



Yearly Status Report - 2019-2020

Part A

Data of the Institution

1. Name of the Institution	MARATHWADA MITRA MANDAL'S INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
Name of the head of the Institution	Jitendra Basappa Bhandari
Designation	Director(in-charge)
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	020-25479812
Mobile no.	9049804010
Registered Email	naacmba@mmimert.edu.in
Alternate Email	director@mmimert.edu.in
Address	Sr.No. 18, Plot No. 5/3, CTS No.205,Behind Vandevi Temple,Karvenagar
City/Town	PUNE
State/UT	Maharashtra

Pincode	411052																		
2. Institutional Status																			
Affiliated / Constituent	Affiliated																		
Type of Institution	Co-education																		
Location	Urban																		
Financial Status	Self financed																		
Name of the IQAC co-ordinator/Director	Rupendra Ramchandra Gaikwad																		
Phone no/Alternate Phone no.	02025479812																		
Mobile no.	9423001141																		
Registered Email	naacmba@mmimert.edu.in																		
Alternate Email	rupendragaikwad@mmimert.edu.in																		
3. Website Address																			
Web-link of the AQAR: (Previous Academic Year)	https://www.mmimert.edu.in/images/ssr/MHCOGN103552_Revised-SSR.pdf																		
4. Whether Academic Calendar prepared during the year	Yes																		
if yes,whether it is uploaded in the institutional website: Weblink :	https://www.mmimert.edu.in/images/academic-calender-2019.jpg																		
5. Accrediation Details																			
<table border="1"> <thead> <tr> <th rowspan="2">Cycle</th> <th rowspan="2">Grade</th> <th rowspan="2">CGPA</th> <th rowspan="2">Year of Accrediation</th> <th colspan="2">Validity</th> </tr> <tr> <th>Period From</th> <th>Period To</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>A+</td> <td>3.30</td> <td>2019</td> <td>18-Oct-2019</td> <td>17-Oct-2024</td> </tr> </tbody> </table>						Cycle	Grade	CGPA	Year of Accrediation	Validity		Period From	Period To	1	A+	3.30	2019	18-Oct-2019	17-Oct-2024
Cycle	Grade	CGPA	Year of Accrediation	Validity															
				Period From	Period To														
1	A+	3.30	2019	18-Oct-2019	17-Oct-2024														
6. Date of Establishment of IQAC		17-Jul-2017																	
7. Internal Quality Assurance System																			
Quality initiatives by IQAC during the year for promoting quality culture																			
Item /Title of the quality initiative by		Date & Duration		Number of participants/ beneficiaries															

IQAC		
Teaching Plan for Semester I & III	10-Jul-2019 7	18
FDP on CO measurement	15-Jul-2019 1	18
Training programme on	29-Jul-2019 1	30
Guidance by Dr. M. D. Lawrence on NAAC process	13-Sep-2019 1	26
Facing NAAC Peer Team visit	16-Sep-2019 2	178
Induction Programme	16-Sep-2019 2	152
Blood Donation Camp	17-Oct-2019 1	39
ISR Initiative	20-Oct-2019 7	24
Seventh HR Conclave	23-Nov-2019 1	50
FDP on mentorship in Entrepreneurship Development by BYST	12-Dec-2019 2	20
View File		

8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/ Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Central/State Government	No	No agency funded	2020 0	0
View File				

9. Whether composition of IQAC as per latest NAAC guidelines:

Yes

Upload latest notification of formation of IQAC

[View File](#)

10. Number of IQAC meetings held during the year :

3

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No
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12. Significant contributions made by IQAC during the current year(maximum five bullets)

Shifted to Online classes immediately as soon as lockdown was announced due to COVID 19 pandemic.

Prepared our final year students for online placement drives.

Establishment of "MakeItHappen Center for Invention, Innovation and Incubation" (MCIII) jointly by Tata Technologies, Science & Technology Park SPPU and Marathwada Mitramandal Trust, Pune with total investment of Rs. 18.6 Crore.

A National level Online FDP was conducted by IMERT on Google Classroom. Because online teaching will become the most effective way to teach students during pandemic.

[View File](#)

13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
To go for Assessment Accreditation by NAAC	Successfully faced NAAC and achieved A plus grade.
To get permanent affiliation to the institution from the affiliating university	IMERT got permanently affiliated to SPPU.
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14. Whether AQAR was placed before statutory body ?	Yes
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Name of Statutory Body	Meeting Date
Executive Council of Marathwada Mitramandal Trust	14-Sep-2020

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	Yes
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Date of Visit	16-Sep-2019
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16. Whether institutional data submitted to AISHE:	Yes
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Year of Submission	2020
Date of Submission	16-Jan-2020
17. Does the Institution have Management Information System ?	Yes
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	<p>Name: Smart School MIS. List of currently operational Academic Modules: 1. Student Attendance 2. Online examination 3. Feedback management 4. Learning Material Distribution 5. Syllabus Coverage 6. Teacher Guardian (Mentorship) 7. E Notice Management</p> <p>List of currently operational Administrative Modules: 1. Administrative office 2. Student information system 3. Faculty information system 4. Fees collection system 5. Grievance Management system</p> <p>List of currently operational Other Modules: 1. Alumni information system 2. Transport management system</p> <p>List of currently operational Student Portals: 1. Student portal 2. Student login links 3. Alumni portal</p> <p>List of currently operational Mobile apps: 1. Mobile App for students 2. Mobile App for faculties 3. Mobile App for institute authorities 4. Mobile App for organizational authorities</p>

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

Institute of Management Education Research and Training (IMERT) offers two-year full time MBA programme. This MBA programme is approved by the AICTE, New Delhi. Under this programme we offer various specializations like Financial Management, Marketing Management, HR Management, Operations Management and Business Analytics. As IMERT is affiliated to Savitribai Phule Pune University (SPPU), we follow the syllabus prescribed by it. The Institute has taken following initiatives for systematic development, deployment and monitoring the effective curriculum delivery: 1.The syllabus of the program is shared with the Corporate Advisory Board (CAB). The CAB members, at times, give course specific or other relevant inputs to be included in the curriculum delivery. 2.The IQAC, based on the inputs of the CAB and its own observations also provides specific inputs, if any, in the curriculum delivery. 3.The Programme Planning and Monitoring Committee (PPMC) invite choices of the courses from individual faculty members. Accordingly, due consideration is given to the competencies, experience and choice of the faculty members as well as University guidelines for teaching load, then PPMC makes course allotment. 4.For first year MBA

students, we have a Coordinator and for second year we have Departmental Learning Facilitators (DLF). DLFs are nominated by the Director for individual specializations. DLFs prepare time table for second year students and first year Coordinator prepares time table for first year students. These time tables are communicated to the students by the way of notice, email, whatsapp, etc. 5.PPMC prepares the academic calendar. This academic calendar reflects all our co-curricular and extra-curricular activities like industrial visits, conference, seminars, guest lectures, sports, cultural and management activities, etc. 6.The teaching plans are prepared by the concerned faculty after course allotment. They mention the Course Outcomes in teaching plan which are aligned with the overall Programme Outcomes. The course material of the respective course is prepared and communicated to the students on e-mail. 7.Teaching plans and syllabus are shared with the students in the beginning of the semester. Course file is made by every faculty member for each course he/she deals with. 8.The institute focuses on student-centric teaching learning processes. Therefore, we encourage participative and experiential learning methods. Our faculty members practice role plays, case study discussions, group assignments, group discussions, etc. to enhance learning experience of the students. 9.The institute uses interactive, innovative and ICT enabled infrastructure and pedagogies for effective delivery of the curriculum. This way, we try to make learning experience more enjoyable, effective, interesting and meaningful. 10.For certain courses, industry experts in the role of Visiting / Adjunct faculty are roped in to make curriculum delivery more effective with real life industry examples. 11.IMERT also offers soft skill training programmes, certification programmes and value added inputs to enhance employability of the students as well as to inculcate entrepreneurial culture among the students. 12.PPMC monitors the delivery of curriculum periodically. In case any deviation is observed from academic calendar appropriate measures are taken. 13.Student feedback is collected to improve curriculum delivery.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Write Professional Emails in English	-	03/04/2020	4	Yes	Yes
The Marketing Plan	-	03/04/2020	2	Yes	Yes
Recruiting, Hiring, and Onboarding Employees	-	03/04/2020	2	Yes	Yes
Preparing to Manage Human Resources	-	03/04/2020	2	Yes	Yes
Successful Negotiation: Essential Strategies and Skills	-	03/04/2020	1	Yes	Yes

