Highly qualified teachers enhance the learning experience of students with the blend of classroom activities, outdoor activities and effective use ICT Tools. At IMERT, assessment process is transparent with the provision of timely redressal of grievance, if any.

Student Performance and Learning Outcomes

Program outcomes (PO's) and course outcomes (CO's) are essential for evaluating the effectiveness of academic programs and courses. The CO's PO's are clearly stated and displayed at institutes website for communicating to various stakeholders. These learning outcomes are communicated to the students well in advance during the induction program. Faculty members follow clearly defined evaluation criteria's and standards.

IMERT maintains academic rigour through various MOUs and linkages with eminent organizations viz.

Harvard Business School Publishing (HBSP), ebek Language Laboratories Pvt. Ltd. authorised training partner of Cambridge University Press and Assessment India Pvt. Ltd., E-ICT Academy of IIT Kanpur, Godrej, SEBI, AMCAT by SHL, Barclays, FUEL etc. to create conducive learning environment and robust teaching-learning ecosystem which resulted in 88+ % passing and 80+ % student progression to employment and higher studies during last five years.

Research, Innovations and Extension

Research and Innovation Ecosystem

Realizing the significance of research as a critical element of the educational ecosystem, management of Marathwada Mitra Mandal (MM) Trust as well as IMERT have taken concrete steps in this direction. MM trust has established Foundation for MAKEITHAPPEN Center for Invention Innovation Incubation (FMCIII) jointly with Tata Technologies Ltd. and Science & Technology Park at the campus where IMERT is located. The FMCIII is a shared resource provided by MM trust aiming to boost innovation, invention and incubation for start-up promotion as a result of this venture at present 43 start-ups are operational on the campus, receipt of Rs. 75.16 Lakh received from Government and non-governmental agencies for research projects endowments, 40+ workshops, seminars, conferences on various topics including on Research Methodology, Intellectual Property Rights (IPR), entrepreneurship and Indian Knowledge System (IKS) were conducted during the last five years. The institute has exclusive Post Graduate Research Centre (PGRC) offering Ph.D. programme in Management.

Teachers are actively engaged in research and publication activities resulting in publication of 3 patents, 6 books, 184 research papers in UGC Care Listed Journals and presented in national and international level conference and successfully hosted national level and international level research conferences on contemporary issues for creation and transfer of knowledge.

Extension Activities and Outreach Programs

As per the motto of Marathwada Mitra Mandal Trust 'Welfare of Masses' IMERT strives hard to contribute significantly in community development through its extension activities and outreach programs to name a few , Unnat Bharat Abhiyan (UBA) program of the Ministry of Education, Government of India, adoption of five villages, conduct of Commodity Derivative Awareness Program in association with SEBI, Social Project in association with Tribal Research Training Institute (TRTI), Blood Donation Camps, Tree Plantation and Conservation in Association with Nelda Foundation, ISR activities like visiting to orphanage, old age home and many more.

Collaboration:

MM's IMERT has 50+ functional MoUs and linkages with industries and institutions of repute in India and abroad for internship, on-the-job training, project work, collaborative research, Institute Social Responsibility (ISR activities), skill development activities, extension and outreach activities during assessment period.

Infrastructure and Learning Resources

IMERT has a well-designed & centrally located lush-green campus. IMERT follows the norms prescribed by AICTE. In addition, the overall look and feel of all the facilities are contemporary provides conducive environment for teaching-learning.

Physical Facilities

IMERT has 2840 square meters infrastructure area which includes 6 Classrooms, out of which 3 are smart classrooms, well ventilated and equipped with all ICT facilities. 2 Tutorial rooms, Air-conditioned Seminar Hall, Director Office, Two Board Rooms, Computer lab, Language Lab, Library, Office all inclusive, cabin for HOD, Exam control room, adequate Faculty rooms, Girls and Boys hostel and common room, Central Store, Placement office with 24x7 wi-fi facility with internet connectivity of 100 MBPS Bandwidth.

For differently-abled students' special requirements of the infrastructure facilities are made available in form of ramps at the entrance, lift etc.

IMERT has facilities for Cultural and Sports activities such as, Indoor and Outdoor games, Yoga Centre, Open as well as Covered Gymnasium and Open Theatre etc. Also, all provisions to support environmental sustainability like rain-water harvesting, solar water heater, vermi-composting etc.

Exclusive facility for Foundation for MAKEITHAPPEN Invention Innovation Incubation Centre - Start-up Promotion and Incubation Centre was established in association with Tata Technologies Limited and Science and Technology Park, India Pune. for promoting entrepreneurship development.

Library and Digital Library

The institute has an excellent library facility automated with Integrated Library Management System (ILMS) viz. Autolib NG and VM Edulife ERP. Library has rich collection of books, periodicals, national and international journals, e- databases and digital library. All these spaces have proper ventilation, adequate illumination and are well equipped with required facilities. Users can access e-Resources viz, DELNET, EBSCO, NDLI, CMIE ProwessIQ, e-PG Pathshala, Shodhganga, Shodhgangotri, J-STOR, Harvard Business Review (Print + Online), Swayam-NPTEL, Project Gutenberg (e-Books websites) etc. Rare Books, Open-Source Books, previous years question papers and syllabus soft copies etc.

IT Infrastructure

Institution frequently updates its IT facilities, total computers available for student's usage are 131 and Student – Computer ratio is 3:1 against the expected norm 6:1

Maintenance of Campus Infrastructure

The entire infrastructure is well maintained with appropriate spending on maintenance.

Student Support and Progression

Student Support

To provide management education opportunity to every student and to facilitate their holistic development, the

institute takes various initiatives. IMERT provides financial support to the students coming from the adverse socio-economic conditions in the form of concession & deferred payment of fees in instalments etc. This support is over and above the scholarships and free-ships provided by the government. Total 121 students received concession worth Rs. 42 Lakh and 77% needy and deserving students benefited during the last five years.

IMERT believes in providing a comprehensive ecosystem to its students comprising of various aspects like mentoring, counselling and yoga for overall well-being and holistic development. The institute organises capacity development and skills enhancement activities for improving students' capability through the MOU/linkages with eminent organizations viz. ebek language laboratories pvt. ltd. authorised training partner of Cambridge University Press and Assessment India Pvt. Ltd, Harvard Business School Publishing, E-ICT academy of IIT-Kanpur and many more. The institute has formal as well as informal redressal mechanism through online and offline mode to deal with student grievances in time-bound and in effective manner.

Student Participation in Activities and Progression

The institute has a vibrant placement cell providing the students with required training for placement and opportunities. It is worth mentioning that average 70%+ of the students were placed during the assessment period which is inclusive of Covid-19 pandemic. In addition, institute has an exclusive facility for the entrepreneurship development, Foundation for MAKEITHAPPEN Invention Innovation Incubation Centre for Start-up promotion and to support student progression.

As MBA is a post-graduate program which itself is higher and professional education, majority students opt for employment or self-employment hence, the number of students progressing to higher education and participation in state, national and international sports and cultural event is less, rather they prefer to complete value added/ add-on certification programs. In spite of this, ample of opportunities for participation in extra-curricular activities are provided by the institute.

Alumni Association

There is a registered Alumni Association w.e.f. July 2016 (Registration no. MAHA. /1202/2016/Pune) which contributes significantly to the development of the institution through financial and non-financial support.

Governance, Leadership and Management

Institutional Vision and Leadership

IMERT is the constituent unit of Marathwada Mitra Mandal (MM) Trust, Pune. The institute is approved by the AICTE, New Delhi, Recognised by Directorate of Technical Education (DTE), Mumbai, and affiliated to Savitribai Phule Pune University (SPPU) Hence, IMERT is governed by these apex bodies.

IMERT works towards realization of its mission and progressing towards achieving its vision. IMERT ensures good governance system through decentralization and involvement of stakeholders forming various statutory and non-statutory committees for decision making at appropriate levels.

Institution implements e-governance through VMEdulife ERP, MahaDBT Portal for Scholarship, SPPU Examination Portal, Orell Grievance Redressal Portal, CC Avenue, Tally Prime etc. in its operations to expedite

and minimize the errors to ensure smooth functioning of the institute. It also ensures total transparency in all financial, academic and administrative systems.

IQAC Contribution: Strategy Development and Deployment

The institute has perspective plan which is effectively deployed through functioning of various institutional bodies, policies, administrative setup, appointments, service rules and procedures. The governance and leadership at IMERT lay down the perspective plan and implements it through operational short-term plans. IQAC has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching-learning process, structures & methodologies of operations and learning outcomes at periodic intervals like participation in NIRF Survey, Institutes NAAC Accreditation with A+ grade, Collaborative quality initiatives with other institutions.

Staff Empowerment Strategies

Governance mechanism at IMERT ensures the necessary welfare measures for teaching and non-teaching staff and avenues for career development and progression. Further it creates a proper accountability structure through their performance appraisals conducted annually. More than 50% of the teachers are provided with financial support and about 60% staff participated in self development activities during the assessment period.

Financial Management and Resource Mobilization

IMERT implements effective strategies for mobilizing and optimally utilizing its financial resources and funds by focusing on approved budgetary provisions and expense statements which were regularly audited internally and externally. Human resource mobilization is managed by assigning specific portfolios to staff members. IT resources and other physical resources are mobilized and optimally utilized by adherence to institute's policies.

Institutional Values and Best Practices

Institutional Values and Social Responsibilities:

Motto of Marathwada Mitra Mandal Trust (MM Trust) is Welfare of Masses. Accordingly, the trust works on a priority of providing education opportunity to needy and deserving student from diverse background by providing requested fee concession. Being the constituent unit of MM Trust, IMERT ensures amalgamation of its values with the overall value system of the Trust. The institute value system comprises of integrity, quality, teamwork, sense of social responsibilities, excellence in academic and non-academic areas, being fair, honest and objective in dealing with all stakeholders. In addition, the institute is taking special efforts inculcating universal human values, professional ethics and Indian Knowledge System. Institute strives hard for diversity inclusion, gender equity, Prevention of Sexual Harassment (POSH) at workplace.

IMERT is one of the pioneer institutes to conduct a Carbon Footprint audit and received carbon offset certificate. Institute has alternate energy sources such as solar water heaters, use of LED lights, rainwater harvesting, tree plantation and conservation efforts, Vermi- Composting for waste management and green campus initiatives to support environmental sustainability for welfare of masses as one of the best institutional practices.

The institute has established MOUs/ linkages with organization of national and international repute for

strengthening skill development initiatives viz. Harvard Business School Publishing (HBSP), ebek Language Laboratories Pvt. Ltd. authorised training partner of Cambridge University Press and Assessment India Pvt. Ltd, E-ICT Academy of IIT Kanpur, Godrej, SEBI, AMCAT by SHL, FUEL etc. which result recently the institute has been conferred with the prestigious, the 'Skill Development Leadership Award' at Taj Lands' End, Mumbai for skill development and employability enhancement as one of the best practices.

Institutional Distinctiveness

MM trust has established Foundation for MAKEITHAPPEN Center for Invention Innovation Incubation (FMCIII) jointly with Tata Technologies Ltd. and Science & Technology Park at the same campus where IMERT is located. The FMCIII is a value adding resource to boost innovation, invention and incubation for start-up promotion. As a result of this venture at present 43 start-ups are operational on the campus, receipt of Rs.75 lakhs from Government and non-governmental agencies for research projects /endowments.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	MARATHWADA MITRA MANDAL'S INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
Address	Sr. No 18, Plot No 5/3,CTS NO 205,Behind Vandevi Temple , Karvenagar,
City	Pune
State	Maharashtra
Pin	411052
Website	www.mmimert.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director(in-charge)	Shubhangee Ramaswamy	091-7720097783	8554062888	-	director@mmimert. edu.in
IQAC / CIQA coordinator	Mangalgouri S Patil	091-9762347883	9503096123	-	iqac@mmimert.edu .in

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details

State	University name	Document
Maharashtra	Savitribai Phule Pune University	View Document

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

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	21-03-2018	12	AICTE Extension of Approval Letter for NAAC Cycle I
AICTE	View Document	21-03-2018	12	AICTE Extension of Approval Letter for NAAC Cycle I
AICTE	View Document	21-03-2018	12	AICTE Extension of Approval Letter for NAAC Cycle I
AICTE	View Document	21-03-2018	12	AICTE Extension of Approval Letter for NAAC Cycle I
AICTE	View Document	21-03-2018	12	AICTE Extension of Approval Letter for NAAC Cycle I
AICTE	View Document	21-03-2018	12	AICTE Extension of Approval Letter for NAAC Cycle I

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL (NAAC)
Date of recognition	18-10-2019

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Sr. No 18, Plot No 5/3,CTS NO 205,Behind Vandevi Temple , Karvenagar,	Urban	1.04	2840

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/ Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Management,Management	24	Any Degree	English	207	204
Doctoral (Ph.D)	PhD or DPhil,Post Graduate Research Centre,Management	60	Post Graduate	English	7	0

Position Details of Faculty & Staff in the College

**Self Study Report of MARATHWADA MITRA MANDAL'S INSTITUTE OF MANAGEMENT EDUCATION
RESEARCH AND TRAINING**

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	2				4				12			
Recruited	0	1	0	1	2	1	0	3	8	4	0	12
Yet to Recruit	1				1				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				2			
Recruited	0	0	0	0	0	0	0	0	2	0	0	2
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				13
Recruited	11	2	0	13
Yet to Recruit				0

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

Qualification Details of the Teaching Staff

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

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	1	1	0	2	0	0	5
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	3	2	0	5
UG	0	0	0	0	0	0	0	0	0	0

