



SELF STUDY REPORT
FOR
2nd CYCLE OF ACCREDITATION

NAVJEEVAN INSTITUTE OF MANAGEMENT

**NAVJEEVAN INSTITUTE OF MANAGEMENT SHIVSHAKTI CHOWK 4TH SCHEME CIDCO NASHIK
422008**

navjeevanmba.com

SSR SUBMITTED DATE: 29-09-2018

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

September 2018

Executive Summary

Introduction:

Navjeevan Education Society's Navjeevan Institute of Management(NIM), a premier business school established in 1994, is affiliated to University of Pune, recognized under AICTE (New Delhi), accredited by NAAC in 2004. it is also an active member of CII Western region. Our aim is not only to impart quality education in the field of management but also to ensure holistic development of the students. The institute is located in

scenic Nasik, also known historically as the city of pilgrimage and recently as Asia's only wine park. NIM premise is situated at clean, clam, peaceful and pollution free environment.

Navjeevan Education Society (NES), established in 1983, is an ambitious educational body, registered by Society's Registration Act & B.P.T Act 1960. Our sheer ambition is to be useful for the rebuilding of this nation by supplying sincere and hardworking youth NES and its Group of Institutions are the dream projects of its Founder Chairman Sri SUBHASH G. DESHMUKH, a visionary, an acknowledged educationist, a philanthropist, and a social worker. The institute is involved in offering Management Development Programs (MDP) to practicing managers. Our renowned core, full time and the visiting faculty sincerely believe in not only disseminating knowledge through excellent teaching, but also by creating knowledge through research. They are very well-versed in their fields of expertise, which immensely benefit our students in preparing them for the challenging business environments.

Vision:

To be India's leading University-based Business School, offering the holistic development of the people who are going to shape the World in 21st century with their transformational ideas.

Mission:

We are committed to educating and developing tomorrow's leaders and builders of the world, who create value for their stakeholders and Society at large, by providing them the highest Quality and life-transformational learning experience.

SWOC

Institutional Strength :

- Approval and affiliation: Recognized under by AICTE, Affiliation of SavitribaiPhule Pune University (SPPU) for MBA Courses.
- Experience: Established in 1994. Large educational experience of 23 years in management education related to MBA courses
- Good infrastructure
- Established Library with Text Books, Journals, ebooks, audio and video books.
- Offering Professional Education at a very affordable cost
- Guidance and Support from well-known Navjeevan Education Society.
- Industry linkages to offer students Summer Internship Projects & Placements.
- Educated & Trained staff to offer the Quality Education with General Awareness.
- Specific focus on Holistic development of students by offering Self-Development Programs to improve their employability.

Institutional Weakness :

- International enrolment: Efforts for enrolment of international students is to be done.
- Limited land for future expansion of the campus.

Institutional Opportunity :

- Strategic alliances and partnerships with Top Indian and International MBA Institutes.
- Possibility of revenue generation by consultation, MDPs and research work from the industry.
- Student Exchange Programs with Top Indian and International MBA Institutes.
- Offering Management Services to SMEs to generate additional revenue.
- Making more extensive eBooks, Educational Audio books & Videos available to All the students.

Institutional Challenge :

- No flexibility in content designing as university curriculum is followed.
- Attrition of trained people: Attrition of trained and experienced faculties due to better prospects in other institutes gives temporary setbacks.
- Time constraint for imparting additional skills.
- Competition faced by other education institutions.
- Lowering Interest of Under-Graduate Students towards MBA Programs.

Criteria wise Summary

Curricular Aspects :

- Navjeevan Education Society's **Navjeevan Institute of Management(NIM)**, a premier business school established in 1994, is affiliated to University of Pune, recognized under AICTE (New Delhi), accredited by NAAC in 2004. NIM is a self-financing institute.
- We follow the Curriculum designed by University. Semester pattern is being implemented for MBA curriculum.
- Academic Calendar is maintained and monitored by Coordinator.
- The vision of the Institute is to offer quality education at affordable cost in Management with a holistic development for the better life.
- NIM offers Value added Career Oriented Programs to students and staff members periodically. This is achieved by conducting seminars and workshops with leading industries.

- NIM encourages Entrepreneurship Development in MBA students.
- Personality & communication development aspects are developed in the students through various extension activities like Cultural activities and Sports Activities.
- The feedback forms have been designed to take the required feedback from students, Alumni and staff members for the improvement.

Teaching-learning and Evaluation :

- Admission process is systematically administrated and transparency is maintained in accordance with the norms prescribed by the Savitribai Phule Pune University (SPPU), Pune.
- The advertisement for the same is published in newspapers.
- The Institute also admits students from other states.
- Faculty Development Programs: Keeping in view the changing curriculum, seminar and workshops are organized to enable the teachers to adapt the changing needs of the society and market.
- Guest lectures by experts from various sectors are organized for students & faculty members. Faculty is also encouraged to participate in seminars and workshops.
- The Institute has a well-organized and well planned teaching, learning and evaluation schedule integrated into the system.
- Daily attendance is maintained class wise. Faculty feedback is taken, analyzed and presented to the Director.
- Institute follows the norms laid down by government regarding the scholarship to all category students.
- Institute conducts Counseling Sessions for slow learners.
- Performance through-out the semester is displayed and conveyed to students time to time. The Institute has well established Women's Grievance Cell which addresses the students sincerely.

Research, Innovations and Extension :

- The Institute has the vision to inculcate research culture among faculty and Students.
- Institute promotes faculty to write and publish research papers in reputed journals of high impact factors.
- Participation in research project competition 'AVISHKAR' unique in its nature is being implemented through Board of Institute and University Development (BCUD).
- - NIM IQAC takes efforts to increase the participation of the students & faculty members for Avishkar.
- In order to promote research capacity relating to teaching and learning the first priority is to develop a teaching and learning research orientated consciousness among staff.
- NIM IQAC has been encouraging faculty members to think of their professional practice as requiring investigation and evaluation using relevant theoretical frameworks with which to reflect on and analyse their teaching.
- NIM IQAC is identifying the teaching excellence and offering Recognition and Reward for their encouragement.

NIM IQAC conducts Workshops on:

- How to get published and how to upgrade investigations into a published paper
- One-to-one support
- Linking people across the institution with similar research interests, teaching and learning research clusters designed to provide peer review of work in progress, and seminars for initial presentation of research results to test out ideas.
- Another approach to building research capacity is the appointment of Visiting Professors and Fellows whose responsibility is to lead the research agenda through advice and guidance to staff and deliver a professorial lecture in the area of scholarship of teaching and learning.

Infrastructure and Learning Resources :

- The infrastructure is an integral part of development.
- NIM focuses on academic, administrative, co-curricular and extracurricular activities.
- Students are encouraged to take part in various sports activities and Sports events arranged by different MBA institutes in the region.
- The classrooms are well ventilated with natural light and amenities like LED tube lights, fans, LCD projector etc.
- NIM has well equipped computer labs. The real treasure of NIM is our library.
- The aim of the Library is to serve the needs of our faculty, research scholars, students and members of Library.
- It is the heart of the Institution and acts as a centre for the collection of literature, predominantly related to holistic development of students and scholars.
- Provision of students' book bank.
- Library encompasses of around 12000 books and volumes, provision of over 100 National & International journals & around 150 ebooks. Facility of General Books (Subject oriented & otherwise) provision of especially prepared faculty Notes, References, Annual reports for extra reference, Ready Reckoners, Overview reports and Annual Library Reports are kept for administrative cause.
- The library also enriches its knowledge Bank adding around 75 books per year to enhance the learning process. Around 785 Educational Audio & Video CDs are also available.
- The institute is located in scenic Nasik, also known historically as the city of pilgrimage and recently as Asia's only wine park.

Student Support and Progression :

- NIM is affiliated to Savitribai Phule Pune University (SPPU).
- Recognized under AICTE (New Delhi) and accredited by NAAC in 2004.
- NIM provides free ship, scholarship as per University/Government Norms to the needy Students.
- NIM publishes its admission process and details with all the details of infrastructure facilities, programs offered, activities, rules, regulations etc, the same is also informed to perspective students and general public through website, leaflets and pamphlets.
- NIM offers Development Programs to students & faculty members under MDP & FDP Value added Activities.
- NIM conducts various extra-curricular/Co-curricular activities for over all development of the students throughout the year.
- NIM has formed various committees such as Grievance Addressal cell, anti ragging committee, RTI & Students Council for supporting students and faculty members in best possible ways..