Finance for Non- Financial Pr ofessionals	-	03/04/2020	1	Yes	Yes
Financial Markets	-	03/04/2020	1	Yes	Yes
Design Thinking for Innovation	-	03/04/2020	3	Yes	Yes
Project Management: The Basics for Success	-	03/04/2020	3	Yes	Yes
Behavioral Finance	-	03/04/2020	3	Yes	Yes
Excel Skills for Business: Essentials	-	03/04/2020	3	Yes	Yes
Market Research and Consumer Behavior	-	03/04/2020	3	Yes	Yes
Leadership and Emotional Intelligence	-	03/04/2020	2	Yes	Yes
Speak English Prof essionally: In Person, Online On the Phone	-	03/04/2020	2	Yes	Yes
Use Canva to Create Social Media Marketing Designs	-	03/04/2020	2	Yes	Yes
Financial Accounting: Foundations	-	03/04/2020	2	Yes	Yes
Grammar and Punctuation	-	03/04/2020	2	Yes	Yes
Initiating and Planning Projects	-	03/04/2020	2	Yes	Yes
Excel Skills for Business: Intermediate I	-	03/04/2020	2	Yes	Yes

Introduction to Valuation with WACC	-	03/04/2020	1	Yes	Yes
Introduction to Search Engine Optimization	-	03/04/2020	1	Yes	Yes
Investment Risk Management	-	03/04/2020	1	Yes	Yes
Managing Employee Compensation	-	03/04/2020	1	Yes	Yes
Marketing in a Digital World	-	03/04/2020	1	Yes	Yes
Personal Family Financial Planning	-	03/04/2020	1	Yes	Yes
Teamwork Skills: Communicating Effectively in Groups	-	03/04/2020	2	Yes	Yes
Finance for Everyone: Markets	-	03/04/2020	3	Yes	Yes
Finding Purpose and Meaning In Life: Living for What Matters Most	-	03/04/2020	4	Yes	Yes
Accounting, Business and Society: The Multi-faceted Role of Accounting	-	03/04/2020	3	Yes	Yes
Analyzing Company's Performance using Ratios	-	03/04/2020	2	Yes	Yes
Collect and Share Employee Feedback	-	03/04/2020	1	Yes	Yes

with Officevibe						
Brand and Product Management	-	03/04/2020	3	Yes	Yes	
Business Writing	-	03/04/2020	4	Yes	Yes	
Communicat ion Strategies for a Virtual Age	-	03/04/2020	2	Yes	Yes	
Bonds and Fixed Income Mathematics	-	03/04/2020	1	Yes	Yes	
Compare Stock Returns with Google Sheets	-	03/04/2020	2	Yes	Yes	
Create Informative Presentations with Google Slides	-	03/04/2020	2	Yes	Yes	
Excel Skills for Business: Intermediate II	-	03/04/2020	3	Yes	Yes	
Excel Skills for Business: Advanced	-	03/04/2020	4	Yes	Yes	
Integrated Marketing Co mmunications : Advertising, Public Relations, Digital Marketing and more	-	03/04/2020	4	Yes	Yes	
How To Create a Website in a Weekend! (Pr oject- Centered Course)	-	03/04/2020	3	Yes	Yes	
Google	-	03/04/2020	2	Yes	Yes	

Cloud Product Fundamentals					
Getting Started with Power BI Desktop	-	03/04/2020	2	Yes	Yes
Introduction to Social Media Marketing	-	03/04/2020	1	Yes	Yes
Introduction to Project Management	-	03/04/2020	1	Yes	Yes
Introduction to Google Docs	-	03/04/2020	1	Yes	Yes
Marketing Mix Fundamentals	-	03/04/2020	2	Yes	Yes
Marketing in a Digital World	-	03/04/2020	2	Yes	Yes
Operations Management: Analysis and Improvement Methods	-	03/04/2020	2	Yes	Yes
Portfolio Diversification using Correlation Matrix	-	03/04/2020	4	Yes	Yes
Strategic management: Be competitive	-	03/04/2020	3	Yes	Yes
Search Engine Optimization Fundamentals	-	03/04/2020	2	Yes	Yes
Supply Chain Planning	-	03/04/2020	2	Yes	Yes
Supply Chain Management Strategy	-	03/04/2020	2	Yes	Yes
Successful	-	03/04/2020	2	Yes	Yes

Career Development						
Supply Chain Operations	-	03/04/2020	2	Yes	Yes	
Supply Chain Analytics Essentials	-	03/04/2020	2	Yes	Yes	
Supply Chain Sourcing	-	03/04/2020	2	Yes	Yes	
Supply Chain Logistics	-	03/04/2020	3	Yes	Yes	
Types of Conflict	-	03/04/2020	3	Yes	Yes	
Trading Basics	-	03/04/2020	3	Yes	Yes	

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	Business Analytics	01/07/2019
MBA	Operations & Supply Chain Management	01/07/2019
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Business Analytics	01/07/2019
MBA	Operations & Supply Chain Management	01/07/2019

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	245	Nil

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
NISM IMERT Certified Investment Advisor (Level-I)	01/09/2019	8
Accounting Data Analytics with Python	03/06/2020	1
Accounting, Business	18/05/2020	1

and Society: The Multi-faceted Role of Accounting		
Accounting: Principles of Financial Accounting	14/04/2020	2
Adapt your leadership style	04/05/2020	2
Advanced Content and Social Tactics to Optimize SEO	24/06/2020	1
Advanced Search Engine Optimization Strategies	26/06/2020	1
AI For Everyone	25/05/2020	1
Analyzing Companys Performance using Ratios	17/06/2020	2
Applying Data Analytics in Finance	12/06/2020	1
View File		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Finance	63
MBA	Marketing	35
MBA	HR	28
MBA	IT	2
MBA	Operations	1
View File		

1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
<p>Feedback mechanism at IMERT: In order to identify the gaps between the planning of IMERT and implementation of the events, strategies, including all developmental programs, we have developed a system of feedback. We collect feedback from all the stakeholders, i.e., Students, Teachers, Employers, Alumni and Parents on various aspects. At IMERT, we have developed an electronic system to collect the feedback. Feedback from Students: Students, being the most important stakeholder of the institution, give feedback on Teachers teaching methodology, his/her depth of knowledge, time management, punctuality, evaluation system, etc. We also collect students feedback on physical</p>

facilities, curriculum, administrative procedures, number of value added courses, etc . Feedback from Teachers: We collect feedback from Teachers on the aspects like curriculum, to identify the gaps in the academia and industry demands. Feedback from Employers: We also collect feedback from the employers, who visit our campus for recruitment of our students. They give us feedback on the curriculum to know their expectations from the students and the inputs which are received by the students through curriculum. This becomes a necessary exercise to identify the gaps of academia and industry being professional program. Feedback from Alumni: After passing out, our alumni also contribute in our feedback mechanism. Here we collect feedback on the aspects similar to the students aspects. Feedback from Parents: Even though the percentage of parents in giving feedback is less, we still insist on their feedback also. Majority of the parents are farmers and less or not educated. Therefore, it becomes very difficult to collect feedback from them electronically. Still we take a close follow up with the parents and request them for the feedback. Some of them really understand the value of it and submit us the feedback. Action Taken on Feedback: After collecting the feedback from all stakeholders electronically, we analyze it electronically in excel. Then we draw the conclusions based on the findings of the feedback. Once we identify the areas of improvement, we take action on it. This is how we achieve development of the institution.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Finance	155	78	78
MBA	HR	155	25	25
MBA	Marketing	155	49	49
MBA	Operations	155	2	2
MBA	Business Analytics	155	1	1

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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	Nil	319	Nil	18	Nil