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

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	3	2	0	5	

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

Self Study Report of MARATHWADA MITRA MANDAL'S INSTITUTE OF MANAGEMENT EDUCATION
RESEARCH AND TRAINING

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	120	1	0	0	121
	Female	78	5	0	0	83
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years						
Category		Year 1	Year 2	Year 3	Year 4	
SC	Male	9	13	14	9	
	Female	13	8	15	8	
	Others	0	0	0	0	
ST	Male	0	3	0	1	
	Female	1	0	0	0	
	Others	0	0	0	0	
OBC	Male	11	16	14	29	
	Female	32	15	13	13	
	Others	0	0	0	0	
General	Male	51	50	47	52	
	Female	42	49	26	33	
	Others	0	0	0	0	
Others	Male	30	21	22	8	
	Female	16	18	7	4	
	Others	0	0	0	0	
Total		205	193	158	157	

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:

Marathwada Mitra Mandal's Institute of Management Education Research and Training (IMERT) has consistently embraced a multidisciplinary approach in nurturing both students and the institution itself. Aligned with the interdisciplinary nature of the MBA program mandated by the university, the institute follows the Choice Based Credit System (CBCS) and Grading System, ensuring students have the flexibility to choose various interdisciplinary courses to fulfill credit requirements. The curriculum integrates Major Specialization & Minor Specialization combinations, foundation courses, and enrichment activities, promoting comprehensive concurrent evaluation methodologies for interdisciplinary learning. In line with the guidelines of SPPU The institution also emphasizes multidisciplinary exposure through mandatory Eight-week Summer Internship Projects at the end of Semester II. IMERT's MBA program, offers specializations such as HR, Marketing, Finance, Business Analytics and Operations. The following specializations shall be offered as Major / Minor: Major Specialization: 1. Marketing Management (MKT); 2. Financial Management (FIN); 3. Human Resources Management (HRM); 4. Operations & Supply Chain Management (OSCM); 5. Business Analytics (BA) The following specializations shall be offered ONLY as MINOR Specializations: 1. Rural & Agribusiness Management (RABM); 2. Pharma & Healthcare Management (PHM); 3. Tourism & Hospitality Management (THM); 4. International Business Management (IB) The institute demonstrates commitment to flexible and innovative curriculum, including courses on Indian Ethos & Business Ethics, Enterprise Performance Management, and Corporate Social Responsibility, Sustainability etc. The emphasis on value-oriented events under Institute Social Responsibility (ISR) further underscores the institution's dedication to community engagement. IMERT actively initiates many extension and outreach programs like participation in Unnat Bharat Abhiyan (UBA), Commodity derivative awareness program in association with SEBI, expert session on Yoga, Mental and Physical Health, Universal Human Values, Fit India moment makes the curriculum more holistic in line with the expectations of National Education Policy (NEP)2020

<p>2. Academic bank of credits (ABC):</p>	<p>The "Academic Bank of Credits" (ABC) is an innovative digital service initiated by the University Grants Commission (UGC) to facilitate students' academic journeys across Higher Education Institutions (HEIs). This system operates similarly to a financial bank, where students hold academic accounts and can transfer, accumulate, and redeem credits earned from registered HEIs since the academic year 2021-2022. The ABC ensures the integrity and confidentiality of student credit records through advanced security measures, thereby enhancing trust in the academic credit award process. Moreover, the platform simplifies credit transfers through digital channels, offering a user-friendly interface for efficient transactions. This digital infrastructure not only expedites the recognition process but also fosters a more agile, trustworthy academic ecosystem. The credit records of students are available online for retrieval and scrutiny across all geographies and at all times. At MM's IMERT from the 2021-22 batch onwards it is compulsory for all students to open the ABC account in the first semester itself. SPPU requires students to include their ABC ID in examination forms and encourages enrollment in MOOC courses on the SWAYAM platform, where the ABC ID is mandatory. For last two years MMs IMERT students are enrolling the domain specific courses on Swayam platform.</p>
<p>3. Skill development:</p>	<p>Marathwada Mitramandal's Institute of Management Education Research and Training (IMERT) is affiliated to Savitribai Phule Pune University's (SPPU) and follows the prescribed curriculum, which is a choice-based credit system and has a strong emphasis on nurturing Knowledge, Skills, and Attitude among students. In semester II, Industry Analysis and Desk Research (IADR) subject is offered wherein students were trained for utilizing the industry databases such as EBESCO, CMIE-Prowess, J-Gate etc. database to prepare the comprehensive presentation about the industry allotted to them which in turn helped them to connect the theory with the current trends in the industry. Collaborations with prestigious institutions like IIT Kanpur for MS Office training and Cambridge University Press and Assessment India Pvt. Ltd. for enhancing English Communication skills for employability enhancement skills . Students are encouraged to obtain the</p>

	<p>certifications offered on various platforms viz. NPTEL, Coursera, NISM, CFI, LinkedIn Learning, Google Garage etc. The institute conducts AMCAT test, firstNaukri.com, AICTE Parakh to assesses academic and aptitude skills. Institute prepares the placement training calendar wherein the weekly training sessions on topics such as soft skills, aptitude tests, email writing and interview skills, LinkedIn usage, and CV writing to enhance employability. As part of Experiential Learning, Students undergo the summer internship project for 8 weeks as mandated by the syllabus and few students have even undergone for One Week Fixed Asset Audit Project in association with Team of Kirtane and Pandit associates at Mahad and Pune location. The institute conducted various workshops like Goods and Service Tax (GST), Income Tax Return Filling (ITR), Cyber Security and Human Rights workshops helped student to gain the skills required by the industry. Union Budget Panel Discussion in association with Business Standard which was also conducted in Online Mode, IMERT undertakes societal responsibility and holistic development through participation in initiatives like Deshpee group for Nelda a CSR initiative by Deshpee group for Plantation and Conservation of trees. Unnat Bharat Abhiyan (UBA) conducted village and Household Survey. and Commodity Derivatives awareness programs for farmers in association with Securities Exchange Board of India (SEBI), fostering a sense of community and ethical consciousness among students. Institute organized HR conclave on Industry 5.0 focusing on Personalization and Humanization with the futuristic view which will help us to bridge the gap between academic knowledge and industry requirements. Industry experts shared the latest trends in industry. To enhance entrepreneurial skills institute celebrated National Start-up Day and Poster Presentation in association with FMCIII, organized the Workshop on “IPR & IP Management Start up and Business Model Canvas. Thus institute has taken all possible efforts for Skill Development and as a token of appreciation MM's IMERT has received Skill Development Leadership Award by World HRD Congress at Taj Lands End, Mumbai dated 15 February 2024</p>
<p>4. Appropriate integration of Indian Knowledge</p>	<p>MM's IMERT, is affiliated to Savitribai Phule Pune</p>

<p>system (teaching in Indian Language, culture, using online course):</p>	<p>University (SPPU), places a strong emphasis on incorporating the Indian Knowledge System into its academic framework, highlighting language, culture, and traditional values. Through the course on "Indian Ethos" offered in semester IV, students are made aware to the depth of knowledge and cultural heritage. Faculty members actively engage in ongoing development programs to ensure effective transmission of this knowledge, with language flexibility allowing instruction in English, Hindi, or Marathi to accommodate diverse learning preferences. IMERT fosters a vibrant cultural environment through events like Marathi Bhasha Diwas and Chhatrapati Shivaji Maharaj Jayanti, celebrating regional languages and customs. National festivals such as Ganesh festival, Dasara, and Diwali are enthusiastically marked, nurturing a sense of pride and belonging among students and staff alike. In addition to cultural celebrations, IMERT actively promotes physical and mental well-being through initiatives like the Fit India Movement, yoga workshops, and meditation sessions, aligning with traditional practices. The integration of online courses and workshops, including those facilitated by organisations like the Art of Living foundation, further enhances students' understanding of Indian culture and values, enriching their educational journey with a holistic perspective. In essence, MM's IMERT's holistic educational approach extends beyond academic excellence to encompass the preservation and promotion of India's rich cultural heritage. By nurturing an environment where language, culture, and traditional values are deeply valued, IMERT provides students with a comprehensive educational experience that prepares them for success in both professional and personal spheres of life.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>MMs IMERT is affiliated to Savitribai Phule Pune University (SPPU), and its MBA syllabus is based on Outcome-Based Education (OBE). MM's IMERT also focuses on teaching learning process which is outcome-based process as per NEP 2020. This syllabus designed follows the OBE approach, focusing on performance and competency development rather than mere knowledge acquisition. IMERT strives to ensure outcome-based learning through alignment of its various Course Outcomes</p>

	<p>(CO) with the MBA Programme Outcomes (PO). The attainment of PO is achieved with the attainment of respective CO of all courses and co-curricular and extra-curricular activities conducted in a particular academic year. The attainment of CO is measured based on cognitive abilities of Bloom's Taxonomy viz. Remembering, Understanding, Applying, Analysing, Evaluating and Creating. Attainments of different COs are evaluated by respective subject teachers using various assessment methods. The students have to undergone Online Practice Tests (OPT) on regular basis during the semester held through Smart School MIS. Other methods for Concurrent Internal Evaluations (CIE) were Case Studies, Written Home Assignments, Summer Internship Projects (SIP), MS Excel, Projects and Presentations and many more depending of course requirement. Apart from Concurrent Internal Evaluation (CIEs), includes Term End Exams conducted by Institute and University level separately. Evaluations of these OPTs, Assignments, Presentations, Case studies, Projects and University Term End Exams are effective tools of Direct Assessment of CO and in turn POs.. In short Course outcomes, guided by Bloom's (revised) taxonomy, are mapped to program outcomes (PO) and program-specific outcomes (PSO). At the end of each semester, students' attainment of outcomes is assessed based on performance. The college takes feedback from various stakeholders on curriculum and communicates to the University. The departments maintain result analysis for focusing on the outcome-based education At MM's IMERT we also prioritize project-based learning to foster practical skills in research. Thus, the hands-on experiences are integrated into academic courses, enriching outcome-based education.</p>
<p>6. Distance education/online education:</p>	<p>The Covid-19 pandemic encouraged a significant shift from traditional classroom learning to digital education methods at MM's IMERT Teachers proactively incorporated platforms like Google Meet, Microsoft Teams, and Zoom to facilitate online classes. Utilizing Google Classroom extensively ensured effective asynchronous learning, a practice that persisted even after the pandemic, as the institute continued with blended learning approach. At present Institute has planned and invested in ERP Software</p>

VMedulife to enhance distance and online education process in the future. Teachers utilize Google Platforms within the educational domain of inert.edu.in for remedial classes as well as for conducting reviews during summer internships. Our institute's library grants access to a wide range of digital resources, including INFLIBNET, NDL, CMIE Prowess, EBSCO, databases, This enables students to easily access textbooks, reference materials, research papers, and other relevant learning materials. Every subject syllabus by SPPU lists the online resources that can be used by students for studies. MM's IMERT Students are encouraged to complete courses offered on various online platforms such as Swayam-NPTEL, Corporate Finance Institute (CFI), Simplilearn, and LinkedIn Learning. Additionally, students are motivated to undertake courses offered EICT Academy of IIT Kanpur, focusing particularly on Microsoft Office skills, Cambridge University Press & Assessment for enhancing communication, Friends Union for Energising Lives (FUEL) to access the essential information about career opportunities, Aspiring Minds Computer Adaptive Test (AMCAT), AICTE Parakh to understand their employability Skills To enhance online education, the institute invested in upgrading its infrastructure, improving internet access bandwidth, and providing necessary hardware and software, dedicated counselling support for enhancing various certification program through online and distance education Program.

Institutional Initiatives for Electoral Literacy

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>Yes, The Electoral Literacy (EL) Club has been established to educate students and staff about their electoral rights. The club aims to maximise the registration of new voters and will operate in accordance with the rules set by the Election Commission of India and the Government of Maharashtra.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>Yes, EL club has appointed Ms.Samruddhi Pingale as the student coordinator and Mrs. Aparna Shastri , Assistant Professor, as the faculty coordinator for the EL-Club. The club aims to raise awareness about</p>

	<p>voting and citizen rights among students and staff. EL-Club was established to promote understanding of citizen rights and contribute to the nation's growth. The institute will also create a support system to highlight the importance of voter registration IDs within the student and faculty community. The club seeks to enhance electoral participation through various activities like seminar, Group Discussion, Debate etc</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>The ELCs have undertaken several innovative programmes and initiatives, including: 1 Voluntary Contributions by Students: Participation in voter registration for students and their communities. 2 Assisting Election Administration: Support to district election administration in conducting polls. 3 Voter Awareness Campaigns: Promotion of ethical voting and raising voter awareness. 4 Inclusive Participation Efforts: Enhancing the participation of underprivileged sections of society, such as transgender individuals, commercial sex workers, disabled persons, and senior citizens. As a part of National Voters' Day celebrations, MM's IMERT organized a program on January 25, 2024. During this event, participants, including 2 faculty members and over 70 students, took an oath to be ethical voters. They were informed about the importance of exercising their voting rights and participating in the democratic political process.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>MM's IMERT organized a Voter's Pledge Taking Program under "Mera Pehla Vote Desh Ke Liye" on March 5, 2024. After taking a pledge to vote, students watched audio-visual presentations on the "Power of 18 Anthem," "My Vote My Future," and "Main Bharat Hoon." The program was attended by 58 students who took the pledge.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>Marathwada Mitramandal's Institute of Management Education Research and Training (MM's IMERT), Pune, organized a "Youth Voter Registration Drive" from April 12 to April 15, 2024. During this drive, 3 individuals in the age bracket of 20 to 29 years registered as voters.</p>

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
394	347	316	319	325

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

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

Response: 28

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2.2

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

2022-23	2021-22	2020-21	2019-20	2018-19
16	15	14	18	21

3 Institution

3.1

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

2022-23	2021-22	2020-21	2019-20	2018-19
154.50	53.67	30.01	66.40	127.11

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

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

Response:

The Institute of Management Education Research and Training (IMERT) offers a two-year, full-time MBA programme approved by AICTE, New Delhi. IMERT follows the curriculum offered by Savitribai Phule Pune University (SPPU), its affiliated university. According to the Circular of commencement of SPPU, the institution organises and oversees the activities necessary for the successful implementation of outcome-based education. Under this curriculum, MM's IMERT offers several specializations, such as Operations and Supply Chain Management, Business Analytics, Financial Management, Marketing Management, and Human Resources Management.