- Institute promotes students to participate in CSR and cultural activities to ensure overall growth of the students.
- Movie Day on gender equality, masculinity & relationships in collaboration with an NGO
- Expert shared knowledge of legal rights of women with Students.

Governance, Leadership and Management :

- The mission and vision of Institute are designed accordingly the policies of higher education of India.
 - We follow the course curriculum of Savitribai Phule Pune University (SPPU), which is one of the leading Universities in India & abroad.
 - We impart the students with latest and relevant knowledge in the field of Management theory and practical.
 - We provide opportunities to the students, within and outside the institution, for developing necessary managerial skills.
 - We impart and develop the right kind of values and attitude to function effectively in managerial / administrative position.
 - After every 3 years syllabus is revise by University. In the academic year 2013-14 university has up-grated the syllabus to CBCS pattern.
 - Syllabus was upgraded to Choice Based Credit System (CBCS) Pattern in Academic Year 2013-14.
 - CBCS Pattern provides an approach in which the students can take course of their choice, learn at their own pace, undergo additional courses and acquire more than the required credits.
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- It is our pride that our alumni are working in different array of corporate and Start up and at a very prestigious level.
 - We conduct many workshops for First year students and also for Alumni who wants to have their start up and simple wants to enhance their skills and network.

We conducted chapter meets and coffee meets for Alumni so that they can offer their valuable guidance to students and can also keep connected with the Institute.

Institutional Values and Best Practices :

Various CSR Activities with students & Faculty members are conducted for their holistic development and to create Social awareness.

Institute believes that all the people associated with us should be socially aware and connected with each other to bring out the best in ourselves.

Some of the activities are as under:

1. Helping Authorities at the time of GANESH VISARJAN for proper management and disposal of waste of Ganesh Visarjan and helping them understand the importance of Eco-friendly Ganesh Chaturthi.
2. Blood donation camp was arranged by students and faculty members in Institute.
3. Visit to Old age Homes and Mentally challenged boys & girls.

- Arranging Mega Job Fair for NIM Students and for all interested students of other Institutes along with Working Professional to create a Single platform for students, working professionals and Recruiters for Job Opportunities and fulfillment.
- Institute believes students of all the Institutes in Nashik region should get lots of job opportunities by creating a single platform by bridging the gap between the students and Industry.
- Lot of students got Job opportunities in Mega Job Fairs and a chance to interact with Industry stalwarts directly.
- NIM offers several Training Sessions on Motivation, Personality Development in Orientation Program for the students at the start of the curriculum.

Profile

BASIC INFORMATION

Name and Address of the College	
Name	NAVJEEVAN INSTITUTE OF MANAGEMENT
Address	NAVJEEVAN INSTITUTE OF MANAGEMENT SHIVSHAKTI CHOWK 4TH SCHEME CIDCO NASHIK
City	NASHIK
State	Maharashtra
Pin	422008
Website	navjeevanmba.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email

Director	PREETI MAHESH KULKARNI	0253-2393827	9890646845	0253-2390319	navjeevan.mba@gmail.com
IQAC Coordinator	SUVARNA RAHUL SHINDE	0253-2379848	9604101118	0235-2390319	suvarna.barge@gmail.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details											
Date of establishment of the college	01-01-1994										
<table><tr><td colspan="3">University to which the college is affiliated/ or which governs the college (if it is a constituent college)</td></tr><tr><td>State</td><td>University name</td><td>Document</td></tr><tr><td>Maharashtra</td><td>Savitribai Phule Pune University</td><td>View Document</td></tr></table>			University to which the college is affiliated/ or which governs the college (if it is a constituent college)			State	University name	Document	Maharashtra	Savitribai Phule Pune University	View Document
University to which the college is affiliated/ or which governs the college (if it is a constituent college)											
State	University name	Document									
Maharashtra	Savitribai Phule Pune University	View Document									
Details of UGC recognition											
Under Section	Date	View Document									
2f of UGC											

12B of UGC					
Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)					
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks	
AICTE	View Document	04-04-2018	12	Valid for Current Academic Year	
Details of autonomy					
Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?		No			
Recognitions					
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?		No			
Is the College recognized for its performance by any other governmental agency?		No			
Location and Area of Campus					
Campus Type	Address	Location *	Campus Area in Acres	Built up Area in sq.mts.	
Main campus area	NAVJEEVAN INSTITUTE OF MANAGEMENT SHIVSHAKTI CHOWK 4TH SCHEME CIDCO NASHIK	Urban	0.94	1581.41	

ACADEMIC INFORMATION

Details of Programs Offered by the College (Give Data for Current Academic year)					

Program Level	Name of Program/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Management	24	Any Graduation	English	60	60

Position Details of Faculty & Staff in the College

Teaching Faculty

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

Non-Teaching Staff

	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				1
Recruited	1	0	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				5
Recruited	3	2	0	5
Yet to Recruit				0

Technical Staff

	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0

Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	1	0	0	1
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	1	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	1	0	3

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

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0

M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties

Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	4	1	0	5

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

Program		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	45	0	0	0	45
	Female	15	0	0	0	15
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	10	15	9	9
	Female	3	4	4	3
	Others	0	0	0	0
ST	Male	0	1	1	2
	Female	2	0	0	0
	Others	0	0	0	0
OBC	Male	13	22	16	26
	Female	8	0	5	2
	Others	0	0	0	0
General	Male	5	7	7	5
	Female	5	1	6	5
	Others	0	0	0	0

Others	Male	10	8	10	7
	Female	4	2	2	1
	Others	0	0	0	0
Total		60	60	60	60

Provide the Following Details

Number of Programs	Self-financed Programs offered	New Programs introduced during the last five years
	1	0

Provide the Following Details

Unit Cost of Education	Including Salary Component	Excluding Salary Component
77429	77429	42579

QIF
1. Curricular Aspects
1.1 Curricular Planning and Implementation
1.1.1 The institution ensures effective curriculum delivery through a well planned and documented process
Answer:

- Navjeevan Education Society's **Navjeevan Institute of Management(NIM)**, a premier business school established in 1994, is affiliated to University of Pune, recognized under AICTE (New Delhi), accredited by NAAC in 2004. NIM is a self-financing institute.
- We follow the Curriculum designed by University. Semester pattern is being implemented for MBA curriculum.
- A well-planned Academic Calendar is maintained and monitored by Coordinator for effective delivery of curriculum.
- The vision of the college is to offer quality education at affordable cost in Management with a holistic development for the better life.
- NIM offers Value added Career Oriented Programs to students and staff members periodically. This is achieved by conducting seminars and workshops on relevant topics for their overall development.
- NIM encourages Entrepreneurship Development in MBA students by offering personal guidance to succeed.

- Personality & communication development aspects are developed in the students through various extension activities like Cultural activities and Sports Activities.
- The feedback forms have been designed to take the required feedback from students, Alumni and staff members for overall improvement of offering by NIM.

1.1.2 Number of certificate/diploma program introduced during the last five years

Answer: 6

1.1.2.1 Number of certificate/diploma programs introduced year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	1	1	2

File Description	Document
Details of the certificate/Diploma programs	View Document

1.1.3 Percentage of participation of full time teachers in various bodies of the Universities/ Autonomous Colleges/ Other Colleges, such as BoS and Academic Council during the last five years

Answer: 250

1.1.3.1 Number of teachers participating in various bodies of the Institution, such as BoS and Academic Council year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
3	5	3	3	3

File Description	Document
Details of participation of teachers in various bodies	View Document

1.2 Academic Flexibility**1.2.1 Percentage of new Courses introduced out of the total number of courses across all Programs offered during last five years****Answer:** 0

1.2.1.1 How many new courses are introduced within the last five years

Answer: 0

File Description	Document
Details of the new courses introduced	View Document

1.2.2 Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented**Answer:** 100

1.2.2.1 Number of programs in which CBCS/ Elective course system implemented.

Answer: 1

File Description	Document
Name of the programs in which CBCS is implemented	View Document

1.2.3 Average percentage of students enrolled in subject related Certificate/ Diploma programs/Add-on programs as against the total number of students during the last five years**Answer:** 100

1.2.3.1 Number of students enrolled in subject related Certificate or Diploma or Add-on programs year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
108	102	107	95	86

File Description	Document

Details of the students enrolled in Subjects related to certificate/Diploma/Add-on programs

[View Document](#)

1.3 Curriculum Enrichment

1.3.1 Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum

Answer:

As part of curriculum “Environment Study” for first and second year, faculty makes students aware about the basic components of environment and their application in various fields. Institute organizes various activities like tree plantation, public awareness during festival season with the help of students.