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
18	18	9	5	3	7

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Student Mentoring System: We at IMERT have noticed a remarkable growth in the enrolment of girl students over a period of time. IMERT strives to take care of its female students and male students by way of counselling mentoring. IMERT has many girl students who come from a vernacular background. Many of them are first generation post graduate level learners from their family and hence, have major chances of drop outs. Such students need counselling mentoring more as they are stuck between family pressure on one hand and aspirations to have better career on the other hand. Mentor plays a vital role in guiding them through this difficult phase. To take care of students, counselling at a faculty level, IMERT has a Mentoring system, wherein Faculty Mentor interacts with his / her Mentees at regular intervals and keeps record of their academic and personal updates. A group of 10-12 students is allocated to each faculty mentor. Mentoring meetings are conducted at a regular intervals and Academic performance of the students, extra-curricular as well as co-curricular performance of the students is monitored by the mentor. Additionally, social, psychological, academic and personal problems of mentees are also addressed through mentoring. Through mentoring we also ensure that the parents of the students are also kept in the loop of information about student's academic performance, behaviour in the campus, behaviour with the peers, behaviour with the teachers and administrative staff, etc. Student's personal issues, psychological issues, hostel related issues, college facility related issues, documents related issues, education loan related issues, scholarship related issues are discussed in the mentoring meeting by mentor and the mentor reports it to the concern authority. In Marathwada Mitra Mandal Trust, there is a system of institution level scholarship. Under this scholarship program, the deserving students who do not get any government scholarship are given fee waiver. So any student is facing financial problem and if it is identified in the mentoring meeting, the mentor immediately reports it to the director for further action. Not only this, but the mentor also prepares the mentees for placements either or entrepreneurship. Our placement and training department conducts the training on soft skills development but mentor takes care of the hard skills or domain related skills. This is how, we at IMERT take care of our students and develop them to take the professional challenges of life through our mentoring mechanism.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
319	18	1:18

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
18	18	Nil	Nil	6

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2020	Dr. Uttam Bapusaheb Sapate	Professor	Certificate awarded by National Institute of Securities Markets
2020	Dr. Uttam Bapusaheb Sapate	Professor	Certificate awarded by Insurance Institute of India
2020	Dr. Jitendra Bhandari	Associate Professor	Centre for Advanced Agricultural

			Science and Technology (CAAST) Mahatma Phule Krishi Vidyapeeth Rahuri,MS
2020	Dr. Vinod Mohite	Assistant Professor	Centre for Advanced Agricultural Science and Technology (CAAST) Mahatma Phule Krishi Vidyapeeth Rahuri,MS
2020	Swapnil Kharde	Assistant Professor	Centre for Advanced Agricultural Science and Technology (CAAST) Mahatma Phule Krishi Vidyapeeth Rahuri,MS

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2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	--	I and III	30/12/2019	13/02/2020
MBA	--	II and IV	24/10/2019	20/01/2020

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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

The introduction of the Choice Based Credit System (CBCS) pattern in the year 2013 by affiliating University, gave IMERT an opportunity to bring about reforms in Continuous Internal Evaluation (CIE). Gradually, over a period of time, IMERT introduced following methodologies for CIE: 1. Group presentations Assignments: To bring about and build qualities like team work, leadership etc. 2. Case Studies: To develop problem solving and analytical skills, case studies are used. 3. Role Plays: It helps in experiential learning. 4. Online Practice Tests (OPT): On every Core course, after completion of a particular Unit, an online Practice Test is conducted. This Online Practice Test comprises of MCQs related to the Unit that has just been taught. Certain course teachers for courses like Personality Development Lab (Course Code 113) and Emotional Intelligence and Managerial Effectiveness Lab (Course Code 207), also use classroom assignments as a part of CIE to evaluate the understanding on the subject matter among the students. In elective course MS Excel Advanced Excel Lab (Course Code 109), students are taught various excel formulae and computation skills in the Institute's computer lab. To ensure understanding, the Excel course teacher, gives practical assignment to the students which are to be solved by them during the session itself in the computer lab. The course teacher is able to evaluate their performance and understanding based on their assignment solving skills. In addition, case studies are used as an effective

medium to link theory with practice. The thought process behind case method teaching, which is communicated to the students, is that, in the corporate world they will not be asked theoretical questions. Instead, they will be asked to handle real life problem scenarios and find solutions to them. Case method teaching makes a small attempt to make the students think and find possible solutions to the problems stated in the case studies discussed. For core courses, the CIE ends with the semester end exam conducted by the Institute on the same lines as the exam conducted by SPPU. This is done in order to prepare the students for the exam conducted by SPPU. Also, when it comes to Summer Internship Project (SIP) evaluation, it takes place at multiple levels, initially the students have to face a viva conducted by the respective department, post which, the candidate will have to face another viva from faculty of another institute / industry expert. This also prepares the student to perform effectively in the viva conducted by SPPU. For elective courses too, IMERT has reformed by moving away from the traditional pattern of conducting semester end exams to the CIE. There are various assignments given from time to time and evaluation is done on the same.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

Before the commencement of every semester, a detailed academic calendar is prepared for the same. The academic calendar is prepared keeping in mind the admission procedure prescribed by Directorate of Technical Education (DTE, Maharashtra), as course delivery and related inputs cannot commence until the completion of all rounds of the admission process. With respect to the academic calendar for the second year - it is aligned with SPPU's academic calendar (for the MBA programme) in order to adhere to the guidelines with respect to semester commencement and completion and to make necessary provision for various examinations (online as well as theory). With respect to curricular aspects, every teacher's teaching planner is a sub-set of the overall academic calendar and each course teacher before the commencement of the course delivery prepares a teaching planner and shares the same with the students via ERP/ Official email id's. All Continuous Internal Evaluation measures like Online Practice Tests (OPT), assignments, role plays and case studies are scheduled in the teaching planner on the basis of syllabus completion of the related topic. Thus students have prior intimation of the planned internal evaluation activities for a particular session and come for the same with necessary preparation. At times, unforeseen events lead to cancellation or non-conduct of planned activities. Hence, regularly a review of the planned activities is conducted and necessary corrective actions like scheduling of extra lectures etc. is done in order to conduct further activities as per the academic calendar.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<http://mmimert.edu.in/images/CourseOutcome/updatedPOPSOCOnew.pdf>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
-	MBA	Finance	72	70	97.22
-	MBA	Marketing	46	46	100.00

-	MBA	HR	35	35	100.00
-	MBA	Operations	2	2	100.00
-	MBA	IT	4	3	75.00
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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<http://mmimert.edu.in/images/feedback/Student-Feedback.pdf>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Major Projects	730	Tribal Research Training Institute, Pune	25.34	0
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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
International Conference on Finance and Applied Economics	MMS IMERT	10/04/2020

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
NISM Series V-A: Mutual Fund Distributors Continuing Professional Education Program	Dr. Uttam Sapate	National Institute of Securities Markets	12/08/2020	Teacher
Associate of the Insurance Institute of India	Dr. Uttam Sapate	Insurance Institute of India	02/11/2020	Teacher
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
MCIII	Marathwada Mitra Mandals	Tata Technology Ltd.,	Whiskey (OPC) Pvt. Ltd.	IOT start up	15/12/2019

Centre for
Invention,
Innovation
Incubation

Science
Technology
Park, SPPU,
Pune,
Marathwada
Mitra
Mandal, Pune

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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
PhD	Nil

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	MBA	10	6.3

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
MBA	12

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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
-	-	-	2019	0	0	Nil
-	-	-	2020	0	0	Nil

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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
-	-	-	2020	Nil	Nil	0
-	-	-	2019	Nil	Nil	0

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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	Nil	4	Nil	8
Presented papers	2	1	Nil	Nil
Resource persons	Nil	Nil	Nil	Nil
View File				

3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
DISCUSSION ON CASE LAWS	ICC of IMERT	3	35
Blood Donation Camp	IMERT in association with Poona Serological Institute Blood Bank Pune	20	45
National Librarians Day	Library, IMERT	23	40
Visit to Orphanage and Old Age home on account of Chh. Shiavaji Maharaj Jayanti	IMERT	1	7
Commodities Derivatives Training	Securities Exchange Board of India (SEBI)	2	2
NELDA	Deshp Internet Services Pvt. Ltd.	7	80
CSR by Marketing Department	IMERT in association with Durga bachat gat (a self help group from Talegaon Dhamdhere)	7	30
Women Empowerment	ICC of IMERT	2	33
View File			

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
NELDA	Appreciation certificate	Deshp Internet Services Pvt. Ltd.	80
Blood Donation	Appreciation	Poona Serological	45