Below mentioned is the meticulously designed process which is adopted for systematic deployment and monitoring the effective curriculum planning and delivery:

A) Curriculum Planning and Delivery: -

By referring to the SPPU commencement circular; HOD and IQAC members in consultation with director and faculty members prepare the academic calendar for the respective year by considering all academic, co-curricular and extracurricular activities.

HOD initiates the process of curriculum planning and delivery with the consultation of IQAC and Director. Faculty gives course preferences for the respective semesters which are noted as per their areas of expertise, experience and expected workload. Accordingly, course distribution is completed.

MBA first-year and second-year coordinators prepare the time tables as per course distribution under the guidance of HOD. These time tables are communicated to the students well in advance by E-mail and communication on official WhatsApp Groups. HOD closely monitors the curriculum's progress, identifying and addressing any deviations from the academic timeline, and taking corrective action when necessary to ensure the program stays on track. In order to enhance the curriculum delivery, industry professionals are invited to share their practical expertise through guest sessions, providing students with valuable real-world insights and experiences. Student feedback plays a vital role in refining and improving the program delivery.

B) Well planned documented Process: -

To ensure effective curriculum planning and delivery various documents are prepared such Teaching plans are prepared by the faculty members after the course allocations. The course outcomes are mapped with the programme outcomes and are mentioned in the teaching plan. To ensure effective learning the

course material in the form of Power-Point Presentations (PPT's), Notes, Additional study material for reference, E-Books, Assignments are prepared and shared with the students through Google Classrooms. Academic audits of courses are conducted and reports are submitted to the Director for information.

C) Academic Calendar: -

Academic Calendar is prepared by considering all academic, co-curricular and extra-curricular activities such as Semester commencement, Add on Certifications, Guest sessions, placement activities, Outreach Activities, Internal and External exam, vacations & holidays, SIP Inputs, Sports activities, celebration of Commemorative days, Industrial Visits, Seminar and workshops, MOOCs through the SWAYAM, Industry Conclave, mentoring meeting, parents meet, remedial classes etc.

D)Continuous Internal Evaluations: -

Course teachers may opt for a combination of one or multiple assessment methods from the SPPU assessment list. Each Faculty member regularly evaluates students through a continuous Internal Evaluations using class tests, case study, assignments, Online practice test, Presentations, Open Book Test, and Internal Examinations etc.

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

1.2 Academic Flexibility

1.2.1

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

Response: 35

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

Other Upload Files

1	View Document
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1.2.2

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

Response: 26.81

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

2022-23	2021-22	2020-21	2019-20	2018-19
208	6	78	136	28

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

1.3 Curriculum Enrichment

1.3.1

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

Response:

MM's IMERT understands the importance of integrating cross cutting issues into the curriculum to foster a holistic development and ensuring that the students evolve into responsible citizens. The syllabus for different courses includes professional ethics, gender equality, human values for building best character in the students and eco-friendly behaviour supporting the environment and sustainability for the benefit of society at large.

Professional Ethics: Professional Ethics sessions are conducted by external experts to inculcate ethical practices in business and life. Institute invites external experts to provide guidance on a range of topics, including soft skills, managerial skills, entrepreneurship, career guidance etc. The curriculum also incorporates various aspects of professional ethics through courses such as 402 Indian Ethos Business Ethics and 307 Indian Business Environment providing students with a comprehensive understanding of ethical practices in business and management.

Gender: Institute's Equal Opportunity Cell and Internal Complaints Committee (ICC) actively promotes gender equality and women's empowerment through various initiatives, including guest lectures, guidance sessions, and workshops focused on self-help groups, mental health, prevention of sexual harassment and various programs like celebrations of International Women's Day. These efforts align with courses offered by university, including 413 FIN -Rural and Micro Finance- (Gender equality, Impact of Microfinance on Women empowerment is mentioned) and 404 HRM- CT CHRM (Establishing Gender Parity and Pay Equality is mentioned). Thus, IMERT fosters gender sensitization through its curriculum, and mentorship opportunities, providing a supportive ecosystem for all students to thrive.

Human Values: IMERT offers human rights and cyber security courses as mandated by the University and UGC guidelines under the Central Government's Skill Development Initiative. Three faculty members have received certification in Universal Human Values. The first two semesters focus on human rights education, supplemented by guest lectures on topics like human rights, the Indian judiciary, and the Constitution. These efforts align with courses offered by university, including 402 – Indian Ethos & Business Ethics which addresses Human Value issues

Additionally, the institute organises various programs, including visits to old age homes, youth meet, NGO visits, Days celebrations of National Voter Day, Women's International Day, and World Environment Day, as well as social awareness campaigns appeal to internal stakeholders.

Environment & Sustainability: IMERT is committed to promoting sustainability and environmental awareness through various initiatives, including Unnat Bharat Abhiyaan, blood donation drives, Sahaj Yoga, Vote for Sure, and collaborations with NGOs. These efforts are reinforced by courses in the Savitribai Phule Pune University syllabus viz. 408 – Corporate Social Responsibility & Sustainability, 313 OSCM- Sustainable Supply Chains and 209 - Start Up and New Venture Management which address environmental and sustainability issues. Additionally, IMERT conducts sessions on mental and physical health and has signed an MOU with the Nelda Foundation, a CSR initiative of the Deshpree Group to promote sustainable practices and tree plantation and conservation.

IMERT's commitment to environmental sustainability is further demonstrated through its green campus initiatives, guest lectures, energy audits, and collaborative efforts with NELDA to foster sustainable businesses and organisations.

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

1.3.2

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

Response: 45.43

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

Response: 179

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

1.4 Feedback System

1.4.1

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

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

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

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 87.89

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

2022-23	2021-22	2020-21	2019-20	2018-19
205	193	158	157	165

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
207	207	207	198	180

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

2.1.2

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

Response: 51.51

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

2022-23	2021-22	2020-21	2019-20	2018-19
45	53	43	42	39

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

2022-23	2021-22	2020-21	2019-20	2018-19
86	86	88	103	68

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

2.2 Student Teacher Ratio

2.2.1

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

Response: 24.63

2.3 Teaching- Learning Process

2.3.1

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

Response:

In the teaching-learning process, IMERT employs a student-centred approach. To focus on this approach, IMERT keeps a balanced combination of experiential learning, participative learning and problem-solving methodologies.

Experiential Learning: IMERT believes that by engaging students in hands-on experiences, they are better able to connect theories and knowledge learned in the classroom to real-world situations. To enhance learning experiences, IMERT takes several steps as follows-

1. Experiential learning is ensured through Institutional Social Responsibility (ISR) under which various programs are scheduled like Blood Donation Camp, International Yoga Day, Unnat Bharat Abhiyan (UBA) scheme by HRD Government of India, Tree plantation and related activities under project NELDA Foundation in association with Deshpree group, field projects, MS office certification from IIT-Kanpur, IADR-Desk Research carried out with CMIE software, Kirtane Pandit – Fixed Asset Audit Project, Industrial Visits etc which provides real-world exposure. Students undergo a Summer Internship Project in industry for 8 weeks.
2. Students participate in various extension and outreach programs (Eg: involvement in Commodity Derivative Awareness Program in association with Security Exchange Board of India (SEBI)).
3. Mock Job interviews are conducted which imparts real world experience.

Participative Learning: Students take part in various activities like seminars, workshops, Outdoor Management Training (OMT) during Induction, poster presentations etc which encourages students that teach and practise their specialised management abilities. Students organise and coordinate various activities like seminars, workshops, inter and intra college events which helps in developing management skills like communication, coordination, leadership, team building etc.

Participative and peer learning is ensured through Group Discussions, Case study, soft skills training workshop etc. which helps in developing three types of skills: problem-solving skills, analytical skills and communication skills.

Problem Solving Methodologies: Problem solving skills are developed from teaching learning pedagogies in different activities and courses like- Managerial Accounting, Decision Science, Business Research Methods, Financial Management, MOOC's certification, Aspiring Minds Computer Adaptive Test (AMCAT) assessment, First Naukri Assessment, Finance Screening Test etc. Students are encouraged to brainstorm in the given situation and come up with solutions for given problems pertaining to their respective activities and courses.

These student-centric methods such as experiential learning, participative learning and problem-solving methodologies are effective because they cater to diverse learning styles, promote active engagement, and encourage deeper understanding and retention of knowledge.

Teachers using ICT Enabled Tools: IMERT believes that integrating ICT into teaching practices not only enhances the learning experience but also prepares students for the digital world they will navigate in the future. Teachers use online resources like case studies, audio visuals, online research databases like CMIE, DELNET etc. for effective teaching learning. The classrooms are well equipped with smart

boards, LCD projectors and PCs for better teaching learning experience. Teachers use Google Classrooms and ERP for sharing learning materials and conducting academic evaluations. Online platforms like ZOOM, Microsoft Team, Google meet are used for conducting online meetings and information sharing.

Thus, to enhance teaching learning experience teachers use various ICT enabled teaching methods which offers numerous benefits like increased accessibility, flexibility and engagement.

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

2.4 Teacher Profile and Quality

2.4.1

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

Response: 93.33

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

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

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

2.4.2

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

Response: 75

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise

during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
10	12	11	14	16

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

2.5 Evaluation Process and Reforms

2.5.1

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

Response:

Mechanism of internal/ external assessment is transparent:

Transparency is essential for ensuring the credibility and reliability of internal and external assessments. As IMERT is affiliated to Savitribai Phule Pune University, we follow its guidelines for Internal and External assessment. We provide easy accessibility to assessment records and data to all students. There are clearly defined evaluation criteria and standards followed by all faculty members. The evaluated answer sheets and reports are accessible to the students.

Mechanism of Internal Assessment: At the beginning of the semester, the students are informed about Concurrent Internal Evaluations (CIEs) during Induction itself. The details of internal assessment parameters are mentioned in the teaching plan which is posted on google classroom by all teachers. All faculty members conduct a requisite number of CIEs as per university guidelines. The classroom assessment in the form of case study and presentations are transparent as these are conducted by involving students. On completion of all CIE, the institute arranges the paper show activity and conveys the consolidated internal marks secured in all CIE.

Mechanism of External Assessments:

University conducts the external assessment as per the time table at the end of each semester. The assessment of the answer sheet is done by university approved faculty from different institutes at a centralised assessment centre. If the students have queries related to the marks obtained in the university exam, they can demand a photocopy of their assessed exam paper through proper channels. Further students can apply online for the revaluation and rechecking within the stipulated time frame. Thus, IMERT follows a transparent mechanism of internal and external assessment.

Grievance redressal system is time- bound and efficient

Grievance's redressal system is time-bound and efficient: IMERT has an effective grievance redressal system for ensuring that concerns and complaints are addressed in a timely and efficient manner. The College Examination Officer (CEO) along with grievance redressal committee deals with examination related grievances. Aggrieved student approaches CEO and submits his / her grievance in writing through official email id - examinations@mmimert.edu.in or through online grievance portal available on institutional website. CEO and grievance committee chairperson, upon receiving such a grievance tries to resolve it within three working days. If not resolved then the chairperson and other committee members try to resolve the same within next four to eight working days, If the grievance is still not resolved then the same is forwarded to ombudsperson appointed by the affiliating university, who resolves the same in seven working days. CEO acts as a liaison between university authorities and aggrieving students or the institute. Depending on the nature and urgency of the application, the matter is expedited at every level, so as to minimise inconvenience or loss to the aggrieving student. The student is apprised of the status of his application. College grievance committee conducts a review meeting and takes proactive measures to minimise the grievances.

Thus, IMERT has clearly stated procedures, specific timelines, designated authorities and timely follow-up and closures which ensures the Grievance's redressal in time.

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

2.6 Student Performance and Learning Outcomes

2.6.1

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

Response:

Program outcomes and course outcomes are essential for evaluating the effectiveness of academic programs and courses. IMERT by stating and displaying these outcomes, demonstrates its commitment to transparency, accountability, and quality assurance.

By displaying program and course outcomes, IMERT tries to clarify expectations for students and stakeholders, ensures curriculum alignment and coherence, facilitates assessment and evaluation of student's learning. Thus, IMERT exhibits its accountability to employers and other stakeholders.

Since IMERT is affiliated to Savitribai Phule Pune University (SPPU), IMERT adheres to the syllabus designed and prescribed by the affiliating university. The details of MBA Programme, along with its Program Outcomes (POs), Course Outcomes (COs) are informed and explained to all students during their Induction program and through the teaching plan for each course. **These are displayed on the Institute website.**

Programme Outcomes (POs): Programme Outcomes are a set of narrow statements that describes what students (learners) of the programme are expected to know and be able to perform or attain by the time of graduation. At the end of the MBA programme the learner will possess the following outcomes:

1. Generic and Domain Knowledge
2. Problem Solving & Innovation
3. Critical Thinking
4. Effective Communication
5. Leadership and Teamwork
6. Global Orientation and Cross-Cultural Appreciation
7. Entrepreneurship
8. Environment and Sustainability
9. Social Responsiveness and Ethics
10. Lifelong Learning

Course Outcomes (COs): It gives the resultant knowledge and skills the student acquires at the end of each course. It defines the cognitive processes the course provides. The course outcomes are defined as per the contents (units) of each course. Generally, five to six course outcomes are defined for each course. The course outcomes are provided by the SPPU along with the syllabus. Course Outcomes are communicated to the students during the course introductory session in the class. During the discussion of the course, the outcomes of the course are also focused. The COs are mentioned in their respective teaching plan and the same are communicated to the students via Google Classroom and IMERT website.