E.g. Importance of Blood donation and blood donation camps, importance of hygiene and individual responsibilities regarding the same, Immersion of Ganesh idol etc.

- Anti Ragging committee has displayed notice board and at various places in Campus.
- Complaint from student regarding any issue, institute properly discuss and resolve with mutually agreed solutions.
- To match with today’s need for fast and accurate information, institute provide access to fast internet to students. Student’s inputs and complaint regarding same are properly studied and addressed.
- Women Grievances cell.
- Earn and Learn Scheme.
- INCUBATION CENTER: In today’s fast changing world. Evry institution needs to adopt the changes as quickly as possible and at the same time innovate the processes to be ahead of the other institutes. NIM established Incubation Center in 2018 with the support of Navjeevan Education Society, and offers working spaces, expert’s opinions and guidance from the industry. Navjeevan education society is the pioneer in entrepreneurs’ development and self reliable manpower development of Institute.
- Please find the uploaded document for the list of courses in the curriculum and courses initiated by the institute related to cross- cutting issues like Gender, Environment and Sustainability, Human Values and Professional Ethics.

1.3.2 Number of value added courses imparting transferable and life skills offered during the last five years

Answer: 24

1.3.2.1 Number of value-added courses imparting transferable and life skills offered during the last five years

Answer: 24

File Description	Document
Details of the value-added courses imparting transferable and life skills	View Document

1.3.3 Percentage of students undertaking field projects / internships

Answer: 200

1.3.3.1 Number of students undertaking field projects or internships

Answer: 216

File Description	Document
Institutional data in prescribed format	View Document

1.4 Feedback System

1.4.1 Structured feedback received from

1) Students, 2) Teachers, 3) Employers, 4) Alumni and 5) Parents for design and review of syllabus-Semester wise/ year-wise

Answer: A. Any 4 of the above

File Description	Document
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View Document
URL for stakeholder feedback report	View Document

1.4.2 Feedback processes of the institution may be classified as follows:

Answer: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
URL for feedback report	View Document

2. Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average percentage of students from other States and Countries during the last five years

Answer: 1.81

2.1.1.1 Number of students from other states and countries year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2	2	2	1	2

File Description	Document
List of students (other states and countries)	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.1.2 Average Enrollment percentage*(Average of last five years)*

Answer: 93

2.1.2.1 Number of students admitted year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
60	60	60	60	39

2.1.2.2 Number of sanctioned seats year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
60	60	60	60	60

File Description	Document
Institutional data in prescribed format	View Document

2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

Answer: 84.44

2.1.3.1 Number of actual students admitted from the reserved categories year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
69	66	66	61	42

File Description	Document
Institutional data in prescribed format	View Document

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners

Answer:

An **Orientation Program** is arranged by NIM every year for the First Year students.

Agenda includes:

- Managing Trustee's Address
- Director's Message
- Introductory sessions conducted by faculty members (who are in-charges of various extra-curricular and professional activities taking place within institute)
- Placement related discussion by the Training and Placement officer

Apart from these, the below details are shared with the students to make them familiar with NIM's working.

1. First year Course Curriculum/Examination structure
2. Academic Calendar
3. Passing criteria, grading pattern, re-examination
4. Rules & Regulations

Process of Assessment of learning levels of the students:

Before commencement of classes, the students are required to fill in the SPED Form. With the help of SPED Form & Personal Counseling Session, students are classified as Slow/Advanced Learners. This helps NIM to not only consider the Academic Performance of students but to understand overall personality of the student to succeed in his/her career.

Strategies for Slow Learners:

- Special attention is given to Slow learners to help them succeed in their Academic as well as Professional Life.
- These students are mentored by interactive sessions other than the regular classroom / laboratory contact hours.
- Additional classes, if required, are conducted for these students after class hours to clarify doubts, re-explain the critical topics for an improved performance.
- Book reading plan is shared to help them grow at their own pace.
- Frequent absenteeism is dealt by calling and sending SMS followed by one to one counseling.
- Counseling and mentoring sessions are conducted to help the students if they are facing any psychological issues to achieve their goals successfully.
- They are encouraged to participate in Annual Function and other College activities.
- The process helps learners to feel physically and mentally comfortable.

Strategies for Advanced Learners:

- They are usually made the class representatives for proactive leadership by designing their own development plan.
- Advanced Books Reading Plan is shared with Advanced Learners to widen their horizon.
- They are given inputs on professional skills, research methodology and research design.
- They are intellectually stimulated with various advanced projects, challenging assignment and tasks for their advancement.
- They are encouraged to present/write research articles/papers.
- They usually lead to plan and organize departmental seminars/conferences
- They are usually given the opportunity to interface with the academia/industry experts for lectureship, seminars or placements purpose.
- Frequent absenteeism is dealt by calling and sending SMS followed by one to one counseling.
- The continuous evaluation by NIM faculty helps to gain information about students who are weak & running the risk of being dropout.
- Mentoring system is implemented in which each teacher is assigned a batch of students with whom they regularly interact.
- From this interaction, institute gets information about students who are lagging or progressing in particular subjects.

Data Analysis and documentation

- The corrective actions are initiated and monitored by head of the departments and used for further strategic planning.
- The details are documented for future reference.

2.2.2 Student - Full time teacher ratio**Answer:** 15.43**2.2.3 Percentage of differently abled students (Divyangjan) on rolls****Answer:** 0**2.2.3.1 Number of differently abled students on rolls****Answer:** 0

File Description	Document
Institutional data in prescribed format	View Document

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Answer:

NIM arranges several of Students centric activities to broaden the scope of education imparted during academic years to the valuable students.

Experimental learning

- NIM is committed to offer holistic development of its students by the way of introducing learning activities which will help in boosting the creativity and imagination & will help them become a responsible citizen of India.
- MoUs are being signed up with Industry and with other institutes to offer experimental learning with corporate touch to students.
- Field Trips visits are arranged regularly to offer best experiential learning of the students.
- Several industry visits are planned to provide the students with hands on experience of the field and to update them with the current technology. Through these site visits, students understand the practicality and implementation of the concepts studied by them.

Participative learning

- In participative learning, students' are encouraged to participate in different curricular and extra-curricular activities.
- Arranging field/industrial visits.
- Conducting sessions like group discussion, seminar, and quiz, poster presentation to make the learning more interactive and collaborative.

- Participating and managing Inter-collegiate events like NIMBASH.
- Research Paper writing.
- Value-Added Workshops are arranged to motivate students and to imbibe the job-oriented skills in students.

Problem solving methodologies

Group Discussion:

- IQAC Team and Grievance cell are formed to address any problems arising in NIM.
- The members gather to discuss the problem in hand and then come out with possible outcomes as per given circumstances.
- The suggestions are then submitted to Head of the institute to confirm the solution.

Brain Storming:

- Head of the Institute along with Mentors and Core Team members come together to brainstorm the best possible outcomes to the problems under given circumstances.
- The solution is finalized and implemented by core team members immediately thereafter.

2.3.2 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc.

Answer: 100

2.3.2.1 Number of teachers using ICT

Answer: 7

File Description	Document
List of teachers (using ICT for teaching)	View Document
Provide link for webpage describing the " LMS/ Academic management system"	View Document

2.3.3 Ratio of students to mentor for academic and stress related issues

Answer: 15.43

2.3.3.1 Number of mentors

Answer: 7

2.3.4 Innovation and creativity in teaching-learning

Answer:

NIM offers the holistic development of the people who are going to shape the World in 21st century with their transformational ideas.