Camp	certificate	Institute Blood Bank Pune	
CSR by Marketing Department	Appreciation certificate	Durga bachat gat (a self help group from Talegaon Dhamdhere)	30
View File			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Sensitization of Social Responsibility	Dharmaveer Shambhu Raje Pratishtan, Hadapsar, Pune	Chh. Shiavaji Maharaj Jayanti at Orphanage and Old Age home	1	7
Environment Awareness	Deshp Internet Services Pvt. Ltd.	NELDA - Tree Plantation	7	80
Gender Sensitization	ICC of IMERT	Women Empowerment	2	33
ISR and Marketing skills development	Durga bachat gat (a self help group from Talegaon Dhamdhere)	CSR by Marketing Department	7	30
ISR	Poona Serological Institute Blood Bank Pune	Blood Donation Camp	20	45
Gender Issues	ICC of IMERT	DISCUSSION ON CASE LAWS	3	35
View File				

3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Commodities Derivatives Training	Farmers from Pandare, Baramati, Dist. Pune	SEBI	1
Commodities Derivatives Training	Farmers from Andhalgaon, Pandharpur, Dist. Solapur	SEBI	1
Entrepreneurship Skill Development Program (ESDP)	Villagers from Palghar District	Tribal Research Training Institute (TRTI)	12
National	Research Scholars	Gokhale Institute	0

Conference	from various places in India, Students & Faculties of IMERT	of Politics and Economics, Pune IMERT	
Student Faculty Exchange	Students & Faculties of IMERT	Synergy University, Moscow, Russia	0
View File			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Professional Development	Commodities and Derivatives Training	SEBI	07/03/2019	25/12/2020	126
Linkage with industry	Industrial Visit	Jawaharlal Nehru Port Trust (JNPT) Navi Mumbai	13/03/2020	13/03/2020	33
View File					

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Tribal Research Training Institute (TRTI)	14/10/2019	Social activity aimed towards the benefit of tribals under ISR	18
Gokhale Institute of Politics and Economics, Pune IMERT	12/08/2019	Various Academic activities	Nil
Synergy University, Moscow, Russia	18/07/2019	Various Academic activities	Nil
View File			

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
43	7.75

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Existing
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Seminar halls with ICT facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
View File	

4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Autolib NG	Fully	Latest	2018

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Reference Books	16666	4436000	Nil	Nil	16666	4436000
e-Journals	5	96000	Nil	Nil	5	96000
Digital Database	4	119470	Nil	Nil	4	119470
CD & Video	150	15000	Nil	Nil	150	15000
Library Automation	1	70000	Nil	Nil	1	70000
Others (specify)	21	99710	Nil	Nil	21	99710
View File						

4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
-	-	-	Nil
View File			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/	Others
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								GBPS)	
Existing	120	62	120	1	1	10	1	50	0
Added	0	0	0	0	0	0	0	0	0
Total	120	62	120	1	1	10	1	50	0

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

50 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Promethean (interactive boards)	https://www.mmimert.edu.in/index.php/case-study

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
3	60457	19.4	1905754

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Maintenance: Computer maintenance, electrical repairs as well as other maintenance work are carried out in house. In case of breakdown, on call basis maintenance is done. To avoid breakdowns of the facility or equipment, preventive maintenance of computer centre, laboratories equipments, plumbing and electrical facilities, etc. are done. Other maintenance: Periodic repair maintenance of the centralized shared facilities like RO plant, water coolers, DG set, CCTV, elevator, fire fighting system, transformer etc. is carried out. Garden maintenance is outsourced. It is done by the external agency on contractual basis. Sweeping, Sanitizing inside the campus is regularly done by housekeeping staff. Computer and Classrooms: The Institute is concerned about the updation of computers and up to date classrooms. For the maintenance of computer, a separate Lab in-charge is there. Before the commencement of each semester, all the classrooms are checked and necessary repairing of benches, fans, any ICT based facilities is done. Library: Library infrastructure and physical as well as E-data are well maintained by librarian. Accession register is maintained in library. Accession number is allocated to each book. Apart from accession number, various other details like Title of the book, Author of the book, Publisher, Price, Source, Call number, Bill number, Bill date, Remarks etc. are also maintained. A particular book can be easily identified and searched for with the help of this unique accession number. This helps in avoiding duplication of books. Utilization: Institute has a defined set of policies and procedures with respect to utilization of physical, academic and support facilities- laboratory, library, sports complex, computers, classrooms etc. Computer centre -computer centre is well-maintained and taken care of in terms of LAN connectivity, number of computers, smooth and hassle free functioning of computers, availability of required software and hardware facilities. Students and faculty members are encouraged to utilize computer centre for enhancement of knowledge. Academic utilization of computer Centre-

Faculty members utilize computer centre for teaching the Computer focused subjects like MS Excel Advanced Excel Lab, Enterprise Analysis - Desk Research, Computer Aided Personal Productivity Tools Lab, Industry Analysis - Desk Research, Lab in Recruitment and Selection. Value added inputs: Various guest sessions are conducted in Computer centre wherein the faculty can directly assist students in getting hands on practical experience. Majority value added/certification programs are conducted in computer centre viz. Technical Analysis, Financial Modelling, Business Analytics, Digital Marketing, Fundamental Analysis and courses offered by NISM are carried out in computer centre. Evaluation: Institute has a policy of conducting Online Practice Tests (OPTs) for all Units of all core subjects. Along with University Online exam, these OPTs are conducted in computer centre. Computer centre is made easily available to the students for their work related to Summer Internship Programme and Dissertation. Administrative utilization of computer Centre is in the following form: Students fill online Anti-ragging forms, fill Admission form and examination form. Every year institute holds a Facilitation Centre for admission process in the computer laboratory.

<https://mmimert.edu.in/images/NAAC/4.4.2-Procedure---Policies-for-Maintenance--19-20.pdf>

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Antyodaya	4	109577
Financial Support from Other Sources			
a) National	Government Scholarship	249	18120598
b) International	-	Nil	0

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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Recruiting, Hiring and Onboarding Employees	04/02/2020	6	Coursera
Finance for non-financial Professionals	04/02/2020	5	Coursera
Elementary English	12/10/2019	54	IMERT
English Communication	16/03/2020	117	IMERT
Write Professional Emails in English	04/02/2020	117	Coursera
Excel Skills for	04/02/2020	4	Coursera

Business: Essentials			
Successful Negotiation: Essential Strategies and Skills	04/02/2020	6	Coursera
Managing Employee Compensation	04/02/2020	3	Coursera
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	Career Counselling	Nil	158	Nil	84
2020	Career Counselling	Nil	162	Nil	36
View File					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
Nil	Nil	8

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
1. HCL 2. BNY Mellon	85	20	1. Xorient technologies 2. Coherent market research 3. Hubs zenmark 4. HDFC Bank 5. Dassault Pvt ltd 6. Extra-Marks 7. eClerx 8. Oracle 9. MDC Corporation 10. Bitwise 11. Ensono	117	100

12. PamPack
13. Rocket
Software 14.
Wisteria
Real Vision
15. Canara
HSB

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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2019	Nil	-	-	-	-
2020	Nil	-	-	-	-

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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	Nil
SET	Nil
SLET	Nil
GATE	Nil
GMAT	Nil
CAT	Nil
GRE	Nil
TOFEL	Nil
Civil Services	Nil
Any Other	Nil

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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Karmanta	Institute	Nil