For the PhD Program, the university has prescribed the course work in three parts to be completed by all the PhD Scholars before the submission of the thesis. The syllabus covers various aspects related to research work viz. literature review, research methodology, research design, data analysis techniques, scale development, Research publication ethics guidelines for writing research papers and thesis. The degree is awarded only after the successful completion of the course work, publication of the minimum required number of research papers and defending successfully the final open defense.

Thus, by making awareness of program outcomes and course outcomes, IMERT promotes a culture of continuous improvement, student-centric learning and academic excellence.

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

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

The attainment of Program Outcomes (POs) and Course Outcomes (COs) is evaluated through a systematic process for assessing student learning and performance. IMERT follows the CO-PO designed by the affiliating university.

Process of CO-PO evaluation:

CO Evaluation Process : The attainment of COs is measured based on the marks secured by the students for different concurrent internal examinations (CIEs) conducted for each course by faculty members and the marks secured in external university examinations for the respective subjects. All internal CIEs and external semester end examinations are mapped with all respective COs at three levels i.e. 1, 2 and 3 respectively (where 3 is the highest level). The target level of result for each CIE and external exam is set and based on the percentage of students in the class achieving that target marks, the level attainment for each CO is calculated. Finally, the CO attainment for internal and external examination is averaged out as overall CO attainment. This overall CO attainment is calculated for all COs for all courses for that respective year.

PO Evaluation Process:

The attainment of PO is achieved with the attainment of CO of all courses. The course teacher prepares a matrix of CO-PO mapping for each course. All COs are mapped with respective POs at three levels i.e. 1, 2 and 3 respectively (where 3 is the highest level).

Each PO attainment evaluation is done using following formula:

PO attainment = (Actual CO Attainment / Maximum CO attainment level possible) x (level of CO mapped for that PO)

Thus, all POs attainment for all courses are evaluated for that batch.

Flow Chart of CO-PO Evaluation process:

Step1: Mapping of All CIE with all respective COs and mapping of COs with POs.

Step 2 : Setting the target Marks for CO attainment.

Step 3: Evaluation of All CIEs

Step 4 : Calculation of CO attainment

Step 5 : Calculating PO attainment

Example of CO-PO attainment:

Course Name: 304-Strategic Human Resource Management

CO mapping with respective CIEs:

Course Outcome	Cognitive Ability	CIE Code			Term Examination (47G01)	End Total
		CIE 1 (B01)	CIE 2 (F01)	CIE 3 (A03)		
CO1	Remembering		20		10	30
CO2	Understanding		20		10	30
CO3	Applying	10		10	10	30
CO4	Analysing	10		10	10	30
CO5	Evaluating/Creating	10		10	10	30
			100		50	150

CO-PO attainment level:

CO No.	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10
CO 1						1		1		
CO 2	2									
CO 3			3							
CO 4	1									
CO 5		1		1	1					

The calculated attainment level for all five COs was at level 3. Whereas the calculated PO attainment level using the above formula for the above mapped PO with corresponding COs was as follows; PO1 at level 1.5, PO2 at level 1, PO 3 at level 2, PO4, PO5, PO6 and PO8 at level 1 respectively. All these attainment levels are presented graphically in the final report.

Thus, the attainment of COs and POs are evaluated.

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

2.6.3

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

Response: 88.59

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

2022-23	2021-22	2020-21	2019-20	2018-19
150	116	146	156	146

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

2022-23	2021-22	2020-21	2019-20	2018-19
182	153	153	159	159

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

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.84

File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

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

Response: 75.16

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

2022-23	2021-22	2020-21	2019-20	2018-19
42.32138	0.23600	0.50	29.93	2.17

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1

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

Response:

Ecosystem for Innovation, Intellectual Property Rights (IPR) and Indian Knowledge System (IKS):

MM's IMERT has created an ecosystem for promoting innovation, IPR Awareness and Inculcating IKS by taking various initiatives for creation and transfer of technology and knowledge as follows:

Innovation: Marathwada Mitra Mandal trust has established Foundation for MAKEITHAPPEN Center for Invention Innovation Incubation (FMCI) in collaboration with Tata Technologies Ltd and Science & Technology Park, Pune for start-up incubation centre promoting entrepreneurship and innovation. Further to support the same Institute Innovation Council (IIC) was set-up as per the guidelines laid down by Ministry of Education, Government of India. The institute has Post Graduate Research Centre approved by SPPU for building and sharing research culture.

IPR: The institute has established IPR Cell with the objective of awareness about the importance of IPR among students and Faculty members of the Institute. Institute has conducted awareness sessions regarding IPR for students and faculty members.

IKS: For the holistic development of students, IMERT emphasis on Yoga and cultural enrichment among students, exposing them to the great and rich heritage of India, cultivates feelings of pride and identity in connection to their roots of culture. Festivals are an integral part of Indian culture. IMERT celebrates Ganesh Utsav, Diwali, Dussehra and birth anniversary of Indian Leaders Viz. Chhatrapati Shri Shivaji Maharaj, Swami Vivekanand, Dr Babasaheb Ambedkar, Mahatma Gandhi etc.

Outcomes as Evidence:

- 1.MM’s IMERT actively contributed for start-up promotion activities such as Fund Raising, National Start Up Day Celebration, Business Model Canvas Workshop, National Entrepreneurship Challenge, Business Plan Pitching Competition, IPR Awareness Programs, Consultancy, Entrepreneurship Training, National and International Conferences etc.
- 2.Since Inception in AY 2018, FMCIII has supported 65+ start-ups till date. Right now, 43 start-ups are in incubation.
- 3.The institute has organised IPR Awareness Program in association with National Intellectual Property Awareness Mission (NIPAM) and FMCIII.
- 4.The institute has 89 papers in UGC Care Listed Journals and 95 papers presented in national and international level conference.
- 5.The institute has organised various sessions on Universal Human Values, Human Rights, Cyber Security Awareness etc. Cultural Events, Sports activities under Fit India Movement, Yoga and Meditation Sessions for the mental and physical well-being of the students.

Summary of Grants/Funds Received:

Name of the research project/ endowment	Year of Award	Amount Sanctioned in Rs.	Name of the Funding Agency
Start up India Seed Fund Scheme	2022	4200000	Ministry of Commerce and Industries
Unnat Bharat Abhiyan Initiative	2020	50000	Ministry of Human Resource Development GOI
International Conference on Finance and Applied Economics	2019	201755	Savitribai Phule Pune University
SEBI Sponsored Commodities Derivatives Awareness Program	2023	32138	Securities and Exchange Board of India (SEBI)
	2021	23600	
	2019	59000	
	2019	59000	
	2019	31307	
	2018	45454	
	2018	41005	
Royalty received on book Advances in Finance and	2018	18803	Springer Nature

Applied Economics			
Royalty received on book Advances in Finance and Applied Economics		18803	
TRTI Seminar Grant	2019	140000	Tribal Research Training Institute, Pune
Entrepreneurship and Skill Development Program Tribal Research and Training Institute Pune		2534000	

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

3.2.2

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

Response: 42

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

2022-23	2021-22	2020-21	2019-20	2018-19
15	12	6	4	5

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

3.3 Research Publications and Awards

3.3.1

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

Response: 3.18

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

2022-23	2021-22	2020-21	2019-20	2018-19
16	15	22	25	11

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

3.3.2

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

Response: 3.39

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

2022-23	2021-22	2020-21	2019-20	2018-19
8	36	25	3	23

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

3.4 Extension Activities

3.4.1

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

Response:

1.MM's IMERT is a participating institute of Unnat Bharat Abhiyan, A flagship program of the Ministry of Education, Government of India. Under this, MM's IMERT adopted five villages Dingrajwadi, Tikona, Wajewadi, Kasari, Thakursai located in Pune District. Institute conducted village and household surveys with students and Faculties in these villages to study implementation of Government schemes and need assessment of villages. During the survey students interacted with villagers and could closely study the problems of the farmers, awareness of schemes and facilities provided by the Government. This sensitized students about the various issues' villagers face in their occupation. Faculty members of MM's IMERT also attended Gram Sabha of these villages to understand in details.

2.MM's IMERT also actively contributed to Commodity derivative awareness program in association with Security Exchange Board of India (SEBI).

3.The Centre for Emerging Economies at MM's IMERT has received grants of Rs. 25.34 lakh from Tribal Research & Training Institute (TRTI), Government of Maharashtra to conduct various research projects and carry out capacity building; skill development programs for the members of tribal communities in Maharashtra.

4.To maintain the urban ecosystem and make Pune greener Nelda Foundation of Deshpree Group in 2016 initiated tree plantation and conservation of trees on Hanumaan Tedki Hills. Pune. MM's IMERT has joined hands with Nelda Foundation for this green initiative. Students from MM's IMERT visit Hanumaan Tedki to help the volunteers for conservation of trees and watering them during summer season. This initiative makes students aware about environmental issues and need to conserve the trees for pollution free life and fresh air. Nelda has contributed 138000 manhours since 2016

5.MM's IMERT organise a visit to orphanage Shri Shamburaje Pratishtan with the students to

understand needs of the orphan children. Students spend time with children, teach and play games with them. As per requirement of orphanage MM's IMERT donates stationary, grocery, blankets, medicines to the Shri Shamburaje Pratishthan to support and make life of children easy. Students could understand the problems faced by these orphan children, challenges and way they spent life.

6.As a part of Institute Social Responsibility MM's IMERT also visits Aapla Ghar, an orphanage for 55 economically backward parentless children. Aapla Ghar provides food, shelter and education to these children. Children are given vocational training like stitching, printing, handicraft, carpentry, electrical wireman etc. MM's IMERT donated grains and daily essential commodities.

7.Poona School and Home for blind girls is an 80 years old institution working towards blind and visually impaired children. MM's IMERT donated clothes to residential visually impaired girls. School has empowered more than 5000 children. On the occasion of Death anniversary of Late Shri Vilasraoji Deshmukh, founder patron of MM's IMERT sponsored one day meal for inmates of Home Late Babanrao Paigude Pratishthan Sevadham at Donje Pune. These visits sensitizes students about the social issues faced by orphan children and old age people.

Extension activities in the neighborhood community enhance students' awareness of social issues, fostering their holistic development through impactful engagement.

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

3.4.2

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

Response:

Unnat Bharat Abhiyan:

IMERT is participating institute of Unnat Bharat Abhiyan, Under this institute has adopted five villages in Pune District. Institute conducted village and household surveys with students and Faculties to study implementation of Government schemes and need assessment of these villages. During the survey students interacted with villagers and could closely study the problems of the farmers, awareness of schemes and facilities provided by the Government. Faculty members of MM's IMERT also attended Gram Sabha of these villages to understand in details.

SEBI Commodity Derivative Awareness Program:

MM's IMERT conducted Commodity Derivative Awareness Program under Security Exchange Board of India wherein session was conducted about commodity exchange facilities and its benefits at National

Fertilizers Limited, Karnataka, Anand Vidyalaya & Junior College – Baramati and College of Agriculture, Hanumanmatti. Organisers recognised and appreciated the institute's efforts. Also, Appreciation award by Rubicon Skill Development Pvt. Ltd. for efforts towards life skills development.

NPTEL Appreciation:

MM's IMERT has established NPTEL Local Chapter in the year 2021. Since inception, number of learners appeared for various courses offered by NPTEL. On behalf of MM's IMERT NPTEL Local Chapter Single Point of Contact (SPOC) Prof. Gaikwad received an appreciation letter from NPTEL coordinated by IIT Bombay for performance and participation of students for NPTEL courses.

NIPAM Appreciation:

Ministry of Commerce and Industries, Department for Promotion of Industry and Internal Trade to create widespread awareness on Intellectual Property Rights (IPR). On the occasion of 75th Anniversary of independence under the banner of "Azadi ka Amrut Mahotsav" MM's IMERT organised an Awareness program in March 2022 on Intellectual Property Rights with NIPAM (National Intellectual Property Awareness Mission) for students and faculty members.

Resource Person for NEP 2020 session:

Dr. Shubhangee Ramaswamy conducted a session on 'NEP 2020: Focus on Knowledge driven economy.' Refresher course for faculty of Commerce and Management. Title of the program was "Transforming academia for Industry 4.0 – NEP 2020 and Beyond" Program was organised by UGC-Human Resource Development Centre and SPPU

Edu Youth Meet:

The Art of Living organised Edu Youth Meet on 4th Feb 2023 with pledge to 1.5 Lakh students for healthy and stress-free society. The beginning to create drug free India with the support and participation of youths all over India. Students and Faculty of MM'S IMERT was part of the Edu Youth Meet.