- Introduction of Language Lab & Communication Syllabus for English Communication Development of the students, tailor-made according to students' requirements in collaboration with IQAC & placement Cell.
- For easy access for students, NIM developed soft copy of study material.
- Yearly activities were divided in 5 areas namely Curricular, Co-Curricular, Extra-Curricular, Supportive Activities and Administrative activities for effective management of academic requirements.
- Regular Club activities like Book reviews were arranged for students for their overall development.
- NIM has developed creative approach for weekly activities as below:
 - Value-added Extra-Curricular activities on every Monday, Tuesday, Wednesday.
 - Sports/ Library activities on every Thursday
 - Placement related activities on every Friday
 - Guest Lectures (as per availability of resource person) on every Saturday.
- NIM faculty use multimedia devices, like Projector and Computers to make teaching effective.
- Quiz contests, Surprise Tests, Group discussions, class-room seminars, audio-visual programs are also introduced for students to ensure their overall development.

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Answer: 75.56

File Description	Document

Year wise full time teachers and sanctioned posts for 5 years

[View Document](#)

2.4.2 Average percentage of full time teachers with Ph.D. during the last five years

Answer: 23.93

2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2	2	1	1	2

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	View Document

2.4.3 Teaching experience per full time teacher in number of years

Answer: 5.29

2.4.3.1 Total experience of full-time teachers

Answer: 37

2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years

Answer: 132.35

2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
01	03	02	01	02

File Description	Document
Institutional data in prescribed format	View Document

2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the last five years

Answer: 0

2.4.5.1 Number of full time teachers from other states year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0	0

File Description	Document
List of full time teachers from other state and state from which qualifying degree was obtained	View Document

2.5 Evaluation Process and Reforms

2.5.1 Reforms in Continuous Internal Evaluation(CIE) system at the institutional level

Answer:

- There are two Evaluation processes for Affiliated Institutes, one is defined by University and other by Institute.
- SPPU Pune conducts various examinations to evaluate the performance of all the students.
- NIM firmly believes in continuous evaluation & development of their students for their holistic development.
- A structured evaluation process has been designed and implemented by SPPU.
- NIM conduct exam guidance sessions to prepare students for University examinations.
- Structure of Exams: Theory - 50 Marks (Conducted by University), Internal Exams – 30 Marks (Conducted by Institute) and Online MCQs - 20 Marks (Conducted by SPPU in Institute).
- The institute has defined set of internal assessment structure.
- The Director and Examination Committee schedules and executes the evaluation process with strict monitoring on regular basis.
- NIM appoints Examination Coordinator for smooth conduction of Internal Tests.
- NIM has internally defined 10 Concurrent Evaluation Criteria and based on these criteria along with Attendance report & performance in Internal Tests, 30 marks are allotted by NIM to each student.
- NIMS 10 Criteria include Home Assignment, Viva, Class Tutorials, Quiz/Debate, PPT Presentation, Book Review, Case Study, Group Discussion, Open Book Test, Industry Analysis.
- The term work evaluation is done by respective course teachers in the mid and at the end of semester.
- The students are notified about their performance and evaluation of students is displayed on notice boards.

- Personal Counseling sessions are conducted for the students with less marks to understand the issues they are facing to understand the concepts in Syllabus.
- Re-Examination is conducted for these students again to improve their performance.

2.5.2 Mechanism of internal assessment is transparent and robust in terms of frequency and variety

Answer:

Transparency initiatives at institute level:

- NIM conducts Orientation Program at the start of the Year to make students understand the Basic eligibility for evaluation process.
- The details are also conveyed to students through university website, notice boards and class-room counseling.

Robustness in terms of Frequency

- Continuous assessment report for all the courses is displayed.
- IQAC meetings are conducted periodically to review the performance of evaluation process and to make the necessary changes required.
- Display Internal/term work marks at the end of each semester for students' information.

Robustness in terms of Variety

- Grievance Cell, Anti-Ragging Committees are formed to address and solve grievances of students, if any.
- At the end of each semester, Director verifies and confirms the internal marks for all the students.

2.5.3 Mechanism to deal with examination related grievances is transparent, time-bound and efficient

Answer:

At institute Level:

- The concerned faculty member from NIM team looks into redressal of grievances with reference to evaluation at the institute level.
- The faculty discusses with the students over the marking scheme and model answers and resolves their queries.

Apart from this, Standard Procedure for Submission of Application for Revaluation of Answer Book(s) of Theory Paper(s) is as below:

1. A candidate shall be eligible to apply after receipt of photo copy (ies) of those answer book(s).
2. A candidate shall submit an application along with the requisite fees, within ten days from the date of receipt of photo copy (ies).
3. The application forms shall have to be filled in and signed by the candidate only.
4. A candidate shall attach photo copies of the following documents.
5. Students of affiliated colleges/recognized institutions shall submit their application forms along with the requisite fees to the Principal/Director of the college/institution concerned.
6. Students of University Departments shall apply directly to the Controller of Examinations; submit their application forms through the Head of the Department concerned.
7. External students shall apply directly to the Controller of Examinations, with the requisite fees.
8. Director of the institution concerned shall forward all applications within five days from the last date of receipt of applications for revaluation, along with the amount of fees.

2.5.4 The institution adheres to the academic calendar for the conduct of CIE

Answer:

- NIM has gained its unique position and credibility through careful planning and execution of the *Teaching-Learning* processes.
- NIM follows following process as guided by University in the execution process.

Preparation of Academic Calendar

The SPPU, Pune publishes standard academic calendar for the complete academic calendar as per below:

Contents of Academic Calendar

1. Commencement of teaching
2. Holidays
3. Conclusion of Teaching
4. Practical / Oral / Theory Examination dates
5. Submission dates
6. Result declaration dates

- This university calendar is used as a reference to prepare in-detail academic calendar of the institute.
- Academic calendar is prepared and presented to Committee and Director for finalization.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

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 on website and communicated to teachers and students

Answer:

NIM committee members discuss every year's objectives of Institute in the meeting which happens before the start of the Academic Year with the Managing Trustees.

They have been articulated by taking inputs and suggestions from every stake holder.

NIM follows its **Vision** as below to prepare the objectives and define the outcomes:

“To be India's leading University-based Business School, offering the holistic development of the people who are going to shape the World in 21st century with their transformational ideas.”

Our mission is to educate and develop tomorrow's leaders and builders of the world, who create value for their stakeholders and Society at large, by providing them the highest Quality and life-transformational learning experience.

NIM delivers this Vision and Mission to its students and faculty members by displaying the same in the campus and on NIM website.

PROGRAM SPECIFIC OBJECTIVES (PSOs):

1. Bridging the gap between Campus offering and Corporate requirement:

- Practical knowledge and awareness of the industry working is necessary for students to succeed in their career.
- NIM ensures that along with the Academic involvement, students should also develop their Personality for overall development.
- NIM conducts and arranges various Guest Lectures and workshops which are delivered by Industry Experts and stalwarts

1. Healthy Learning Environment:

- NIM ensures that overall environment in institute should be healthy for students for their learning and development.
- NIM encourages students for life-long continuous Development by the way of continuous learning.
- NIM makes sure that Faculty and staff members are also enthusiastic about students' performance improvement.

1. Core Competence Enhancement:

- NIM believes in strengthening the basics of all students.
- NIM ensures that the Teaching faculty is credible and experts in their field so that specialization-wise competence can be developed among the students.
- Specialization-wise Assignments are given to students to expose them to real-life scenarios in their specialized fields.

1. Effective Communication Development:

- NIM believes that even if one possesses the knowledge, it is equally important to communicate it effectively with the listener.
- Communication experts from the industry are invited to educate students on this critical aspect.

1. Improving Decision-Making ability:

- NIM believes that decision-making forms an integral part of students' success in their Professional and Personal life.
- NIM involves Students in Extra-curricular and sports activities on regular basis to improve their decision making ability.