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5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2020	-	International	Nil	Nil	-	-
2019	-	National	Nil	Nil	-	-
2019	-	Internat	Nil	Nil	-	-

		ional				
2020	-	National	Nil	Nil	-	-
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Student Council: As per Maharashtra Public Universities Act, 2016, there shall be a Students Council in each institution of the University and each affiliated college, to look after the welfare of the students, to promote and co-ordinate the extra-curricular activities of different students associations for better corporate life. As per the Act, members of this council are elected and work in line with the objectives mentioned above. IMERT has duly constituted students' council, which is fully functional. IMERT encourages and ensures students' representation and active participation in to the following academic and administrative committees: 1. Anti Ragging Committee - Under the Maharashtra Prohibition of Ragging Act 1999, ragging within or outside the institute campus is strictly prohibited. Objective of this committee is to eliminate ragging in all its forms. The student representatives attend committee meetings and actively participate in sharing their inputs during those meetings. 2. Internal Complaints Committee (ICC) - As per the guidelines of Hon. Supreme Court, IMERT has constituted 'Internal Complaint Committee' for speedy redressal of any complaint related to Sexual Harassment or Gender Discrimination and to curb any such incidence. The objective of this committee is to ensure safe and healthy working environment for the female employees and the students and to provide environment conducive to progress. Every year three girl students are selected as members on this committee who along with female faculty members actively organize and participate in various programs. Student members take an initiative under the guidance of members from female faculties and organize and execute multiple programmes for girl students and female faculties. 3. SC/ST Committee - According to the UGC Guidelines of 1998, IMERT has constituted SC/ST committee. The SC/ST/OBC/PWD students can approach the Section Officer/Liaison Officer of the Cell for redressal of any grievance(s) regarding academic, administrative or social problems. The Section Officer/Liaison Officer will meet the concerned students, understand their problem and take necessary action and/or render them necessary advice/help to resolve the matter. Students actively participate in overall functioning of this committee. The student of reserved category from students' council is invited to participate in the meetings of SC/ST committee as and when required. 4. College Development Committee: Maharashtra Public Universities Act 2016 mandates every college/institution to have duly constituted College Development Committee. President and Secretary of the students' council are nominated members of the CDC. Thus, participation and representation of students in several academic, extra and co-curricular, administrative and strategic initiatives of the college/institute is ensured. 5. Placement Committee: Placement department of IMERT has student volunteers who work as placement cell members. These students are carefully chosen based on their abilities and willingness to work for placement activities. These students are divided mainly into two portfolios, namely, back office and front office. The back office team works on data compilation and internal communication. The front office team works on corporate interface outside as well as inside the campus. Every year the first year students are selected to join the placement committee.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

IMERT being one of the oldest management institutes in Pune, has a strong

Alumni base. Alumni of the institute are working in highly reputed organizations at good positions. Some of the Alumni have become successful entrepreneurs and have started their own ventures. Registration of Alumni Association: IMERT has an active Alumni Association (Registration no. 1202/2016) w.e.f. 25th July 2016. Alumni Association significantly contributes for the development of the institute in many folds

1. Career Guidance Counseling sessions: Alumni Association organizes and conducts Career Guidance Session and Counseling session for current students in which they share their real life corporate experiences, so as to make the students well acquainted with the challenges and opportunities of corporate world. This helps students to choose their specialization on the basis of corporate facts shared by Alumni.
2. Participation in Induction Program: Every year during Induction Program, institute organizes Alumni Interaction session where in Alumni interacts with new students and shares their journey in IMERT as a student. Alumni also guide current students in developing their entrepreneurial skills and abilities.
3. Contribution in summer internship final placement: Alumni of IMERT contribute by way of providing opportunities for summer internships and final placements of current students. They also help in grooming the students to enhance their employability. Guidance for Entrepreneurship Development: Some of our alumni who are entrepreneurs keep on visiting campus to interact and guide students for encouraging them to become entrepreneurs.
4. Contribution of alumni in ISR activities: Our alumni contribute by way of participating in Nelda activity for conservation of environment through tree plantation and nurturing.
5. Representation in IQAC: IQAC is responsible for taking quality initiatives, quality assurance and quality improvements. Alumni members actively participate in IQAC.
6. Contribution towards academic enrichment: Our Alumni contribute in the curriculum delivery as a visiting faculty, adjunct faculty and industry resource person.
7. Contribution in the research work: IMERT's Alumni contribute in fetching the research projects from industry. These research projects are funded by industry. Organizing Alumni meet: IMERT organizes Alumni meet on the campus for networking purpose.

5.4.2 – No. of enrolled Alumni:

268

5.4.3 – Alumni contribution during the year (in Rupees) :

18435

5.4.4 – Meetings/activities organized by Alumni Association :

No. of meetings: 2 Activities: Reunion organized during August 2019

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

IMERT practices decentralized structure of work. It functions in line with rules and regulations laid down by Governing Body (GB) and College Development Committee (CDC). Director of the institute is a member secretary of both. Any decision of Administrative and Financial nature is implemented by Director.

Administrative decisions are percolated by Director through OS to Administration staff members and other staff members. Academic decisions are percolated by Director through HOD to Department Learning Facilitators (DLF) and from them those decisions are communicated to individual faculties in respective departments. When it comes to participative management, IMERT has its representatives both from Teaching and Non-teaching staff on GB, CDC and IQAC. Institute practices decentralization and participative management. This

can be made clear from following case study. Karmanta: Every year IMERT organizes management fest "Karmanta" in which various management games, sports activities cultural programmes are carried out. Karmanta basically means Caliber to Work. The event is completely planned and executed by Students' council of IMERT along with various volunteers from first year second year of MBA students. Under the guidance of faculty members, students take the entire responsibility of planning this event right from the idea conceptualization, budgeting and actual execution. President and Secretary of Students Council, being the members of CDC, present the concept and budget for approval in the CDC meeting. After it is approved by the CDC, the entire event is executed by students under the able guidance of faculty members. Event is conducted on intercollegiate level in which various management institutes are invited for participation. Most of the reputed management institutes participate in various management, cultural as well as sports activities under KARMANTA. During this event, various Sports competitions like Tug of War, Table Tennis Football are held. Management games like Hermes (News Hunt), Design Hills (Logo Design), Mock Stock, Hunky Brains (Business Quiz) Consilium (B-Plan) are also conducted. Internal faculties as well as outside experts are invited as judges. Cultural event includes Solo Singing, Skit, Solo Group Dance. For cultural event, professional Judges are invited from outside. The entire focus of this event is giving utmost liberty to students to manage the event by showing professional approach and taking up the responsibility of every detail of it. The entire event is executed through involvement of various student committees. This demonstrates decentralization and participative management from students and faculty members.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Industry Interaction / Collaboration	IMERT believes in continuous industry interventions on campus through guest sessions, talks and speeches from industry experts and also take students to industry visits. IMERT has constituted its Corporate Advisory Board (CAB). The CAB members advise IMERT for 1. Current trends practices in the respective field to be included in the curriculum. 2. Overall feedback on curriculum offered by Savitribai Phule Pune University 3. Short projects for students faculty members for better exposure to industry practices. 4. Placement related development. IMERT has MOUs with Murdoch University, Dubai, Synergy University, Russia, Gokhale Institute of Politics and Economics, Pune.
Research and Development	Marathwada Mitra Mandal (MMM) Trust as well as IMERT have taken concrete steps towards Research Development. MMM trust has established a MakeItHappen Centre for Innovation, Invention and

Incubation (MCIII) jointly with Tata Technologies Ltd. and Science Technology Park at the campus where IMERT is located. Tata Technologies Ltd. has invested a sum of Rs. 16.52 crores and MMM Trust has a stake of Rs. 2 crores in this project plus 10000 sqft constructed space. The MCIII is aimed towards development of incubation centre. Training, Counselling, Funding, Mentoring and Incubation facilities are provided here to the budding entrepreneurs.

Teaching and Learning

IMERT undertakes assessment of students at entry level before formal commencement of the course delivery. Students are assessed in terms of their English Communication, Quantitative Aptitude and General Business Awareness. Also, their academic performance in the past is taken into consideration. Based on these parameters, inputs are differentiated for different groups of students. Faculty members involve students in learning process through various experiential, participative, problem solving methodologies such as lecturing, role plays, presentations, audio-visual films based learning, management games and activities, case studies, projects and assignments, guest sessions, industry visits. ICT is used to ensure increasing effectiveness of teaching.

Curriculum Development

IMERT, being the institute affiliated to Savitribai Phule Pune University (SPPU), delivers the curriculum of the MBA Programme designed and prescribed by the University. The institute lays importance to delivery of the curriculum through a well-defined and documented process. The process ensures the check and balance mechanism. The feedback obtained from stakeholders is shared with IQAC for further deliberation and incorporation of changes needed, if any. The institute also shares the feedback formally with SPPU wherever possible. Faculty members of IMERT have played an active role in revising the syllabus of SPPU from time-to-time.

Examination and Evaluation

IMERT has a mechanism in the form of Examination Committee to deal with examination related grievances. The Examination Committee is headed by the

College Examination Officer and the committee deals with all the examination related grievances in a time-bound and efficient manner through a properly laid down policy. The MBA Programme Outcomes (POs) and Course Outcomes (COs) are prescribed by SPPU as a part of the syllabus. The POs and COs are stated on the website of IMERT. Attainment of COs is measured by the respective faculty members using the cognitive abilities of Bloom's Taxonomy.