Awards / Recognitions	Individual/ Institutional	Name of the Awarding Agency	Nature of Work
Unnat Bharat Abhiyan	Institutional	Village Grampanchayat under study viz. Dingrajwadi, Tikona, Wajewadi, Kasari, Thakursai located in Pune District	Social Awareness
SEBI Commodity Derivative Awareness Program	Institutional	1. College of Agriculture, Hanumanamatti, Dist. Haveri, Karnataka State. 2. Anand Vidyalaya and junior College Hol. Tal Baramati	Derivative Awareness Program for social cause

		3.NFL Karnataka	
NPTEL Appreciation	Individual	IIT Bombay	Promotion of online Courses
NIPAM Appreciation	Institutional	Ministry of Commerce and Industries	IPR Awareness among students and Faculty
Resource Person for NEP 2020 session	Individual	Savitribai Phule Pune University	Resource Person for session
Edu Youth Meet	Institutional	Art of Living Foundation	Student Participation

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

3.4.3

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

Response: 45

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

2022-23	2021-22	2020-21	2019-20	2018-19
10	20	5	6	4

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

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 18

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

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

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

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

Response:

Adequate Infrastructure for Teaching-Learning

Physical facilities are the resources available to support teaching, learning, research, and administrative functions within higher education institutions. IMERT is surrounded with green trees, fresh air and a peaceful environment for having a conducive environment for overall development of a student. IMERT has infrastructure with state-of-the-art facilities which creates an effective teaching- learning ecosystem. IMERT has 2840 sqm infrastructure area. IMERT's infrastructure includes 6 Classrooms, out of which 3 are smart classrooms, well ventilated and equipped with all ICT facilities. Seminar hall/Auditorium, Director Office, 2 Board Rooms and Computer lab are air-conditioned. The Library, Language lab, 2 Tutorial rooms, Office all inclusive, cabin for HOD, Exam control room, adequate Faculty rooms, Placement office Girls' and Boys' common room are equipped with 24X7 Wi-Fi facility for students and staff in the campus.

For differently abled students' special requirements of the infrastructure facilities are made available in the form of ramps at the entrance, lift accesses from the Ground floor to Sixth floor, and also personalized assistance during examination and other events.

ICT- Enabled Facilities

Computer lab is well equipped with 153 updated computers along with 12 laptops to perform curricular as well as co-curricular activities such as; practical sessions for Advanced Excel, Cambridge English language fluency course. A dedicated language lab is established exclusively for students to improvise on their communication skills. All the classrooms have LCD projectors, screens, PCs with 100 MBPS broadband connectivity. Seminar Hall, Boardroom for meetings and conferences are equipped with air conditioning, audio-visual and multimedia facilities. IMERT has a public address system installed and is used as and when required. The broadband internet is helping learners and budding entrepreneurs to gain knowledge Institute has e-resources like Centre for Monitoring Indian Economies-Prowess IQ, EBSCO Information Services, National Digital Library of India (NDLI). All the learning spaces are well furnished and are up-to-date.

MM Trust has established central facility- Foundation for Make it Happen Centre for Invention, Innovation and Incubation (FMCIII) for startup and entrepreneurship development

Facilities for Cultural and Sports

IMERT also has sports ground for Outdoor games: Cricket, Football, Volleyball, Basketball etc. and Indoor games facilities for Table Tennis, Carrom, Chess etc. In addition to this IMERT has Open as well as Covered Gymnasium, Yoga Centre and Open Theatre for cultural activities to ensure holistic development of the students.

Infrastructure Details and Specification

Type of area	AICTE norm (sq.m.)	Actual Area (sq.m.)
Instructional		
Computer Centre	150	150.35
Library & Reading room	100	135.43
Classroom-Tutorial room	462	465.36
Seminar Hall/Auditorium	132	141.12
Administrative		
Principal/Director office	30	40.32
Board Room	20	34.27
Office all inclusive	150	155.70
Amenities		
Boys' common room	75	102
Girls' common room	75	102
Cafeteria	150	150.35
Stationary Store	10	10
Sick room	10	10
Computational Facilities		
Internet Bandwidth	100 MBPS	100 MBPS
No. of PCs and Laptops	60	153+12
Library Facilities		
Volumes	12000	16710
Titles	1250 no.	8315 no.
National Journals	12 no.	150 no.
Reading Room Capacity	90 no.	100 no.
Multi-Media PC	5 no.	10 no.

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

4.1.2

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

Response: 18.51

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

2022-23	2021-22	2020-21	2019-20	2018-19
38.04	1.532	0.118	7.517	32.68

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

4.2 Library as a Learning Resource

4.2.1

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

Response:

At IMERT **Autolib NG** software and **Vmedulife ERP** Integrated Library Management System are implemented for managing library operation efficiently and effectively.

Autolib NG-

During the academic year 2018-19, the institution has installed ILMS System “Autolib NG” which is fully automated with barcode technology. It helps the library to give the fastest service to the user. Autolib NG software is used to track the record of books issued or available in the library.

The Online Public Access Catalog (OPAC) tool is provided to explore library resources. Various search options are available wherein, Users can search the library resources using; Title, Author, Publication, Keywords and Classification number etc.

Vmedulife ERP-

An Integrated Library Management System by Vmedulife helps to shift from manually run to automated libraries, making them more efficient and effective.

Modules of the library management system software:

1. Resource Requisition
2. Report Generation
3. Library Cataloging.
4. OPAC
5. Circulation of Books.
6. Stock Verification
7. Serial Control

For Plagiarism Checking Plagiarism Checker X software is used by the students and faculty members for academic writings.

Subscriptions to e-resources and journals:

Data about subscriptions to e-resources and journals

Sr. No.	Type of Resources	A.Y. 2022-23	A.Y. 2021-22	A.Y. 2020-21	A.Y. 2019-20	A.Y. 2018-19
1)	e-Database	10	8	8	8	9
2)	Digital Library (No. of Computers Available)	11	2	2	2	2
3)	Institutional Membership	1	1	1	1	Nil
4)	Books	16730	16710	16677	16666	16633
5)	Newspaper Subscription for Students	9	4	Covid-19 Pandemic	13	12
6)	E-books	1343	1343	1343	1343	1343
7)	E-Journals	580	240	240	240	240
8)	Printed Journals/ Magazines	4	2	2	24	19
9)	Amount Spent (INR)	6,33,859	13,570	13,570	1,10,070	1,79,780

A separate section is provided for the Digital Library with 11 computers having multimedia facility and reprography facility. Users can access e-Resources viz, DELNET, EBSCO, NDLI, CMIE ProwessIQ, e-PG Pathshala, Shodhganga, Shodhgangotri, J-STOR, Harvard Business Review (Print + Online), Swayam-NPTEL, Project Gutenberg (e-Books websites) etc. Rare Books, Open-Source Books, previous years question papers and syllabus soft copies are made available in the Digital Library.

IMERT have institutional membership with Jayakar Knowledge Resource Centre (JKRC), Sugama Pustakalaya (Open Resources) for Handicapped Students and faculty as well.

Optimal Usage of Library:

The faculty and students make optimal use of library for their teaching learning processes, research and assignments through books, e-journals, e-databases and other materials. Faculty & Students visit regularly to read newspapers, magazines, books, e-books, refer to e-journals for home assignments, summer internship projects and CCE's.

The Reading Hall is used for reading and self-study. The library aims to encourage an increasing number of students, faculty members, and researchers to utilize a variety of library resources. There have been 2256 searches from the EBSCO E-database and 8275 downloads from CMIE ProwessIQ E-Database in A.Y. 2022-23. The Autolib NG software has facilitated total 5031 issue-return transactions.

Average daily users of the library including e-library is about 56 for A.Y. 2022-23 inclusive of Stakeholders of the Institute Viz. Students, Faculty and Staff Members.

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

4.3 IT Infrastructure

4.3.1

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

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

Response:

As MM's IMERT follows all the norms prescribed by AICTE, it has high performance and latest edition of all the IT infrastructure. It is updated on regular basis to meet the institutional requirements. Internet bandwidth is updated from 50 MBPS to 100 MBPS. Marathwada Mitra Mandal Karvenagar Campus has 500 MBPS Internet Leased line from Inspitele Solutions Pvt. Ltd. Out of which IMERT uses 100 MBPS

(1:1). IMERT has upgraded i3 computers with SSD and additional 4 GB RAM to increase the speed of computers.

The details of the IT infrastructure up-dation is as follows

Sr. No.	Particulars/A Y	2018	2019	2020	2021	2022
1	No. of Computers	108	108	108	108	153
2	Laptops	12	12	12	12	12
	Total (1+2)	120	120	120	120	165
					To increase speed of pcs SSD and RAM increased	
3	Printers	11	12	12	12	14
4	Scanners	8	9	9	9	9
5	LCD Projector & Screen	12	12	12	12	12
6	CCTV	24	24	24	24	24
7	Wi -Fi Access Points	7	7	7	7	7
8	Web Cam	0	0	0	0	22
9	Head Phone	0	0	0	0	22
10	Sharp Photocol pier/Xerox Machine	1	1	1	1	2
11	Smart board	3	3	3	3	3
12	Samsung Signage (55")	0	0	0	0	3
13	PA System	0	0	0	0	1
14	JBL Speaker box	0	0	0	0	1
15	Movable Speaker	1	1	1	1	1
16	Collar Mic	0	0	0	0	1
17	Thumb/ESSL Face Recognition Machine	1	1	1	1	1

Computer lab of IMERT is well equipped with all the facilities with broadband connectivity 100 MBPS. For all teaching and non-teaching staff members dedicated personal computer with latest configuration (Intel i5/ i3, SSD, 16 GB RAM/ 8 GB RAM) is provided. As important aspect in the software's all computers at IMERT have windows10 licensed copies of operating systems. In addition to computer lab, a separate language lab is being established at IMERT. It contains headphones and webcams required for practicing the students to improvise on their communication skills.

Wi-fi facility is provided on all floors by installing sufficient number of access points. A central server room located at computer lab, is maintained to look after connectivity of all computers. Switches connect network devices (computers, printers, CCTVs) on a local area network. Secrite End point security antivirus is installed in all the systems to secure the computers from any cyber-attack. Sonic Firewall is used to restrict the access to unwanted sites by students. In order to maintain safe and secured atmosphere in the campus, sufficient number of Surveillance cameras are installed. Face recognition system is used to record the daily attendance of all staff members. ESSL Face Recognition Machine was installed in the year 2020 after COVID-19 which replaced thumb-based attendance system. Faculty members are encouraged to use the multimedia computers to prepare teaching and learning material. ERP is used for most of the processes in the institute.

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

4.3.2

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

Response: 1.74

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

Response: 227

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

4.4 Maintenance of Campus Infrastructure

4.4.1

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

Response: 35.25

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

2022-23	2021-22	2020-21	2019-20	2018-19
62.897	19.560	13.951	30.710	25.065

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

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

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

Response: 77.78

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

2022-23	2021-22	2020-21	2019-20	2018-19
305	299	270	253	196

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.1.2

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

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

Response: A. All of the above

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

5.1.3

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

Response: 54.79

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

2022-23	2021-22	2020-21	2019-20	2018-19
256	208	333	121	14

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

5.1.4

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

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

Response: A. All of the above

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

5.2 Student Progression

5.2.1

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

Response: 65.83

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

2022-23	2021-22	2020-21	2019-20	2018-19
122	102	91	73	82

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

2022-23	2021-22	2020-21	2019-20	2018-19
150	116	146	156	146

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

5.2.2

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

Response: 0.41

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

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

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

5.3 Student Participation and Activities

5.3.1

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

Response: 7

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

2022-23	2021-22	2020-21	2019-20	2018-19
5	1	0	0	1

File Description

Document

Upload supporting document

[View Document](#)

list and links to e-copies of award letters and certificates

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.3.2

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

Response: 12.2

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

2022-23	2021-22	2020-21	2019-20	2018-19
18	17	7	8	11

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

5.4 Alumni Engagement

5.4.1

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

Response:

"Alumni are the living embodiment of the transformative power of education, carrying forward the legacy of their alma mater with pride, purpose, and a commitment to making a difference."

Introduction:

Marathwada Mitra Mandal's Institute of Management Education Research and Training, Pune established in 1994, has produced a number of prominent alumni. These alumni are well known in their respective fields i.e., Banking and Insurance, Education, NBFC, Sports, Agriculture, Business and Industry.

Alumni Association:

MM'S IMERT Alumni Association works for the overall development of students as well as the institution. It contributes to the development of the institute not just financially, but in terms of academic planning, placements of students, career guidance and technological guidance. The 'Alumni Association' has a Registration no. MAHA. /1202/2016/Pune and it is registered w.e.f. 25th July 2016. Our Alumni Association plays a supporting role in the overall development of the institute.

Financial Contribution:

The financial contribution by alumni to the alumni funds has crossed Rs. 2 Lakh in the current financial year. Outgoing batch students register themselves as Alumni via alumni portal <https://alumni.mmimert.edu.in/available> on the institute website. Alumnus are keen for the development of the institution and supports financially through donations and non-financial support for co-curricular and extra-curricular activities.

Non-Financial Contribution:

MM's IMERT alumni association formally organises Alumni Meet every-year, however alumni's whenever visit to Pune and come to institute interacts with the teaching and non-teaching staff; also, they interact with the current batch students and guide them for studies, internships and placements etc. During the alumni meet alumni cherish their memories with their batch mates and share their enrich experiences with students and staff. These insights on current industry trends helps in identifying the

curriculum gaps and these alumni’s brainstorm and strategize to bridge them in the best possible way.

Alumni members were invited during the induction programme, for guest lectures to deliver the talk on the recent trends in industry, this interaction helps students to seek one to one guidance for their queries. During the interaction subject matter experts viz, alumni clears the concepts in the minds of the upcoming batch of students with the help of practical examples. Such discussions on career counselling help students to identify the areas of improvement to develop the expertise and professional development at the commencement of their MBA.