1. Enhancing Leadership & Team working Qualities:

- NIM offers different opportunities like managing and participating in College Events, Public Speaking Contests, Sports Activities to develop Leadership & team working qualities among the students.

Course Learning Outcomes (CLOs):

NIM has defined the expected Course Learning Outcomes from the students for their overall development. Upon completion of the MBA Program, students will:

- Demonstrate Professionalism, self-awareness, leadership, and effective communication skills.
- Possess the skills required to work & lead effectively in any corporate environment.
- Demonstrate the Problem-solving ability and offer creative solutions.
- Demonstrate the ability to work individually as well as in team to achieve the required Organizational Objectives.
- Develop an ability for life-long learning and continuing professional development to cope up with fast changing Technology and Management World.

2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution

Answer:

The attainments of Institute goals regarding program outcomes, program specific outcomes and course outcomes becomes prime important for successful running of any educational institution. To ensure this, NIM follows the system of evaluation.

- NIM follows student-centric education system in which the focus is always on the students.
- Teaching-Learning Process consists of three phases i.e. Planning, Action and Measure-Analyze. Academic Calendar is designed in the Planning Phase.
- The Objectives and expected Outcomes are decided by the Trustees, Director and IQAC committee members at the start of the curriculum.
- In Action Phase, NIM delivers and fulfills the requirements of University Curriculum to achieve the objectives.
- It is this phase where actual work is done in terms of Faculty lectures, Guest lectures, Workshops by Industry Stalwarts to achieve the set objectives.
- IQAC Committee is continuously measuring the performance against the set objectives and corrects the course of action if required.
- In Measure & Analyze phase, Director and IQAC Team measures and analyzes the performance of all the students directly & indirectly based on achievements in Academics, Extra-Curricular Activities, Leadership Initiatives, Research Papers presented, sports and overall development in personality.
- Corrective actions are taken by IQAC team if required to enhance the performance of selected students for their overall development.

2.6.3 Average pass percentage of Students

Answer: 55.56

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Answer: 25

2.6.3.2 Total number of final year students who appeared for the examination conducted by the institution

Answer: 45

File Description	Document
Institutional data in prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Answer:

3. Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants for research projects sponsored by government/non government sources such as industry ,corporate houses, international bodies, endowment, chairs in the institution during the last five years (INR in Lakhs)

Answer: 0

3.1.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years(INR in Lakhs)

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0	0

File Description	Document
List of project and grant details	View Document

3.1.2 Percentage of teachers recognised as research guides at present

Answer: 14.29

3.1.2.1 Number of teachers recognised as research guides

Answer: 1

File Description	Document
Any additional information	View Document

3.1.3 Number of research projects per teacher funded, by government and non-government agencies, during the last five year

Answer: 0

3.1.3.1 Number of research projects funded by government and non-government agencies during the last five years

Answer: 0

3.1.3.2 Number of full time teachers worked in the institution during the last 5 years

Answer: 34

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge

Answer:

INCUBATION CENTER:

In today's fast changing world. Evry institution needs to adopt the changes as quickly as possible and at the same time innovate the processes to be ahead of the other institutes.

- NIM established Incubation Center in 2018 with the support of Navjeevan Education Society, and offers working spaces, expert's opinions and guidance from the industry.
- Navjeevan education society is the pioneer in entrepreneurs' development and self reliable manpower development of Institute.
- The programs conducted under this scheme with an object for enhancing the productivity and competitiveness as well as capacity building of **micro and small Enterprises**.
- NIM aims to enlarge the entrepreneurial base by encouraging Self-employment in rural as well as urban areas and by providing training to first generation entrepreneurs and assisting them in setting up enterprises and developing their various skills.
- When a startup is incubated in Incubation Center, it gives them a chance to bring their business in shape before they reach out to the world.
- This helps micro and small businesses to sustain for much longer duration than otherwise.
- This forms a major step for business's success in the long run.

INITIATIVES taken to inculcate the spirit of RESEARCH amongst faculty and students are as follows:

- NIM IQAC takes efforts to increase the participation of the students & faculty members for Research Event of the University, Avishkar.
- In order to promote research capacity relating to teaching and learning the first priority is to develop a teaching and learning research orientated consciousness among staff.
- NIM IQAC has been encouraging faculty members to think of their professional practice as requiring investigation and evaluation using relevant theoretical frameworks with which to reflect on and analyse their teaching.
- NIM IQAC is identifying the teaching excellence and offering Recognition and Reward for their encouragement.

NIM IQAC conducts Workshops on:

- How to get published and how to upgrade investigations into a published paper
- One-to-one support
- Linking people across the institution with similar research interests, teaching and learning research clusters designed to provide peer review of work in progress, and seminars for initial presentation of research results to test out ideas.
- Another approach to building research capacity is the appointment of Visiting Professors and Fellows whose responsibility is to lead the research agenda through advice and guidance to staff and deliver a professorial lecture in the area of scholarship of teaching and learning.
- Bringing their experience, reputation and expertise from more research intensive universities lends weight and credibility to the application process for institutions that lack the track record in applying for large scale grants.
- Collaborative research partnerships with academic institutes and industry are encouraged and fostered.

ENTREPRENEURSHIP DEVELOPMENT INITIATIVE:

- NIM has initiated encouragement for Entrepreneurship development and by that way has been forging a relationship between the industry and the institution for guidance.
- Individual department interacts with industry to ascertain its needs to fill the gap in curriculum.
- The gap is filled by arranging workshops addressed by industry stalwarts also by arranging Industrial visits for students and faculties.

3.2.2 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the last five years

Answer: 25

3.2.2.1 Total number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
5	8	4	5	3

File Description	Document
List of workshops/seminars during the last 5 years	View Document

3.3 Research Publications and Awards**3.3.1 The institution has a stated Code of Ethics to check malpractices and plagiarism in Research**

Answer: Yes

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.3.2 The institution provides incentives to teachers who receive state, national and international recognition/awards

Answer: Yes

3.3.3 Number of Ph.D.s awarded per teacher during the last five years

Answer: 0

3.3.3.1 How many Ph.Ds awarded within last five years

Answer: 0

3.3.3.2 Number of teachers recognized as guides during the last five years

Answer: 0

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document

3.3.4 Number of research papers per teacher in the Journals notified on UGC website during the last five years

Answer: 2.5

3.3.4.1 Number of research papers in the Journals notified on UGC website during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
8	3	3	2	1

File Description	Document
List of research papers by title, author, department, name and year of publication	View Document

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

Answer: 4.85

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
11	3	5	7	7

File Description	Document
List books and chapters in edited volumes / books published	View Document

3.4 Extension Activities

3.4.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years

Answer:

- NIM believes that all the people associated with NIM should be involved in Social causes for the betterment of community and Nation as a whole.
- For this reason, NIM involves the faculty and students in community work.

- This helps the students to learn about ethics, values and their responsibilities to develop them in responsible Indian citizens.

Major Extension activities of NIM in last five years are mentioned as below for the holistic development of all the people associated with NIM.

1. Helping Authorities at the time of GANESH VISARJAN for proper management and disposal of waste of Ganesh Visarjan and helping them understand the importance of Eco-friendly Ganesh Chaturthi.
2. Blood donation camp was arranged by students and faculty members in Institute.
3. Visit to Adhartirth Ashram, Tryambakeshwar, Nashik with students & Faculty members.
4. Visit to Prabhodini Trust's Mai Lele School of Mentally Challenged boys & girls with students & Faculty members.
5. Students and Faculty assisted in Nashik KUMBHMELA arrangements and guiding devotees to the required locations.
6. Visit to Charitable Old Age Home with students & Faculty members.
7. Mega Job Fair was arranged in NIM campus: NIM believes that students of all the Institutes in Nashik region should get lots of job opportunities by creating a single platform by bridging the gap between the students and Industry.