Library, ICT and Physical Infrastructure / Instrumentation

IMERT follows the norms prescribed by AICTE for infrastructure. The Institute has adequate number of ICT enabled classrooms, tutorial rooms, seminar hall, computer centre, common rooms, faculty rooms, Placement Office, cafeteria etc. The institute has a good library with rich collection of books, periodicals, journals and online databases. All these spaces have proper ventilation, adequate illumination and are well equipped with required facilities. 50 MBPS Wi-Fi connectivity is provided on campus. IMERT also provides sports facilities in the form of Sports Ground, Basket Ball Facility, Volley Ball Facility, Indoor Games like Table Tennis, Chess, Carom etc.

Admission of Students

IMERT is a part of the Centralized Admission Process of the State of Maharashtra (DTE) and strictly follows the norms and process prescribed by the relevant authorities from time-to-time and admits the students in MBA programme allotted through the Centralized Admission Process. CET Cell of Government of Maharashtra conducts a CET and accordingly merit wise admissions are done centrally. Admission of every student is confirmed by DTE. Institute level seats are also filled as per the merit of students. These students do not get any scholarship from the government. But MM trust is kind enough to provide institute level scholarships.

Human Resource Management

IMERT follows recruitment norms prescribed by AICTE and SPPU from time to time. As a part of selection of the teachers, we get the roster checked from reservation cell of SPPU. Then after following due process, we advertise the vacancies and call applications from eligible and suitable

candidates. University appoints a staff selection committee. This committee selects the candidates after interviews. The list of selected candidates is sent to the university for approvals after their joining. Our retention policy is also very good. The average tenure of the staff is more than 10 years.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
Examination	Smart School MIS by Twinkle IT Solutions Pvt Ltd, Pune 411046 Contact Number : (91) 7276-499-399 Email : sales@twinkleitsolutions.com Implemented since 2019-20
Planning and Development	Smart School MIS by Twinkle IT Solutions Pvt Ltd, Pune 411046 Contact Number : (91) 7276-499-399 Email : sales@twinkleitsolutions.com Implemented since 2019-20
Administration	Smart School MIS by Twinkle IT Solutions Pvt Ltd, Pune 411046 Contact Number : (91) 7276-499-399 Email : sales@twinkleitsolutions.com Implemented since 2019-20
Finance and Accounts	Tally for Accounting since 2013-14 HDFC Gateway Payment for Fee Receipt since 2017-18
Student Admission and Support	Smart School MIS by Twinkle IT Solutions Pvt Ltd, Pune 411046 Contact Number : (91) 7276-499-399 Email : sales@twinkleitsolutions.com Implemented since 2019-20

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Dr. Jitendra Bhandari	International Conference, IIM Rohtak	-	10353
2019	Dr. Vinod Mohite	MOOC	-	2073
2019	Vijay Sonaje	ED Conference, Bangalore	-	7782
2019	Swapnil Kharde	Plastivision - International	-	3500

		Trade Exhibition, Pune		
2019	Swapnil Kharde	54 ISAE, International symposium	-	8000
2019	Vijay Sonaje	GEF, Bangalore	-	17718
2019	Praful Sarangdhar	MOOC	-	2020
2019	Dr. Jitendra Bhandari	FDP on syllabus revision of Marketing Management	-	200
2019	Sachin Kshirsagar	FDP on OSCM at IICMR, Pune	-	932
2019	Dr. Jitendra Bhandari	2019 IIM Indore NASMEI Summer Marketing - IS Conference Smart Marketing in the Digital Age organized by IIM Indore	-	15200
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2020	Webinar on Digital Marketing	Webinar on Digital Marketing	16/12/2020	16/12/2020	12	1
2020	World Investor Week, SEBI	World Investor Week, SEBI	28/11/2020	28/11/2020	12	2
2020	FDP on High Impact Selling	Nil	02/01/2020	03/01/2020	18	Nil
2020	FDP on LMS- Google Classroom (online)	Nil	09/05/2020	09/05/2020	13	Nil
2020	FDP on	Nil			13	Nil

	"Building confidence in Times of Uncertainty"		18/05/2020	18/05/2020		
2019	FDP on CO measurement	Nil	15/07/2019	15/07/2019	18	Nil
2019	Guidance by Dr. M. D. Lawrence on NAAC process	Guidance by Dr. M. D. Lawrence on NAAC process	13/09/2019	13/09/2019	18	8
2019	FDP on mentorship in Entrepreneurship Development by BYST	Nil	12/12/2019	13/12/2019	20	Nil
2020	National Level FDP on Google Classroom as LMS	Nil	16/05/2020	16/05/2020	1087	Nil
2020	Professional Day	Nil	04/03/2020	04/03/2020	40	Nil
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Multivariate Analysis Using SPSS	1	22/06/2020	27/12/2020	6
A Study of Affiliate Marketing Futures and Opportunity for Aspirant in India	1	10/06/2020	11/06/2020	2
Effective Use of ICT Tools in Teaching Learning Process	1	08/06/2020	12/06/2020	5
Online Awareness Programme about COVID-19	1	07/06/2020	07/06/2020	1

(part-2)				
Quiz on NAAC Awareness Pprogram-2020	1	03/06/2020	06/06/2020	4
Paradigm shift of Higher Education Institute: Opportunities and Challenges	1	01/06/2020	12/06/2020	12
Online Awareness Programme about COVID-19(Part-1)	1	31/05/2020	31/05/2020	1
Online Internship and Post COVID Career Opportunities	1	30/05/2020	30/05/2020	1
Procrastination to Execution	1	26/05/2020	26/05/2020	1
How to Balance Academics and Administrative Work	1	25/05/2020	25/05/2020	1
View File				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
Nil	Nil	Nil	Nil

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Membership to Credit Cooperative Society, Zero interest/Low interest loan facilities, Concession on fees to the wards of teachers, Reimbursement of fees paid for attending development programme, EPF, Gratuity, Advance salary, Birthday leave, Study leave, Wedding leave, Maternity Leave, Special medical leave, Compensatory leave, etc.	Membership to Credit Cooperative Society, Zero interest/Low interest loan facilities, Concession on fees to the wards of staff, EPF, Gratuity, Advance salary, Birthday leave, Wedding leave, Maternity Leave, Special medical leave, Compensatory leave, Earned leave, etc.	Antyodaya, the fee waiver scheme for needy students, Installment facility for fee payment

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Every year IMERT conducts internal as well as statutory external financial audits carried out by firm of Chartered Accountants duly appointed by the parent body, Marathwada Mitra Mandal Trust. This audit is conducted biannually for the period from April to October and November to March. Following procedure is followed for the conduct of Internal and External audits. The audit procedure begins with verification of physical cash and other assets. The physical verification of cash and other assets is followed by the process of vouching. During the process of vouching, specific emphasis is given on checking of authorization and approval by the sanctioning authority. The sanctioning authority, in case of IMERT, is Director of the institute. The process of vouching is followed by actual audit of transactions entered in various books of accounts like cash book, bank passbook and other subsidiary records. Specific emphasis is given on accounting records of statutory compliances and payments such as TDS, GST and EPF. Inter institutional transactions are also checked. In case, the auditor has any query / objection pertaining to specific entry or document, the same is raised and communicated to accounts head. After rechecking, necessary corrections are made by the accounts head and query is resolved. At the end of the audit process the auditors submit 'Auditor's Observations Report' to the management of Marathwada Mitra Mandal. In turn Governing Body of the parent body discusses the Auditor's Observation Report with the Director of the institute and initiates the required changes and actions.

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
-	0	-
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6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Senior Management Faculty Members	Yes	IQAC
Administrative	Yes	Senior Management Faculty Members	Yes	IQAC

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

Activity 1: As suggested in parent teacher meet, industrial visits were arranged at JNPT, Mumbai and Florence Perfumes, Pune. Activity 2: As per suggestion of parents, Health Club is functional in institute, in which college hostellite students participate in daily work out activities for fitness, Activity 3: Personal counselling sessions were arranged with the help of a famous counselor Dr. Dhanashri Ghare.