Alumni actively contributed in the internal viva-voce for summer internship projects and shared their rich experience and expertise which substantially improved the quality of the summer internship project reports. Alumni were called for the guidance for specialization choice guidance programme, wherein they shared their insights about the opportunity and challenges of their respective specialization and job profile related to specialization. Alumni share their feedback and view about the Institute and its practices by taking active part in the Alumni Survey. Alumni members helped the institute for onboarding their organizations for summer internship placements, final placements and Industry Visits. They also recommend their references for the admission. This referral clearly highlights the confidence of the alumni on their alma-mater.

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

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

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

Response:

Institutional governance and leadership are vital elements guiding an organization towards fulfilling its vision and mission by aligning all activities with its predominant goals.

Marathwada Mitra Mandal Trust's Motto: Welfare of Masses

IMERT Vision: IMERT endeavours to be the institute of preference for quality management education.

IMERT Mission: Our mission is to impart professional management education by providing a conducive environment to every individual to evolve as an effective management professional, entrepreneur and a responsible citizen.

Following are the details on how governance and leadership plays a crucial role in achieving its Vision and Mission:

Governance Structure shown in organogram viz. Executive Council / Governing Body, College Development Committee, Internal Quality Assurance Cell ensure that decisions and strategies are in line with the institute's vision and mission. Leaders within the institution, viz Director, HOD, Deputy Director Placement Cell, Head PGRC transforms decisions and strategies into actionable plans.

Through decentralization and participative management, action plans are implemented with active involvement from stakeholders. This is facilitated by statutory and non-statutory committees.

IQAC drafts perspective plan through in-depth planning and inputs from important stakeholders

Highlights of perspective plan:

- **Empowerment of IQAC for Quality Assurance**
- **Implementation NEP 2020**
- **Holistic Development of Student**
- **Employability Enhancement**
- **Nurturing an Entrepreneurial Environment**
- **Enhanced Engagement with Alumni and Industry Partnerships**
- **Research & Consultancy for Knowledge Dissemination**
- **Active Engagement in Extension & Outreach**
- **Accreditation for Self-Sustenance**

• **Media & Branding for Enhanced Visibility**

Initiatives which reflect that the governing structure is striving hard towards achieving vision and mission -

1. Institute has recently hosted Western Region Round Table Conference for Deans and Directors in Association with AIMS on the topic Potential Impact of **NEP-2020** on Management Education to bring more clarity for its NEP implementation.
2. To facilitate **conducive environment** institute provides state-of-the art IT infrastructure, ICT tools, physical facilities, library resources and e-resources which facilitate efficient teaching and learning
3. Institute carries out activities to make our students efficient **management professionals** through three week MBA Induction Program, skill development, Ebek Language Laboratory Pvt. Ltd., authorized training partner Cambridge University Press and Assessment India Pvt. Ltd., Harvard Business School Publishing, ECIT training division of IIT Kanpur, corporate and academic MoU's, assessment of AMCAT by SHL , Industry Conclave, and research and publication etc.
4. To promote **entrepreneurship**, the institute collaborates with the Foundation for Make it Happen Centre for Invention, Innovation, and Incubation (FMCIII) and Institute Innovation Council (IIC) that encourages entrepreneurship among students by organizing programs focused on innovation and the startup ecosystem.
5. To mould our students to be **responsible citizens** institute undertakes proactive measures to support environmental sustainability and contribution to United Nations Sustainable Development Goals (SDG) such as Tree Plantation and Conservation Drives - NELDA Foundation in association with Deshpree Group and extension and outreach activities like Unnat Bharat Abhiyan, NGO Visits and awareness of Universal Human value.

Institutional initiatives and practices are guided by the short-term academic plan for the current year and a long-term perspective plan. These plans help the institution navigate challenges and opportunities in the educational landscape.

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

6.2 Strategy Development and Deployment

6.2.1

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

Response:

The institute's perspective plan, which is in line with its vision and mission, is visible by forward-thinking approach, dynamic leadership, decentralized and participative management.

The apex body administering Marathwada Mitra Mandal's set of institutions is the Executive Committee (EC) / Governing Body (GB). To support institutional progress College Development Committee (CDC) and Internal Quality Assurance Cell (IQAC) follow EC/GB. The Director, being the institutional head, carries out administration and management through well constituted statutory committees formulated as per the guidelines prescribed by the apex bodies such as All India Council for Technical Education, University Grants Commission, Ministry of Education, Directorate of Technical Education, Savitribai Phule Pune University etc and non- statutory committees formed as per the task requirement. The committee members adhere to the policy document and revise the same if required on time-to-time basis.

IQAC prepares the perspective plan after taking the suggestions and views of all the stakeholders considering the trust motto, institute's vision, mission, strengths, weaknesses, opportunities and challenges.

On the basis of the Perspective Plan, the annual plan is prepared covering the highlights of the year. Director, Head of Department, IQAC team along with various committees plan their activities which is reflected in the form of Academic Calendar for the respective year.

Major Highlights of the Perspective Plan and deployment initiatives

- Empowerment of IQAC for Quality Assurance
- Implementation NEP 2020
- Holistic Development of Students
- Employability Enhancement
- Nurturing an Entrepreneurial Environment
- Enhanced Engagement with Alumni and Industry Partnerships
- Research & Consultancy for Knowledge Dissemination
- Active Engagement in Extension & Outreach
- Accreditation for Self-Sustenance
- Media & Branding for Enhanced Visibility

Evidences of deployment –

1. Implementation of NEP 2020 is reflected through institute NEP cell, participation of faculties in NEP 2020 programs and hosting of Western Region Round Table Conference for Deans and Directors in Association with AIMS on the topic Potential Impact of **NEP 2020** on Management Education.
2. For holistic development of students, activities like yoga, Cyber Security and Universal Human Values etc are conducted.
3. For employability enhancement institute has MOUs with Ebek Language Laboratory Pvt. Ltd., Harvard Business School Publishing. Institute also conducts training programs like ECIT training division of IIT Kanpur, assessment test of AMCAT by SHL etc.
4. To promote **entrepreneurship**, the institute collaborates with the Foundation for Make it Happen Centre for Invention, Innovation, and Incubation (FMCIII) and Institute Innovation Council (IIC) that organize programs focused on innovation and start-up ecosystem.
5. Alumni plays a very important role in guiding students for their professional development and

also contributes towards students' placements. MM's IMERT has a strong industry connect which is reflected in events like industry conclave, industrial visits, association with MCCIA, NIPM etc.

6. Faculties has enriched skills by having patents, publication in National and International conference, UGC care listed Journals and Scopus. The institute is encouraging consultancy services.

7. Institute undertakes proactive measures to support environmental sustainability through NELDA Tree Plantation and Conservation Drives, extension and outreach activities like Unnat Bharat Abhiyan, NGO Visits and Commodity Derivative Awareness Program for farmers in association with SEBI.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2

Institution implements e-governance in its operations

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

Response: A. All of the above

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

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Performance Management System – Marathwada Mitra Mandal's Institute of Management education Research and Training has adopted Performance Management System over performance Appraisal which periodically reviews staff job performance either annually or bi-annually.

It starts with performance planning wherein performance goals are set and Key Performance Indicators (KPIs) are developed and communicated to staff. Then performance implementation and monitoring are done where required support is extended to the staff and corrective measures are taken if required. Performance evaluation is done and counselling regarding the lacunas (if any) is carried out and self-development initiatives for performance improvement are carried out. And the process continues with performance implementation and monitoring.

360 Degree Appraisal - The institute follows a comprehensive 360° Performance Appraisal System, employing a meticulously crafted Performance Appraisal Form. This system adheres to the guidelines outlined in the Gazette published by AICTE on March 1, 2019. The Performance Appraisal process occurs annually for both teaching and non-teaching staff members based on the following parameters –

Following are the parameters and norms for 360 ° Performance for Faculty members –

1. Student feedback
2. Teaching-learning process
3. Departmental activities
4. Institute level activities
5. Research contribution
6. Contribution to society.

Following are the parameters and norms for 360 ° Performance for Non-Teaching Staff:

1. Attendance during the Assessment year
2. Knowledge of Work
3. Quality of Work

4. Communication
5. Supervisory Ability
6. Initiative & Cooperation
7. Interpersonal Relations.
8. Honesty
9. Character / Behaviour
10. Wilful Worker
12. General Intelligence
13. Perform Duties Independently

Staff Welfare Measures: The institute prioritizes the health, safety, and well-being of its staff through a comprehensive range of financial and non-financial welfare measures.

- **Financial Measures** like General Insurance, Accident Policy, Corona Kavach Policy, Loan Facility from Marathwada Mitra Mandal's Employees Credit Co-operative Society, Provident Fund, Gratuity, Financial support of Rs. 20,000/- for teaching staff and Rs. 10,000/- for non-teaching staff for self-development
- **Non-Financial Measures** like felicitation of meritorious staff members and their children, Sponsored in-house development programs, refreshments, Casual leaves, Medical leaves, Birthday leave, Study leave/on-duty leave, Wedding leave, Maternity leave, Special leave in case of parental death, Compensatory leave

Career Development and Progression: The institute offers numerous opportunities for staff to advance their careers through various support mechanisms. These includes financial assistance for higher studies and certifications, Participation in professional events, FDPs (Faculty Development Programs), and training sessions, Association with professional bodies, Support for research and publication activities etc.

These initiatives aid in staff development and significantly enhance their career progression, leading to promotions, increments, and salary hikes.

All these measures are in line with the Marathwada Mitra Mandal trust's motto – **“Welfare of Masses”** which helps in staff wellbeing and retention.

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

6.3.2

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

Response: 51.19

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

2022-23	2021-22	2020-21	2019-20	2018-19
12	13	1	8	9

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

6.3.3

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

Response: 38.99

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

2022-23	2021-22	2020-21	2019-20	2018-19
16	13	13	12	8

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

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

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

6.4 Financial Management and Resource Mobilization

6.4.1

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

Response:

Strategies for mobilization and optimal utilization of resources :

Institute focuses on mobilization and optimal utilization of three resources viz – Human Resources, Physical Infrastructure and IT resources and Financial resources.

Human resources - All Teaching and Nonteaching staff members are assigned with their respective portfolios. Institute has a well-defined and implemented Staff and Students Welfare and Development policy which offers several significant benefits, which contribute to the overall growth, effectiveness and

success of the institution.

Physical Infrastructure and IT Resources - State of art infrastructure of the institute that comprises of Physical infrastructure and IT resources are mobilized and optimally utilized by adhering to Physical Infrastructure Augmentation, Development and Maintenance policy and Information Communication Technology (ICT) policy.

Financial resources- To ensure mobilization and optimal utilization of financial resources, institute has a set process.

1. Budgets are prepared and sent to the Hon. Management Representatives or the Director as the case may be for their approval.
2. After the approval the activity planned and conducted.
3. Claims are settled.
4. Internal and external audits are conducted to provide insights into the effectiveness of internal controls, financial reporting and compliance with laws and regulations.
5. Auditors are appointed by the MM's Trust and keeping the different auditors for the internal and external audit gives more detailed insights about the best practices to follow in accounting.
6. Financial resources are utilized towards staff salaries, infrastructure development, events and activities, purchase of library resources, staff and student welfare and development and other operational expenses.

Funds Generation and utilization –

- 1.The institute generates funds through student fees, scholarships funded by the government of Maharashtra, and free-ships, consultancy services, registration of alumni, Ph.D. fees.
- 2.Funds are also received from the Directorate of Technical Education (DTE) to operate its Facilitation Centre during the admission process, and Savitribai Phule Pune University (SPPU) to conduct Summer Internship Project Viva-Voce and university examinations.
- 3 MM's IMERT received funds from Unnat Bharat Abhiyan and SEBI's Commodity Derivatives Awareness Program, was successfully mobilized and utilized for institutional growth and development."

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

6.5 Internal Quality Assurance System

6.5.1

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

Response:

Quality Assurance Strategies and Processes

The IQAC plays a vital role in institutionalizing quality assurance strategies and processes, significantly contributing to the development of students, staff, the institution, and society, aligning with the Vision and Mission. IQAC meetings are held quarterly, with detailed agendas circulated for comprehensive discussions. Actions based on meeting resolutions are implemented to enhance quality.

Review of Teaching-Learning Process, Structure & Methodologies of operation.

IMERT systematically reviews teaching-learning processes by conducting audits twice per semester. The mid-semester audit includes classroom visits and student feedback collection, followed by counseling sessions to address improvement areas. At semester end, feedback is gathered via Google Forms, and faculty performance is assessed. Google Classrooms and course files are reviewed, and revision classes and Remedial sessions are organized before university exams.

Strategies are developed to enhance operational structures and methodologies, involving changes in teaching methodologies, faculty development, infrastructure improvement, and student support services. Internal Audit are conducted biannually and Academic and Administrative Audit is conducted by external experts.

learning outcomes at periodic intervals and records the incremental improvement in various activities:-

Academic

- The institute has increased certification offerings, accumulating 34 certificates over five years, and introduced dual specializations, including major and minor options.

Teaching-Learning

- Teaching is a priority, with a three-week induction program incorporating foundation courses like accounting, communication, and MS Office.
- A mentoring card is maintained to track and measure student progress.
- A summer internship card tracks students' project progress.
- Workshops on Goods and Services Tax (GST), Income Tax Returns (ITR), cyber security, etc., bridge the gap between academia and industry.

Placement

- The institute has increased paid internships, placement drives, and placements with high packages.

Research and Development

- Financial support for staff and students has increased publications, certifications, and participation in faculty development programs.