3.4.2 Number of awards and recognition received for extension activities from Government /recognised bodies during the last five years

Answer: 11

3.4.2.1 Total number of awards and recognition received for extension activities from Government /recognised bodies year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
02	03	02	02	02

File Description	Document
Number of awards for extension activities in last 5 years	View Document

3.4.3 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the last five years

Answer: 11

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2	3	2	2	2

File Description	Document
Number of extension and outreach programs conducted with industry,community etc for the last five years	View Document

3.4.4 Average percentage of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years

Answer: 90.16

3.4.4.1 Total number of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
97	91	97	87	77

File Description	Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document

3.5 Collaboration

3.5.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc during the last five years

Answer: 12

3.5.1.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
3	9	0	0	0

File Description	Document
Number of Collaborative activities for research, faculty etc	View Document

3.5.2 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)

Answer: 12

3.5.2.1 Number of functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years (only functional MoUs with ongoing activities to be considered)

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
3	9	0	0	0

File Description	Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document

4. Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.

Answer:

- NIM ensures adequate availability and optimal utilization of physical infrastructure as it is prime responsibility of any Institute to provide the basic infrastructure necessary for overall development of students.
- NIM's department is well-furnished with adequate space to the faculty members to offer healthy atmosphere for regular interaction with the students coming for counseling & guidance.
- Faculties are provided with individual desktop and internet connectivity to perform their routine work effectively.
- Before the beginning of the academic year, assessment for replacement / up-gradation / addition of the existing infrastructure is carried out and then the necessary actions are taken to do the needful.
- The Time Table committee plans ahead for all requirements regarding classrooms, workshops, etc.
- Workshops/ awareness programs / training programs are frequently arranged for students and faculty on the use of new technology.
- Campus is WiFi enabled to ensure the all-time accessibility to internet for students.

CLASSROOMS:

- Classrooms are well furnished, spacious and comfortable for students. Each classroom is supported by IT infrastructure with WiFi facility, LAN connection, LCD projector.
- Classrooms have effective ventilation and are designed in such way that most of the Sunlight can be utilized efficiently.

LIBRARY:

- The NIM Library is established in 1994.
- The Library is connected with LAN, the library has privilege of using 100.0 Mbps Internet leased line.
- NIM Library plays a vital role in acquisition, organization and dissemination of Knowledge.
- NIM Library has an exceptional collection of over 12,111 volumes of text books, reference books, general books, Journals and magazines, CD-ROMs, online resources and other reading material.
- Books are classified according to the Dewey Decimal Classification Scheme.
- Its operations are computerized using **LIBRARY MANAGER 2.0.0** Software.
- Library subscribes **EBSCO** Database.
- Library Provides access to staff & students for Video lectures from NPTEL (National Program on technology Enhanced Learning), NDL (National Digital Library of India).

COMPUTER LAB:

- Latest Technology enabled Computers are installed in Computer Lab with WiFi access.
- Students can access the filtered websites to access the abundance of information over the Internet.
- CCTV installed in computer lab to monitor the students
- Computer Lab forms important tool for the overall development of students in NIM.

SEMINAR ROOM:

- NIM has a well furnished Seminar room which has facilities like LCD for Presentations, Brainstorming Sessions, Group Discussions and Corporate Meetings.
- Seminar hall is having ample seating capacity with comfortable chairs, audio facilities like sound systems and internet access.

LANGUAGE LAB:

Language Lab helps students in following ways:

- To provide a recreational and consolidating opportunity for students to learn and practice English and other Foreign Languages.
- To provide encouraging atmosphere for students to express personal views about whatever they choose in these languages.
- To enhance students' learning opportunities.

READING ROOM:

- NIM has established a reading room for the students and faculty members with comfortable chairs and required calm & quite ambience.
- Students & Faculty members get access to reading room as and when required.
- Students can focus better in calm and quite reading room in the campus only.

4.1.2 The institution has adequate facilities for sports, games (indoor, outdoor), gymnasium, yoga centre etc., and cultural activities

Answer:

- NIM believes in overall development of students. For which NIM has offers an environ for the students to grow their personal skill-sets as well.

NIM's objectives for focusing on Sports and Cultural activities include:

- To succeed with team work
- To increase self confidence
- To learn & implement time management skills
- To take calculated risks in life
- To live a stress-free life

Facilities for Sports Activities:

- NIM has a playground for outdoor sports activities like Cricket, volley ball etc.
- NIM has sufficient number of sport equipments and accessories to support activities.
- Provision of indoor games such as Table tennis, carom, chess are made for students.
- Though there is no separate space for yoga practice on NIM campus, NIM conducts session for yoga and meditation in the seminar hall or at some convenient place available.

Facilities for Cultural Activities:

- Cultural Activities by NIM are held mostly in month of January/February of every year.
- Different Cultural days are celebrated which involves student representatives as well to manage the same.
- This offers healthy atmosphere for the students to show their creative, team work and leadership skills which leads to their holistic development.

4.1.3 Percentage of classrooms and seminar halls with ICT - enabled facilities such as smart class, LMS, etc

Answer: 100

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Answer: 7

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	View Document

4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.

Answer: 6.42

4.1.4.1 Budget allocation for infrastructure augmentation, excluding salary year-wise during the last five years (INR in Lakhs)

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0.3	1.2	0.5	0.75	5.7

File Description	Document
Details of budget allocation, excluding salary during the last five years	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS)

Answer:

- In keeping with the vision and mission of the institute, the library has been established “to facilitate knowledge generation and its application through effective dissemination”.
- The library acts as the main learning resource centre of the institute and provides services and facilities to meet the requirements of the institute’s teaching, training, research and consultancy programs.
- The NIM Library is established in 1994. The Library is connected with LAN, the library has privilege of using 100.0 Mbps Internet leased line.
- NIM Library plays a vital role in acquisition, Organization and dissemination of Knowledge.
- Library has an exceptional collection of over 12,111 volumes of text books, reference books, general books, Journals and magazines, CD-ROMs, online resources and other reading material.

- The Library has good Infrastructure with well equipped sitting arrangement for student.
- Books are classified according to the Dewey Decimal Classification Scheme.
- Its operations are computerized using **LIBRARY MANAGER 2.0.0** Software.
- Library subscribes **EBSCO** Database. Library Provides access to staff & students for Video lectures from NPTEL (National Program on technology Enhanced Learning), NDL (National Digital Library of India).
- Library is located at the 1st floor having more than 100 Sqm spacious reading hall,

digital library and other amenities.

Library Services:

- Selective Dissemination of Information/SDI
- Library activities
- Set of Syllabus & Question Paper
- Assistance in searching Database/Information
- Reference Service
- Newspaper Clipping
- Bibliographic Compilation
- User Orientation / Information Literacy
- Language Improvement Lab:
- Book Bank facility available in library
- Book lending
- Reprography/Xerox
- Extended reading room availability
- Internet Searching and printing
- Reference Services
- Inter Library Loan

Reading Facility : Monday to Saturday 8 am to 5 pm. (Reading hour : 6 pm. to 9 p.m.).

Sunday Open : 10 am. to 4 pm.

LIST OF JOURNALS:

International Journals

- HBR/Harverd Business Riview
- The Economist

National Journals

- Arthashastra: Indian Journal of Economics & Research

- Abhigyan-Quest for Excellence
- Indian Journal of Finance
- Indian Journal of Marketing
- Journal of Supply Chain Management
- Vision - The Journal of Business Perspective
- Prabandhan : Indian Journal of Management
- Vikalpa : The Journal for decision Makers; Sage Publication
- The IUP Journal of Management Research
- Jindal Journal of Business Research
- OPUS: Annual HR Journal
- Journal of Entrepreneurship and Management

SUBSCRIBED E-RESOURCES:

- DATABASE : EBSCO

OPEN ACCESS ERESOURCES:

- NATIONAL DIGITAL LIBRARY
- SEARCH ENGINE: Google Scholar
- Free e Books: Project Gutenberg
- National Program on Technology Enhanced Learning (NPTEL)
- General Knowledge Today
- Public Library of India
- SWAYAM
- ePathshala

File Description	Document
Any additional information	View Document

4.2.2 Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment

Answer:

Sr. No.	Title	Author Name	Publisher	Subject
1	Management of Investment	Francis, Jack Clark	MCGraw Hill Company Ltd, New York	FINANCIAL MANAC
2	Principles of Management Information	Scott, George M	MCGraw Hill Company Ltd, New	MIS