6.5.3 – Development programmes for support staff (at least three)

Programme 1: Skill Development Programme on Excel Programme 2: Role of support staff in the NAAC Process Programme 3: Stress Management Programme

6.5.4 – Post Accreditation initiative(s) (mention at least three)

Initiative 1: Establishment of MakeItHappen Center for Invention, Innovation and Incubation (MCI III) for entrepreneurship development among students
Initiative 2: Promotion of NPTEL courses (MOOCs) for faculty as well as students.
Initiative 3: To go for one more accreditation from NBA

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Yes
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	Blood Donation camp	01/07/2019	17/10/2019	17/10/2019	39
2019	ISR initiative was taken up by Marketing department	01/07/2019	20/10/2019	28/10/2019	24
2019	7th HR Conclave - 2019	01/07/2019	23/11/2019	23/11/2019	50
2019	FDP on mentorship in Entrepreneurship Development by BYST	01/07/2019	12/12/2019	13/12/2019	20
2019	Teaching Plan for Semester I III	01/07/2019	10/07/2019	17/07/2019	18
2019	FDP on CO measurement	01/07/2019	15/07/2019	15/07/2019	18
2019	Training programme on Marketing for Survival of Cooperative Banks for Pune District Urban	01/07/2019	29/07/2019	29/07/2019	30

	Cooperative Banks Association, Pune				
2019	Guidance by Dr. M. D. Lawrence on NAAC process	01/07/2019	13/09/2019	13/09/2019	26
2019	Facing NAAC Peer Team visit	01/07/2019	16/09/2019	17/09/2019	178
2019	Induction Programme	01/07/2019	16/09/2019	17/09/2019	152
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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Karmanta	19/03/2020	21/03/2020	Nil	Nil
HR Olympiad	14/12/2019	14/12/2019	20	20
International Women's Day	07/03/2020	07/03/2020	30	15
Session on Law Cases	15/02/2020	15/02/2020	49	33
Orientation of "Prevention of Sexual Harassment" at Workplace	28/09/2019	28/09/2019	41	27

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
88

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	1
Provision for lift	Yes	1
Ramp/Rails	Yes	1
Braille Software/facilities	Yes	Nil
Rest Rooms	Yes	1
Scribes for examination	Yes	1
Special skill	No	Nil

development for differently abled students		
Any other similar facility	Yes	1

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	1	01/08/2019	15	NELDA (Tree Plantation)	Environment consciousness	87
2019	1	1	12/08/2019	1	National Library Day	Library awareness	63
2019	1	1	19/08/2019	2	Commodities Derivatives Training	Farmer Education	4
2019	1	1	17/10/2019	1	Blood Donation Camp	Social	65
2019	1	1	20/10/2019	10	ISR by Marketing Department	ISR	37
2020	1	1	07/02/2020	8	Entrepreneurship Skill Development Program (ESDP)	Tribal development	12
2020	1	1	12/02/2020	1	Discussion on Case Laws	Women empowerment	82
2020	1	1	19/02/2020	1	Chh. Shiavaji Maharaj Jayanti at Orphanage and Old Age home	Social	8
2020	1	1	07/03/2020	1	Women Empowerment	Social	35

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
HUMAN RESOURCE MANUAL	01/07/2019	<p>The Staff Policy Document is prepared to make all staff working at MM's IMERT aware of rules and regulations that governs their working in the institute. The policy is effective from 1ST July 2017. And revised at January 2018. It is expected that staff members strictly adhere to the rules and regulations spelled out in this document. The management reserves the right to change/modify the policies as and when necessary and apply their discretion in specific cases.</p>
Student Rule Book	01/07/2019	<p>The code of professional conduct ("the conduct") is meant to encourage and clarify appropriate classroom, interpersonal, and extra-curricular etiquatte that is expected of each individual by their peers, the facultyand the institution. It is also intended to help describe the overall environment of excellence and professionalism that all students of the IMERT seek to establish and to continually enhance. It isthe responsibility of each student of IMERT to uphold the spirit, as well as the principles, of the Code of ProfessionalConduct:</p> <p>Expectations- Professional Standards of Conduct: In keeping with these shared expectations, IMERT-MBA students are expected to conduct themselves at all times in a professional</p>

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Republic Day Celebration	26/01/2020	26/01/2020	6
Reading Motivational Day Celebration	15/10/2019	15/10/2019	22
Library day	12/08/2019	12/08/2019	15
Teachers Day	05/09/2019	05/09/2019	45
Independence Day	15/08/2019	15/08/2019	6
International Yoga Day	21/06/2020	21/06/2020	14
International Womens Day	08/03/2020	08/03/2020	30
Gandhi Jayanti	02/10/2019	02/10/2019	4
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Green landscaping with trees and plants 2. Plastic free campus 3. Rain water harvesting 4. Food Waste Disposal Vermi - composting 5. Solar water heater system

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Institute has implemented following best practices one of which is Nelda that works towards the conservation of environment and the other is practicing Antyodaya Philosophy: The Enlightenment of the Last Person. Best Practice No. 1: Title of the Practice: NELDA Objectives of the Practice a. To protect environment through plantation and preservation of trees. b. To create awareness among students and instill the urge towards environmental protection. The Context Environmental preservation is necessary because Earths resources are limited and threatened by human activity. Environmental protection focuses on efficiency, protecting wildlife and flora, and minimizing carbon footprints. IMERT has signed MOU with Nelda Foundation, Pune for project Nelda. Nelda Foundation is a Section 8 Company under the Companies Act, 2013. Nelda Foundation is into several CSR philanthropic initiatives one of which is Plantation and Conservation of Trees. The Practice IMERT commenced participation in Nelda activity on Hanuman Hill on Senapati Bapat road, since October 2016 and is continued till date. Every Sunday, one faculty member from IMERT along with a group of his/ her mentee students (approximately 10 students) participates into plantation and nurturing of trees at Hanuman Hill. This is done in rotation so that on collective basis all the faculty members and students render their services to this cause. The activity is carried out in the first half of every Sunday for at least 4 hours producing 44 man hours of work every week. This activity is conducted jointly with the volunteers of Nelda Foundation. Nelda Foundation provides plants, plantation maintenance implements, safety gear and expertise through their volunteers for giving direction to the work. Also, all measures for safety of volunteers are ensured by IMERT and Nelda Foundation jointly. Also, IMERT makes available its seminar hall and other required infrastructure to Nelda Foundation for the purpose of some in-house related activities at the convenience of both the parties. Nelda

has arranged environment protection awareness programmes orientation programmes for IMERT students with the use of the infrastructure. Both the parties jointly promote the activities on various media platforms including newspaper, magazine and social media. Nelda shares appropriate information about such activities including the name of IMERT and its participation on Project Nelda's website and online media marketing platforms. Similarly, IMERT shares appropriate information about such activities including the name of Nelda Foundation and its participation on IMERT's website and other media marketing platforms.

Evidence of Success 1. IMERT has produced more than 4,000 man hours of work on this activity through the consistent contribution since October 2016. 2. Nelda Foundation has acknowledged IMERT's contribution in this endeavour by awarding a certificate of recognition in its annual event. IMERT shared this honour along with eminent social personalities and NGOs in Pune. 3. Through these efforts the institute has succeeded in plantation and nurturing of more than 600 trees on Hanuman hills. 4. Mr. Mangesh Dighe (Pune Municipal Corporation's Environmental Officer) has extended cooperation and appreciation, as evident from his answering queries related to environment issues by Pune residents through Nelda foundation Online platform. 5. Times of India has mentioned Nelda foundation's work and IMERTs' contribution into it towards environmental protection, dated 6th July 2018. 6. IMERT students could find the relevance of this activity through its linkage with the course on Managing for Sustainability as well as Strategic Management. Resultantly realizing its significance in their career endeavor in the world of management many of them have continued to volunteer on the task even after passing out from IMERT.

Problems Encountered and Resources Required: One major problem encountered by IMERT is the nuisance created by some anti-social elements in the form of destruction of the produced work. This happens because the hill is spread over a large area and there is hardly any security available round the clock. Frequent patrolling from Forest officials is the solution since the entire hill area comes under the jurisdiction of Forest Department.