Strategic Associations

- IMERT collaborates with esteemed institutions like Ebek, Harvard Business School Publishing, AIMS, NIPM, Electronic & ICT Training Academy by IIT Kanpur, FUEL, and NHRD, offering diverse and enriching learning experiences, including English proficiency and specialized youth empowerment courses.
- IMERT emphasizes experiential learning and community engagement, actively involving students in extension and outreach activities.

Recognitions and Social Impact

- IMERT's commitment to excellence is acknowledged through numerous accolades and recognitions. Participation in projects like Unnat Bharat Abhiyan and the Commodity Derivatives Awareness Program for farmers, sponsored by SEBI, has earned commendation from stakeholders.
- IMERT received the Skill Development Award from the WORLD HRD Congress.
- The "Climekare" initiative, recognizing efforts in reducing CO2 emissions, earned a Carbon OFFSET certificate.
- IMERT remains committed to forward-thinking initiatives like organizing national-level workshops on the impact of NEP 2020 on management education and UN-SDG, and hosting mass tree plantation events, ensuring programs align with evolving societal needs.

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

6.5.2

Quality assurance initiatives of the institution include:

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

such as NAAC, NBA etc.

Response: A. Any 4 or more of the above

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

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

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

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

Response:

Gender equity refers to the principle of fairness and justice in the distribution of resources, opportunities, and responsibilities among all genders. With this view towards gender equity, Marathwada Mitra Mandal's (MM) IMERT has established Equal Opportunity Cell to promote Gender Equity by implementing various programs designed to ensure a safe, inclusive, and supportive environment for all stakeholders irrespective of their gender.

Key initiatives undertaken by IMERT:

1. Curriculum

There is a provision in the curriculum regarding POSH Act awareness in the course 206 HRM, Employee Relations and Labour Legislation, and 413FIN Rural and Microfinance; knowledge related to gender equity, women empowerment, Microfinance & Women etc. topics are covered.

2. Infrastructure, Safety Measures and facilities for Women on Campus.

1. Separate In-Campus Hostels: MM's IMERT provides separate in-campus hostels for boys and girls, ensuring a secure living environment.
2. Safety Measures: 263 CCTV cameras are installed throughout the campus, including classrooms, to maintain a safe environment. For all outdoor and outstation activities, students are accompanied by both male and female staff members. On the campus, female and male (24 hours a day) security guards are on duty on all days of the week.
3. Common Rooms: There are designated common rooms for both boys and girls. The Girls' Common Room is 75 square meters and includes an attached toilet facility, a sanitary napkin vending machine, disposal bin and incineration machine.
4. Self-Defence Sessions: During induction, IMERT organizes self-defence sessions to empower students with skills to protect themselves.
5. Provision of separate toilets for men, women and physically challenged persons.
6. Women Helpline Number 1097 (Government Support) for 24X7 support. Number 8788173776 is provided by IMERT.

3. Statutory Bodies and Committees

1. Internal Complaints Committee (ICC) is established to address grievances related to sexual

harassments and related issues.

2. Anti-Ragging Committee to ensure a ragging-free campus environment.
3. Grievance Cell to handle and resolve student grievances.
4. Equal Opportunity Cell for ensuring equal opportunities for all students & staff, regardless of their gender.

4. Awareness and Training Programs:

1. IMERT conducts sessions on the Prevention of Sexual Harassment (POSH) at the workplace to educate and sensitize students and staff about gender-related issues.
2. Regular counselling and mentoring sessions are conducted to support students and staff of all genders.
3. Equal Representation: Both boys and girls are equally represented in the Student's Council, ensuring balanced participation in decision-making processes.

5. Gender Equity Promotion Programs:

MM's IMERT organizes several programs focused on promoting gender equity, including International Women's Day celebration, Session on Law Cases, Orientation on "Prevention of Sexual Harassment" at Workplace

6. Gender Audit:

Institute also conduct gender audit to understand the gender-composition to plan various activities catering the need of all genders.

MM's IMERT's commitment to gender equity is reflected in its comprehensive approach, encompassing curriculum, infrastructure, safety measures, statutory bodies, awareness programs, and active participation in gender equity promotion activities, contributing significantly to creating a balanced and supportive environment and increased participation in these gender equity initiatives by all members of the IMERT community.

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

7.1.2

The Institution has facilities and initiatives for

1. Alternate sources of energy and energy conservation measures
2. Management of the various types of degradable and nondegradable waste
3. Water conservation
4. Green campus initiatives

5.Disabled-friendly, barrier free environment

Response: A. 4 or All of the above

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

7.1.3

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

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

Response: A. All of the above

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

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

IMERT fosters inclusiveness of diverse cultures, regions, languages, and socioeconomic backgrounds by creating an environment of tolerance and harmony through various activities and celebrations and adhering to statutory norms set by the government. Marathwada Mitra Mandal (MM) is dedicated to the welfare of the masses through their motto "Yethe Bahutanche Hit" (Welfare of Masses) which ensures students of diverse cultures, regions, languages, and socioeconomic backgrounds have access to education and career opportunities.

Key Activities and Initiatives:

1. Celebrations for Awareness and Inclusivity:

- **International Women's Day:** is a global day celebrated each year to highlight gender equality and the social, economic, cultural, and political achievements of women globally. Different activities are conducted each year to commemorate the occasion. In the academic year 2022-2023, fitness expert Mr. Vikram Mehendale conducted a session on mental & physical well-being for women on the occasion of International Women Day.
- **Mahatma Gandhi Jayanti and Marathi Bhasha Gaurav Din:** Celebrated to promote tolerance, inclusiveness, harmony, and linguistic diversity.

2. Committees and Cells:

- **SC/ST Committee and Equal Opportunity Cell:** Established as per statutory norms to ensure representation and equal opportunities for all students irrespective of their religion, caste, gender etc.

3. Inclusive Admission and Staffing:

- **Admissions:** Governed by the State Common Entrance Test (CET) cell under the Directorate of Technical Education (DTE), Maharashtra, ensuring participation of candidates from economically and statutorily defined backward categories.
- **Teaching Staff:** Appointed following government guidelines to ensure inclusiveness of various caste and cultural backgrounds.

4. Community Engagement:

- **Visits to Old Age Homes and Orphanages:** IMERT has a practice of visiting old age homes and orphanages. Faculty members along with student volunteers visit orphanages and engage with the children there by playing games and involving them in various activities. Donations in cash or kind are also made during such visits. These visits are organized to sensitize students about socioeconomic diversities and bring about inclusiveness.

5. Celebrations of National Days:

- **Independence Day and Republic Day:** Celebrated to remind students of the selfless contribution of diverse communities that came together for a common goal of an independent nation and the principles of a secular, socialist, and democratic republic. In the academic year 2022-2023, as part of the 75th year of Independence, the Institute also participated in the Har Ghar Tiranga campaign under the aegis of Azadi ka Amrit Mahotsav.
- **Constitution Day:** Celebrated to honour and remember the efforts of people involved in the freedom struggle of India and the contributions made by personalities like Dr. B.R. Ambedkar in framing an inclusive constitution. In the academic year 2022-2023, the Constitution Day was celebrated with activities like reading the preamble of the Constitution.
- **National Voters Day:** Celebrated to instil the importance of participating in the democratic process of voting.

These activities and celebrations are pivotal in sensitizing students and staff to the inclusiveness of cultures, regions, languages, community and people from diverse socioeconomic backgrounds and to their constitutional values, resulting in an inclusive environment and constitutionally responsible citizens.

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

7.2 Best Practices

7.2.1

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

Response:

Best Practice No. 1: Title of the Practice: Contributing to Environmental Sustainability and Welfare of Masses

Objectives of the Practice:

1. To foster a culture of social responsibility among students and faculty.
2. To engage in activities that contribute positively to the community and environment.
3. To promote ethical behaviour and sustainable practices within the institute.

The Context:

Environmental Sustainability and Welfare of Masses refers to the commitment of our educational institution to contribute positively to the society and the environment. It involves integration of social

and environmental issues into their operations and interactions with stakeholders, beyond their core educational requirements.

Marathwada Mitra Mandal (MM) is dedicated to the welfare of the masses through their motto "Yethe Bahutanche Hit" (Welfare of Masses). This commitment involves ensuring that financially disadvantaged students, have access to education and career opportunities.

The Practice:

1. Environmental Sustainability:

- IMERT in association with Climekare Sustainability Private Limited carried out the carbon audit for the year 2023 and got a Carbon Footprint done for its institute. IMERT is a pioneer organisation in India to get a Carbon Offset Certificate.
- Tree Plantation by Green Cell in association with NELDA Foundation.
- Environment Awareness Programs

2. Student Support:

- Institute Level fee concessions to economically weaker students
- Marathwada Mitra Mandal (MM) and IMERT's comprehensive support ecosystem:
 - Need-based fee concession
 - Affordable hostel accommodation
 - Assistance in career development

3. Community Outreach Programs:

- Unnat Bharat Abhiyan for rural development
- SEBI Commodity Derivative Awareness program
- NGO visits to 'Late Babanrao A. Paigude Pratishthan's Sevadham' and Shambhu Pratishthan
- Blood Donation Camp
- Social Appeal about Farmer Producer Organizations (FPOs)

4. Ethical Education and Cultural Awareness:

- Edu Youth Meet by Art of Living
- 'Nothing Like Voting, I Vote for Sure'

5. Health and Wellness Initiatives:

- Women Empowerment Workshop
- Yoga For Vasudhaiva Kutumbakam
- Sahaj Yoga Workshop

Evidence of Success:

The success of our institute's environmental and social responsibility initiatives is evident from Certificates received by IMERT from various organisations.

- 1) Carbon offset Certificate from Climekare Sustainability Private Limited
- 2) Certificate from the Ministry of Information and Broadcasting, GOI for participation and promotion of World Environment Day.
- 3) Certificates of Appreciation from NELDA Foundation
- 4) Appreciation Letters under Unnat Bharat Abhiyan for rural development
- 5) Appreciation for Commodity Derivatives Awareness Program for farmers sponsored by Security Exchange Board of India.

Problems Encountered and Resources Required:

- **Challenges:** Ensuring sustained participation and enthusiasm among students and faculty, overcoming logistical challenges in organizing large-scale events, and securing adequate funding for initiatives.
- **Resources Required:** Dedicated staff for coordination, financial support for projects, partnerships with local authorities and NGOs, and continuous support from institutional leadership.

Additional Information:

Our institute is committed to expanding its Environmental and Social responsibility efforts, continually seeking innovative ways to contribute positively to society and inspire future generations of responsible leaders.

Through these 'Environmental Sustainability and Welfare of Masses' initiatives, we aim to create a lasting impact not only on our students but also on the broader community, fostering a sense of civic duty and ethical leadership.

7.2.1 Best Practice 2: Title of the Practice: Employability Enhancement through Skill Development Initiatives

Objectives of the Practice:

1. To generate awareness of Employability Skills.
2. To create Networking Opportunities.
3. To conduct Placement Training.
4. To offer Value added certifications for Employability enhancement.
5. To introduce standardized Employability Assessment tests

The Context:

In today's competitive job market, possessing an MBA degree alone is not sufficient for securing employment. Employers seek candidates with a blend of technical / domain expertise and soft skills. Recognizing this, MM's IMERT has implemented skill development initiatives aimed at bridging the gap between academic learning and industry expectations and to enhance student employability and

prepare them for successful careers.

The Practice:

Awareness of Employability Skills: Sessions on Employability Skill awareness, MBA as Career ahead, Entrepreneurship as a career for MBAs, Personal grooming and Netiquettes soft skills training.

Creating Networking Opportunities: IMERT creates networking opportunities for students through guest lectures by industry experts and workshops, industry conclave, alumni meet and interaction, industry visits, participation of students in external events.

Placement Trainings: Dedicated Placement training calendar is prepared for MBA I and MBA II students by rigorous efforts and inputs shared by placement cell, faculty members, industry experts and understanding training needs of existing students.

Value added certifications: Encourage students to pursue relevant certifications and online courses, such as EICT- IIT Kanpur for MS Office, MOOCs on SWAYAM -NPTEL through local chapter, Cambridge English Language Fluency training.

Employability Assessment tests: Assessment tests by First Naukri, AMCAT (Aspiring Mind Computer Adaptive Test), AICTE -PARAKH , and Domain Tests were conducted.

By integrating these initiatives into curricular and co-curricular activities, IMERT aims to ensure that our students are well-prepared to meet the demands of the modern workforce and achieve their career aspirations.

Evidence of Success:

The success of these initiatives is evident through our improved placement records. Also, the receipt of awards and accolades such as:

- Skill Development Leadership Award to IMERT on 15th - February, 2024 at Taj Lands' End, Mumbai, by World HRD Congress
- Certificate of Association to IMERT for being a valued partner of SHL – AMCAT
- Recognition by FUEL (Friends Union for Energising Lives)
- Appreciation by Rubicon Skill Development Pvt. Ltd. to I/C Director and Training and Placement Officer (TPO)
- Award for Exemplary Contribution in Creating A Sustainable Employee Experience awarded at the hands of Pro-VC SPPU to IMERT's TPO

Problems Encountered and Resources Required:

Challenges:

- Ensuring consistent student participation in skill development activities.
- Balancing academic curriculum with additional skill development sessions.
- Keeping the training programs up-to-date with the latest industry trends and demands.

• Resources Required:

- Experienced trainers and industry experts for conducting sessions.
- Collaboration with companies and professional organizations for internships and guest lectures.
- Access to online learning platforms for certifications and additional courses.
- Infrastructure for hosting workshops, seminars, and networking events.

Additional Information:

IMERT continually seeks to improve its skill development initiatives by incorporating feedback from students and industry partners. By fostering a culture of continuous learning and adaptability, the Institute ensures that its students are well-equipped to meet the dynamic needs of the modern workforce.