	System		York	
3	The Concise Oxford Dictionary	Allan, R. E., Ed.	Oxford University Press	MANAGEMENT
4	Advanced Accountancy	Chakraborty, Hrishikesh	Oxford University Press	FINANCIAL MANAC
5	Marketing Research	Bedekar S. J.	Oxford University Press	MARKETING RESE
6	Introductory Sociology	Leslie G. R., SLarson R. F., Gorman B	Oxford University Press	MANAGEMENT
7	Accounting, Costing & Management	Riad Izhar	Oxford & IBH Publication	MANAGEMENT
8	Management lectures cassetts no 8	Rangnekar, Sharu	Pereus books massachetts	ACCOUNTING
9	Management lectures cassetts no 5	Rangnekar, Sharu	Pereus books massachetts	MANAGEMENT
10	Management lectures cassetts no 13	Rangnekar, Sharu	Pereus books massachetts	MANAGEMENT
11	Management lectures cassetts no 9	Rangnekar, Sharu	Pereus books massachetts	MANAGEMENT
12	Management Think tank	Rangnekar, Sharu	Pereus books massachetts	MANAGEMENT
13	Lectures on microeconomic theory	Malinvaud v.	NORTH HOLLAND AMSTER DAM	ECONOMICS
14	Hot Commodities	Rogers , Jim	Random house	GENERAL
15	Survey Of indian Agriculture 2004	Training center head office	The Hindu	GENERAL
16	Illustrated Oxford Dictionary	Walsh, Claran	Oxford University Press	MANAGEMENT
17	Oxford pocket basic English usage	Swan, Michael	Oxford University Press	GENERAL
18	Become a complete champion	Herman, michael, J.	Readers Digest	GENERAL
19	Brand Management and consumer marketing	Patel, vinod n. and sharma sandeep	Oxford & IBH Publication	CONSUMER BEHAV
20	Perspectives on poverty in india	The world Bank	Oxford University Press	GENERAL
21	Public Relations for Year Business	Gordon, Averill Elizabeth	Oxford University Press	RELATIONAL DATA MGT
22	Commercial Law and accounting	Shah c,k, and Garg suresh	Oxford books comp	LAW
23	Securities markets and monetary policy	Bhatt, sandip	Oxford & IBH Publication	FINANCIAL MANAC
24	Business Ethics	Crane, Andrew and matter Dirk	Oxford University Press	BUSINESS ETHICS
25	Marketing Management In current scenario	Rana , girish	Oxford & IBH Publication	MARKETING MANA
26	Service management & marketing	Bhatt, sandip k.,, bhatt, manisha s.	Oxford & IBH Publication	SERVICE MARKETI
27	Brand Management & consumer marketing	Patel, vinod & sharma, sandeep	Oxford & IBH Publication	PRODUCT & BRAND
28	Globalisation & sustainable development	Rasure, k.a.	Oxford book comp	GENERAL
29	Oxford dictionary of business management	Jonathan Law BA (Ed.)	OXFORD UNIVERSITY PRESS	GENERAL
30	Rashtriya Jannayak : Adv. Ujwal Nikam	Bapurao Desai	SHIVMUDRA PUBLISHER	GENERAL

4.2.3 Does the institution have the following:

1. e-journals

2. *e-ShodhSindhu*

3. *Shodhganga Membership*

4. *e-books*

5. *Databases*

Answer: A. Any 4 of the above

File Description	Document
Details of subscriptions like e-journals,e-ShodhSindhu,Shodhganga Membership etc	View Document

4.2.4 Average annual expenditure for purchase of books and journals during the last five years (INR in Lakhs)

Answer: 2.27

4.2.4.1 Annual expenditure for purchase of books and journals year-wise during the last five years (INR in Lakhs)

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
3.86	0.027	3.84	2.81	0.81

File Description	Document
Details of annual expenditure for purchase of books and journals during the last five years	View Document

4.2.5 Availability of remote access to e-resources of the library

Answer: Yes

4.2.6 Percentage per day usage of library by teachers and students

Answer: 62.61

4.2.6.1 Average number of teachers and students using library per day over last one year

Answer: 72

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Answer:

- NIM has been involved in continuous up gradation of skills and its overall infrastructure.
- NIM provides its students with state of the art computer lab.
- Institution has 62 computers with internet to serve information searching needs of students as well as staff.
- NIM campus has Internet speed of 80 Mbps with BSNL Fiber Optic Network and is enabled with Wi-Fi facility to allow the students to access the internet on the go.
- Institute has Tally software that ensures all processes within the institute are computerized and information is readily accessible to authorized users of NIM
- The Institute regularly upgrades both the software and the hardware as per academic requirements.
- Firewall and Anti-virus software are upgraded regularly.
- Seminars are also conducted on hardware, software and trends in internet usage.

COMPUTER LAB

S.NO.	Device / Equipment	Make / Model	Configuration	Qty
1	Server	HP PROLIANT ML110 G-6	Intel Xeon Processor, 1TB HDD, 8GB RAM, 15.5" LED MONITOR, Multimedia Keyboard & Mouse	1
2	Computer	Assembled	Intel DH61 BF Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 15.5" LED MONITOR, Multimedia Keyboard & mouse	**
3	Ethernet Switch	D-link DES1016D	16 Port Ethernet Switch	4
4	Ethernet Switch	iBall baton	16 Port Ethernet Switch	1
5	Router	iBall baton 150N	Wireless Access Point	1
6	Printer	Hp 1010	laserjet Printer	1
7	Projector	Sharp-Notevision	VGA Led Projector	1

ADMINISTRATIVE OFFICE

1	Computer	Assembled	Intel Motherboard, Dual Core Processor, 2GB RAM, 500GB	1
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			HDD,DVD WR,18.5" Led Monitor, Multimedia Keyboard & Mouse	
2	Computer	Assembled	Intel DH61 BF Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 15.5" LED MONITOR, Multimedia Keyboard & mouse	1
3	Printer	Canon LBP2900b	Laser Printer	1
4	Printer	Canon MP 287	All in One Print, Scan	1
5	UPS	Powersafe	600 VA	2

DIRECTOR CABIN

1	Computer	Assembled	Intel DH61 BF Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 15.5" LED MONITOR, Multimedia Keyboard & mouse	1
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EXAM DEPARTMENT

1	Computer	Assembled	Intel DH61 BF Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 15.5" LED MONITOR, Multimedia Keyboard & mouse	1
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PLACEMENT CELL

1	Computer	HCL	Intel Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 15.5" LED MONITOR, Multimedia Keyboard & mouse	1
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FACULTY OFFICE

1	Computer	Assembled	Intel DH61 BF Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 15.5" LED MONITOR, Multimedia Keyboard & mouse	2
2	Printers	HP1020	Laserjet Printer	1
		Canon MP 258	All in one Printer Print,Scan	1

ACCOUNT DEPARTMENT

1	Computer	Assembled	Intel Motherboard, i3 Processor, 160GB HDD,4GB RAM,	1
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2	Computer	Assembled	18.5" LED MONITOR, Multimedia Keyboard & Mouse Intel Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 18.5" LED MONITOR, Multimedia Keyboard & mouse	1
3	Printer	Canon MF 4820d	All in one Printer Print,Scan,Copy	1
4	UPS	Powersafe	600 VA	2

LIBRARY

1	Computer	Assembled	Intel Motherboard, Dual Core Processor, 2GB RAM, 160GB HDD, 15.5" LED MONITOR, Multimedia Keyboard & mouse	1
2	Printer	HP 3050	Laserjet Printer Print,Copy,Fax	1
3	Barcode	iball	laser barcode reader	1

4.3.2 Student - Computer ratio

Answer: 2.08

4.3.3 Available bandwidth of internet connection in the Institution (Lease line)

Answer: >=50 MBPS

4.3.4 Facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS)

Answer: Yes

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	View Document
Link to photographs	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years

Answer: 54.61

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
17.77157	17.02261	14.17431	14.9569	17.74285

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	View Document

4.4.2 *There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.*

Answer:

- NIM was established in 1994 with a Vision to offer holistic development of students and the people associated with.
- To support this Vision, NIM has developed world class support facilities such as library, computer lab, seminar hall and classrooms.
- NIM has also been providing healthy atmosphere to support sports and cultural activities.