Best Practice No. 2:
Title of the Practice: The Enlightenment of the Last Person using philosophy of Antyodaya Objectives of the Practice: 1.Ensuring the management education to masses irrespective of their financial status. 2.Providing the support system to financially and socially challenged students. The Context: Welfare of Masses is the motto of Marathwada Mitra Mandal (MMM). Management of MMM takes every step to ensure that financially challenged students from even last strata of the society are provided with the education and career opportunities. This is done by providing an ecosystem having three elements namely need-based scholarship in the form of fees-waiver, providing free/ substantially subsidized hostel accommodation and helping them in building their career. IMERT, being the constituent unit of MMM, has always practiced this ecosystem while offering management education to masses. The Practice: IMERT practices the Antyodaya Philosophy given by Acharya Vinoba Bhave by following the ecosystem laid down by the parent body MMM Trust. Antyodaya literally means catering to the needs and aspirations of even the last person. IMERT ensures inclusion of even the most unprivileged student in its education offering. IMERT invites application from the needy and meritorious students for need based scholarship. This is done in alignment with the philanthropic philosophy of MMM Trust. These applications, after the scrutiny and recommendation from Director, are presented to management for final approval. The fees-waiver mechanism truly ensures the inclusion of the deprived students in education system and allows them to complete their management education from IMERT to get the MBA degree from SPPU. Additionally, IMERT also accommodates the request of several students for deferred payment of fees in instalments. IMERT students have also been benefitted by the subsidized hostel accommodation facility of MMM Trust. IMERT has an incredible focus on the third element of the ecosystem, i.e., career building of its students. Faculty members of IMERT play the role of catalyst in this process. It is done by the faculty members through their

wholehearted efforts. For this purpose, IMERT believes and rigorously practices development of faculty members through Faculty Development Programmes. IMERT continuously encourages its faculty members to participate in various Faculty Development Programmes. For this purpose, the three-tier mechanism is developed by IMERT comprising of the following: 1.In-House Faculty Development Programmes: Under this head IMERT organizes relevant FDPs in its campus by inviting renowned faculty from eminent institutes, resource persons from industry and practicing professionals. Often faculty members from other management institutes are also invited to participate in these FDPs to ensure increased interaction opportunities to IMERT faculty members. 2.Deputation on External Faculty Development Programmes: Under this head IMERT faculty members are deputed to attend the FDP organized by eminent institutes at national as well as international level. Management of Marathwada Mitra Mandal sponsors faculty members in the form of sponsorship of course fees, interest-free salary advance and on-duty leave. 3.Exposure to the World of Work: Under this head IMERT faculty members are deputed to work with the industry on a real-life situation/ project. Thus, the overall support system comprises of the fees waiver/ time deferral, providing support in the form of hostel accommodation and career building support through constant enrichment of the faculty members. Ensuring provision of this ecosystem is the best practice at IMERT. Evidence of Success: 1.Following the altruistic philosophy of MMM, during last five financial years IMERT has waived off the fees amounting to Rs.12,76,344 from 43 needy and deserving students. 2.Faculty members were catalyst in bringing the positive change in the life of the students. To bring this change they did the constant handholding of the students by developing themselves in various areas. To name a few are: 1.Goods and Services Tax 2.Digital Marketing 3.Commodities Markets and Commodities Derivatives 4.Mutual Funds 5.Performance Management Systems 6.Developmental Economics and Social Impact 3.IMERT could achieve placement of 87 of its students in the latest passing out batch. 4.Students of IMERT could secure profiles like Research Analyst, Digital Marketing, Banking Operations Manager, Personal Banker with several reputed corporate recruiters. 5.Over a period of years around 70 of the students, who joined the MBA programme as financially and socially challenged students, got placement and today they are standing independently in their life with dignity. Problems Encountered and Resources Required 1.Students coming from this background often face cultural shock during this entire transformation process. They find it difficult to cope up with corporate expectations. 2.This transformation process involves continuous efforts for soft skills building and counselling, which consumes a lot of time and this constraint poses a serious challenge on their academic front and employability. To overcome the above challenges, IMERT has proposed to SPPU to extend Business Communication elective course from first semester till third semester. To introduce foundation courses in English language and soft skills is dire need of the hour.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<http://mmimert.edu.in/images/NAAC/7.2.1-Best-Practices.pdf>

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Marathwada Mitra Mandal (MMM) was established and is working since 1967 with a motto of providing education opportunity to every individual even from last strata of the society. This motto is explicated through its mission statement "Yethe Bahutanche Hit" meaning "Welfare of Masses" IMERT is the constituent unit of MMM Trust and has ensured the unification of its vision, priorities and thrust areas with the motto of MMM. As its explicitly stated vision, IMERT

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

With this vision statement IMERT is committed to its mission to impart professional management education. Career Guidance Programmes: The thought clarity on career options, goals, priorities and actionable steps is a major challenge for youth in rural parts of the state of Maharashtra. Having realized this IMERT undertook career guidance sessions in various tier 2 3 towns in Maharashtra. The series of these sessions, fully sponsored by MMM to fulfill its motto, centered around career opportunities through Management education.

IMERT conducted these sessions consistently from the calendar year 2015 in Pune, Ahmednagar, Marathwada, eastern Maharashtra, Khandesh and Vidarbha. All the sessions put together more than 2,500 undergraduate students have been benefited by these sessions. Goods and Services Tax Awareness Programmes: Goods and Services Tax (GST) was launched on 1st July, 2017 in India. This was as a major reform in Indirect Taxation in India it led to the need to educate every individual impacted by this reform. IMERT found it relevant to its thrust area

and approached National Academy of Customs, Indirect Taxes and Narcotics (NACIN), which is the apex academy of the Central Government of India for capability building in the field of indirect taxation. NACIN recognized IMERT as the Approved Training Partner. This recognition was bestowed upon IMERT through its faculty members who underwent rigorous training and examination from NACIN. IMERT is one of the 14 such institutes approved at pan India level and the only one in Maharashtra. Commodities Derivatives Awareness Programmes:

Issue of farmers' suicide is a major burning problem in Maharashtra. One of the reasons behind these unfortunate suicides is wrong price discovery by farmers leading to increased risk. IMERT decided to take up this issue and address it

with the education based solution from its thrust area. IMERT approached Securities Exchange Board of India (SEBI) and got its finance faculty members trained and certified in the area of Commodities Derivatives from National Institute of Securities Market (NISM). NISM is the education arm of SEBI. Through this initiative IMERT has emerged as the only management institute in Maharashtra to get recognized as Commodities Derivatives Trainer Institute.

Through this recognition, IMERT has been authorized and funded by SEBI to conduct the Commodities Derivatives Awareness Programmes for farmers and farm producing organizations in Maharashtra. Under this initiative, IMERT has conducted the programmes for farmers at various places like Ahmednagar, Kolhar, Bhagawatipur, Kolhapur and still counting. It is worth mentioning here that all these programmes are sponsored and funded by SEBI.

Provide the weblink of the institution

<http://mmimert.edu.in/images/NAAC/7.3.1-Institutional-Distinctiveness.pdf>

8.Future Plans of Actions for Next Academic Year

Future plan of action for academic year 2019-2020

1. Accreditation: IMERT has been striving for NAAC accreditation and is aiming to get NAAC accredited in academic year 2019-2020. The Institute will also commence its efforts towards NBA accreditation once NAAC accreditation is achieved.
2. Research conference: IMERT will continue to focus on research activities and will host a research conference in accordance
3. Strengthening Industry-Academia connect: The Institute will continue to strengthen its industry academia connect through its active engagement with its Corporate Advisory Board (CAB) as well as initiatives such as HR conclave, guest lectures from industry experts, Industry visits etc.
4. Institute Social Responsibility (ISR) Women Cell: IMERT women cell will keep arranging women centric programmes and or invite guest speakers to talk and highlight women centric issues. Also, under the Institute Social Responsibility initiatives, ongoing activities like NELDA (plantation and conservation of trees) and various other activities such as blood donation programmes, helping women's Self Help Groups etc. are to be conducted. These activities are aligned to IMERT's mission of creating responsible citizens.
5. Faculty Development

Programmes and Workshops: To enable continuous learning and to keep on sharpening the saw, IMERT will conduct and host Faculty Development Programmes on various relevant issues. Teachers will also be encouraged to participate in FDPs arranged by various other institutes/organizations. In addition, various workshops for teachers as well as students will be arranged from time to time on various contemporary issues. 6. Management Development Programmes: The Institute will also strive to arrange and conduct various training programmes and workshops for various corporate or industry bodies under its MDP (Management Development Programme) initiatives.