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

7.3 Institutional Distinctiveness

7.3.1

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

Response:

Start-up and Entrepreneurship Promotion Initiative

The Marathwada Mitra Mandal’s Institute of Management Education Research and Training (IMERT) is committed to fostering a culture of innovation and entrepreneurship through its distinctive Start-up and Entrepreneurship Promotion Initiative. This initiative aims to train and support budding entrepreneurs and nurture start-up ventures, contributing significantly to economic development and job creation.

In 2018, the Marathwada Mitra Mandal (MM) Trust, in collaboration with Tata Technologies Ltd (TTL) and Science and Technology Park (STP), Pune, established the Foundation for MAKEITHAPPEN Center for Invention, Innovation, and Incubation (FMCIII). This center, a Section 8 non-profit company registered under the Ministry of Corporate Affairs (MCA) with 80G and 12A certifications, is located at the MM’s Karve Nagar campus in Pune. FMCIII serves as a significant innovation hub, featuring a 12,000 sq. feet creatively designed workspace that provides an integrated ecosystem to support entrepreneurship.

FMCIII collaborates with the Department for Promotion of Industry and Internal Trade (DPIIT) under the Ministry of Commerce and Industry to enhance entrepreneurial activities. The center is a pivotal

resource for MM Trust's institutions, particularly benefiting IMERT. Through this partnership between IMERT and FMCIII, comprehensive support is provided for research and start-up promotional activities.

Being in the same campus MM's IMERT staff and students have been consistently actively contributing to FMCIII through their Entrepreneurship Cell (ED Cell) and later Institute Innovation Council (IIC). The major areas of active contribution are start-up promotion activities such as Fund Raising, National Start-Up Day, Business Model Canvas, National Entrepreneurship Challenge, Business Plan Pitching Competition, IPR Awareness Programs, Consultancy, Entrepreneurship Training etc. and related administrative support. The initiative also assists start-ups in applying for seed funds which are instrumental in promoting start-ups and fostering an entrepreneurial culture within the ecosystem.

Salient Features and Activities of FMCIII:

- 1. Investment and Infrastructure:** FMCIII has an investment of over Rs. 30 Crores, with Rs. 16.5 Crores in kind donated by Tata Technologies Limited, including manufacturing facilities, high-end software packages, hardware kits, and display units.
- 2. Research Facilities:** The center provides advanced research facilities for industry and individuals.
- 3. Industry-Specific Training:** It offers high-end and industry-specific training designed and delivered by TTL and other industry partners.
- 4. Incubation Support:** FMCIII serves as a plug-and-play start-up incubator with overall support, including seed funding, with a capacity to incubate 50+ industries simultaneously.
- 5. Mentorship:** The center provides strong mentorship for inventors and entrepreneurs, supported by experts from TTL and STP.
- 6. Incubation Space:** FMCIII offers customized and ready incubation spaces, individual cabins, separate workspaces for assembly and manufacturing units, and other facilities like seminar halls, conference rooms, and video conferencing rooms.
- 7. IPR and Technology Management:** Support is provided for IPR and technology management, including patents, copyrights, and design registration, along with commercialization assistance.
- 8. Funding Access:** Mechanisms are in place to help start-ups access various forms of capital, such as seed money, angel investment, venture capital, and private equity funding.

FMCIII specialized sub-centers :

- 1. Advanced Technology R&D Center:** Equipped with high-end workstations and industry-grade software packages to develop advanced technological solutions.
- 2. Advanced Manufacturing Center:** Features essential equipment for manufacturing and prototyping, including 3D printers, industrial robotic cells, and precision machining tools.
- 3. Domain Exploration Center:** Focuses on domain-specific exploration with practical models and kits, including a complete Electric Vehicle (EV) kit and various display units.
- 4. Incubation Center:** Provides comprehensive support for start-ups, including access to a prototyping lab, incubation spaces, mentorship programs, and peer networking opportunities.

Institute Innovation Council (IIC):

To promote entrepreneurship, MM's IMERT has also formed the Institute Innovation Council

(IIC) in the A.Y. 2022-23 as per the guidelines laid down by Ministry of Education, New Delhi. The Ministry of Education, Government of India has established 'MOE's Innovation Cell' with the mandate to work closely with Higher Education Institutions (HEIs) to encourage the creative energy of the student population to work on new ideas and innovation and promote them to create start-ups and entrepreneurial ventures. MM's IMERT's Institute Innovation Council (IIC) in alignment with the aims of the 'MOE's Innovation Cell'(MIC) has the following functions:

1. To conduct programs on entrepreneurship and innovation
2. To follow MIC IIC's academic calendar.
3. To encourage entrepreneurs and start-ups in the Institute.

IMERT's IIC conducts various programs to promote entrepreneurship and innovation, notable activities include:

1. **National Start-Up Day:** Organized on 16th January 2023, in association with FMCIII, featuring start-up awards, poster presentations, and business idea competitions. Some start-ups from FMCIII were rewarded for their growth and progress after joining FMCIII; some of them expressed their views on their entrepreneurial journey. Participation in such events such as Business idea presentations give students an opportunity to learn various aspects related to a business such as revenue model, return on investment etc. Presentation skills of students are also fine-tuned due to the exposure received in such events.
2. **Workshops and Training:** Sessions on IPR & IP Start-up Management, business model canvas, and other entrepreneurial training programs. Entrepreneurial stories are shared by entrepreneurs during induction programs to inspire and inculcate an entrepreneurial spirit among students.

Outcome and Benefits of Institutional Distinctiveness:

1. FMCIII has supported 65+ start-ups till date. Right now, 43 start-ups are in incubation.
2. Rs.1 Cr sanctioned from the Start-up India Seed Funding Scheme (SISFS).
3. Rs. 11 lakhs received from a non-governmental organizations CSR funds for R&D project.
4. IMERT offered consultancy services to C-Centric Learning Edge Pvt. Ltd. for Campus to Industry Placement Training Program 2023 for Engineering students.
5. IMERT offered consultancy services to Pinakin Fasteners for support for Implementation of Leadership Training Program.
6. Design Training and Implementation Support to Entrepreneur Institute of Foreign Trade (EIFT).
7. Planning to launch Start-up Genesis Program for budding Entrepreneurs.

Through these concerted efforts, IMERT stands out as a beacon of innovation and entrepreneurship, significantly contributing to making job creators, not just job seekers

File Description	Document
Any other relevant information	View Document
Appropriate web in the Institutional website	View Document

5. CONCLUSION

Additional Information :

1. Marathwada Mitra Mandal's Institute of Management Education Research and Training (MM's IMERT) is centrally located at Karve Nagar, Pune City, which is known as the Oxford of the East and the city of knowledge which is internationally acclaimed for its educational traditions and cultural heritage.
2. Savitribai Phule Pune University, one of the premier universities in India which appeared in QS World University Ranking 2025. The university houses 46 academic departments, about 307 recognized research institutes and 612 affiliated colleges.
3. **The foundation of Marathwada Mitra Mandal, Pune** was laid in 1967 by Hon. Late Shri. Shankarraoji Chavan, Former Home Minister, Govt. of India as the 'Founder President' through the inspiration of socially and educationally charged personalities, with the motto "???? ????????" (**Welfare of Masses**)
4. At present Marathwada Mitra Mandal is a pivot of educational organizations which include Colleges, Centers, Hostel and Schools which have been imparting excellent education for 55+ years.
5. Marathwada Mitra Mandal's Mission is 'To impart quality education for Professional Excellence and sustainable development through continual improvement and team work.'
6. Thus, in true sense Marathwada Mitra Mandal is providing education from UG to PG & Ph.D. where a dedicated team of 700+ faculty members are involved in providing quality education to more than 18000+ students.
7. IMERT is proud about its team of highly dedicated teaching staff who is actively contributing for examination and assessment related work, as a panel member for summer internship project viva-voce, member of board of studies and member academic and administrative body of affiliating university in addition to their regular workload.
8. IMERT is an ideal place for management education with the right blend of curricular, co-curricular and extra-curricular inputs and activities, giving the opportunity to students to blossom and bring out the best of their potential.
9. At MM's IMERT we motivate students and faculty members for skill assessment through AICTE-Performance Assessment, Review and Analysis of Knowledge for Holistic Development (PARAKH) Portal.

Concluding Remarks :

Since inception till now, MM's IMERT has constantly evolved to offer contemporary management education. IMERT believes in quality and values and ethics-based management education and also considers present requirements of management education. Hence, at IMERT, teaching- learning processes are sound, advance and updated. At present, at MM's IMERT we offer the latest revised curriculum offered by Savitribai Phule Pune University as per NEP-2020 guidelines including addressing contemporary cross-cutting issues.

IMERT caters to students from diverse backgrounds from rural to cosmopolitan and all-round development of all students according to their need is our object. Consequentially all such required facilities and necessary inputs are provided in IMERT. IMERT is also focused on research and extension activities. Through Internal Quality Assurance Cell, we are trying to promote and inculcate research culture in IMERT. To support all the above-mentioned activities, IMERT has a campus with contemporary infrastructure and relevant facilities are

provided to students like well-equipped computer lab, resourceful library, smart classrooms etc. Due to all these things, a very conducive environment for teaching learning is created. Team of IMERT is grateful to the Governing Body of Marathwada Mitra Mandal for their guidance and support.

At IMERT, we will always make an attempt to adopt innovative ideas and practices conducive to environment and will try to promote creation of responsible citizens.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
1.2.1	<p>Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)</p> <p>Answer before DVV Verification : 35 Answer After DVV Verification :35</p>																				
1.2.2	<p><i>Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years</i></p> <p>1.2.2.1. Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>266</td> <td>22</td> <td>236</td> <td>243</td> <td>193</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>208</td> <td>6</td> <td>78</td> <td>136</td> <td>28</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	266	22	236	243	193	2022-23	2021-22	2020-21	2019-20	2018-19	208	6	78	136	28
2022-23	2021-22	2020-21	2019-20	2018-19																	
266	22	236	243	193																	
2022-23	2021-22	2020-21	2019-20	2018-19																	
208	6	78	136	28																	
1.3.2	<p>Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)</p> <p>1.3.2.1. Number of students undertaking project work/field work / internships Answer before DVV Verification : 179 Answer after DVV Verification: 179</p>																				
1.4.1	<p><i>Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website</i></p> <p>Answer before DVV Verification : A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website Answer After DVV Verification: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website</p>																				
2.1.2	<p><i>Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years</i></p> <p>2.1.2.1. Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)</p>																				

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
103	86	76	72	70

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
45	53	43	42	39

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

Answer before DVV Verification:

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

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
13	12	11	14	16

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
10	12	11	14	16

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
42.32138	0.23600	0.50	29.93	2.17

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
42.32138	0.23600	0.50	29.93	2.17

3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual

Property Rights (IPR) and entrepreneurship conducted during the last five years

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
15	12	6	4	5

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
15	12	6	4	5

3.5.1 *Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.*

Answer before DVV Verification :

Answer After DVV Verification :18

Remark : Value updated as per supporting documents

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
53.45	2.929	0.118	7.69	41.13

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
38.04	1.532	0.118	7.517	32.68

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

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

Answer before DVV Verification : 131

Answer after DVV Verification: 227

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
77.83	48.79	18.86	55.32	60.61

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
62.897	19.560	13.951	30.710	25.065

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
377	280	358	186	29

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
256	208	333	121	14

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

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

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: A. All of the above

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
128	109	96	87	85

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
122	102	91	73	82

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

Answer before DVV Verification:

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

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
11	22	0	0	0

Answer After DVV Verification :

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

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
5	1	0	0	3

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
5	1	0	0	1

6.2.2 Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts

3. Student Admission and Support

4. Examination

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: A. All of the above

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
12	13	1	8	9

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
12	13	1	8	9

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

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
16	13	13	12	8

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
16	13	13	12	8

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
13	4	5	3	0

Answer After DVV Verification :

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

15	15	15	15	15
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Remark : Value as per supporting documents

6.5.2	<p>Quality assurance initiatives of the institution include:</p> <ol style="list-style-type: none"> 1. Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented 2. Academic and Administrative Audit (AAA) and follow-up action taken 3. Collaborative quality initiatives with other institution(s) 4. Participation in NIRF and other recognized rankings 5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc. <p>Answer before DVV Verification : A. Any 4 or more of the above Answer After DVV Verification: A. Any 4 or more of the above</p>
7.1.2	<p>The Institution has facilities and initiatives for</p> <ol style="list-style-type: none"> 1. Alternate sources of energy and energy conservation measures 2. Management of the various types of degradable and nondegradable waste 3. Water conservation 4. Green campus initiatives 5. Disabled-friendly, barrier free environment <p>Answer before DVV Verification : A. 4 or All of the above Answer After DVV Verification: A. 4 or All of the above</p>
7.1.3	<p>Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following</p> <ol style="list-style-type: none"> 1. Green audit / Environment audit 2. Energy audit 3. Clean and green campus initiatives 4. Beyond the campus environmental promotion activities <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: A. All of the above</p>

2.Extended Profile Deviations

ID	Extended Questions					
1.1	<p>Number of teaching staff / full time teachers during the last five years (Without repeat count): Answer before DVV Verification : 29 Answer after DVV Verification : 28</p>					
1.2	<p>Number of teaching staff / full time teachers year wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="194 2007 986 2080"> <tr> <td>2022-23</td> <td>2021-22</td> <td>2020-21</td> <td>2019-20</td> <td>2018-19</td> </tr> </table>	2022-23	2021-22	2020-21	2019-20	2018-19
2022-23	2021-22	2020-21	2019-20	2018-19		

18	15	14	18	21
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Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
16	15	14	18	21