Maintenance and Utilization of Campus Infrastructure:

- NIM regularly engages staff in maintenance of its academic and support facilities.
- There is a standard procedure for utilization and maintenance of these facilities and which are being planned systematically and approved from the respective authorities.
- Library and computer labs have defined the rules and regulations for the utilization of the facilities such as books and computer lab to the students.

5.Student Support and Progression

5.1 Student Support

5.1.1 *Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years*

Answer: 66.34

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
93	80	62	43	55

File Description	Document
Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years	View Document

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years

Answer: 22.93

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution besides government schemes year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
1	17	38	43	14

5.1.3 Number of capability enhancement and development schemes –

1. For competitive examinations

2. Career counselling

3. Soft skill development

4. Remedial coaching

5. Language lab

6. Bridge courses

7. Yoga and meditation

8. Personal Counselling

Answer: A. 7 or more of the above

File Description	Document
Details of capability enhancement and development schemes	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of student benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years

Answer: 33.77

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
35	35	40	35	24

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document

5.1.5 Average percentage of students benefited by Vocational Education and Training (VET) during the last five years

Answer: 100

5.1.5.1 Number of students attending VET year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
108	102	107	95	86

File Description	Document
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Details of the students benefitted by VET

View Document

5.1.6 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Answer: Yes

File Description	Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Answer: 79.03

5.2.1.1 Number of outgoing students placed year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
40	39	36	26	32

File Description	Document
Self attested list of students placed	View Document
Details of student placement during the last five years	View Document

5.2.2 Percentage of student progression to higher education (previous graduating batch)

Answer: 2.08

5.2.2.1 Number of outgoing students progressing to higher education

Answer: 1

File Description	Document

Details of student progression to higher education

[View Document](#)

5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Answer: 0

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil services/ State government examinations) year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0	0

5.2.3.2 Number of students who have appeared for the exams year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0	0

File Description	Document
Number of students qualifying in state/ national/ international level examinations during the last five years	View Document

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) during the last five years.

Answer: 0

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0	0

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at national/international level during the last five years	View Document

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Answer:

- NIM believes that for overall development of students, they need to be involved in various academic & administrative bodies of the Institution.
- By doing this, NIM has created a platform to empower the students in developing leadership, decision-making qualities and team working abilities.
- Students Representatives are chosen from the batch and are involved in IQAC meetings as well which happens 3 times a year.
- This helps NIM to maintain work efficiency and quality at the best.
- Class Representatives discuss among the classmates regarding the teaching and administrative requirements and convey the same to Management.
- NIM always motivates students to share their ideas and encourages them to participate in the institutional co- curricular & extra-curricular activities.
- NIM has formed Student committees as below:
 1. Grievance Redressal Committee
 2. Anti-Ragging Committee
 3. Library Advisory Board
 4. RTI Committee
 5. IQAC Cell
 6. Students Council
 7. Internal Complaint Committee
 8. College Development Committee
- Committees are formed for students' active participation in Institute activities and to mould them as per Industry requirements.
- Different committees ensure the development of students from different aspects in relation to their strengths and weaknesses.

5.3.3 Average number of sports and cultural activities/ competitions organised at the institution level per year

Answer: 5.4

5.3.3.1 Number of sports and cultural activities / competitions organised at the institution level year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
5	5	6	6	5

File Description	Document
Number of sports and cultural activities / competitions organised per year	View Document

5.4 Alumni Engagement

5.4.1 The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Answer:

- It is our pride that our alumni are working in different array of corporate and Start up and at a very prestigious level.
- We conduct many workshops for First year students and also for Alumni who want to have their start up and simple wants to enhance their skills and network.
- We conducted chapter meets and coffee meets for Alumni so that they can offer their valuable guidance to students and can also keep connected with the Institute.
- NIM arranges regular Alumni meets for Alumni to stay in touch with the Institute.
- The college has also constituted the Alumni committee for creating, updating and maintaining Alumni Database.
- NIM Personnel contacts Alumni often to offer whatever help is required to succeed in their career.
- Regular calls are made or emails are sent to keep the Alumni details updated in NIM Database.
- Director, HOD and other faculty members are in continuous touch with Alumni through Social Media sites as well.
- NIM involves Alumni in all IQAC meetings to improve the overall quality of teaching offered for the holistic development of all the students.
- Alumni are regularly invited for the Development Programs arranged in NIM for students and faculty members to enrich all the members with their experiences.

5.4.2 Alumni contribution during the last five years(INR in Lakhs)

Answer: <1 Lakh

File Description	Document

Alumni association audited statements

View Document

5.4.3 Number of Alumni Association / Chapters meetings held during the last five years

Answer: 2

5.4.3.1 Number of Alumni Association /Chapters meetings held year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0	1	0	0	1

File Description	Document
Number of Alumni Association / Chapters meetings conducted during the last five years	View Document

6.Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution

Answer:

VISION:

To be India's leading University-based Business School, offering the holistic development of the people who are going to shape the World in 21st century with their transformational ideas.

MISSION:

We are committed to educating and developing tomorrow's leaders and builders of the world, who create value for their stakeholders and Society at large, by providing them the highest Quality and life-transformational learning experience.

- As our Vision states, our primary objective is to ensure the holistic development of students, staff members and all the people associated with NIM.
- It is our Mission to offer our students the highest Quality and Life-Transformational learning experience in these 2 years of MBA to shape the world in 21st century with their transformational ideas.

- To achieve this behemoth task, we are continuously aligning ourselves with Industry to understand the current requirements of Indian & Global job markets and imbibing those required qualities in students to not only sustain but succeed in their future Professional & Personal Life.
- Teachers do this by working on the basics as Overall Personality development of the students through relevant knowledge, skills, practical labs, extra-curricular activities & major competitive events.
- NIM Teachers also engage our students in regular Corporate Networking & Mentoring activities with Industry Experts to learn from their vast areas of experiences, exposure & knowledge they have gathered over the years.
- NIM believes in creating professionals who are socially responsible towards environment & resources available to human beings.
- We, at NIM, believe that having a relevant Knowledge & Skills along with the right Attitude is the KEY to be Successful in our Professional & Personal Life.

File Description	Document
Link for Additional Information	View Document

6.1.2 The institution practices decentralization and participative management

Answer:

- The Management of the Institute believes in decentralization and participative management to bring in excellence in overall working of the institute by structured organizational system.
- Director offers effective leadership by sharing the values, Vision and Mission of the institute with Core Team members to set up decision making process for effective Institutional Management.

DECENTRALIZATION:

- Director along with the stakeholders of NIM have designed a mechanism for delegating authority and providing operational autonomy to the IQAC/Core team to work towards decentralized governance system.
- The Director works closely with Core team comprising of faculty members, IQAC co-ordinator and senior teachers.
- The statutory bodies are formed with various stakeholders of the institute and their meetings are conducted regularly to fast track overall development of the institute.

1. Director/Principal Level:

- The Governing Body headed by the Director of NIM delegates all the academic and operational decision making to the IQAC team to fulfill the vision and mission of the institute.

2. Faculty Level:

- Faculty members involved in IQAC Team are encouraged to develop leadership skills by being in charge of various academic, co-curricular, and extracurricular activities.
- IQAC Team conducts industrial tours and tie-up with industry experts.
- IQAC coordinator organizes seminars/workshops/conferences/FDPs.

3. Student Level

- Students are empowered to play an active role as Students' Representative in IQAC Meetings and other associations, co-curricular, extracurricular activities.

Participative Management

- NIM collects feedback forms from all the students regarding their opinion on teaching, curriculum and support services.
- The feedback from alumni also is gathered to improve the overall performance of the institute.
- NIM promotes a culture of participative management by involving staff and its students in various Institute activities.

File Description	Document
Link for Additional Information	View Document

6.2 Strategy Development and Deployment

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Answer:

Trustees and Director have prepared strategic plan for development for next 10 years for NIM.

It addresses the issues from the stake holder's perspective and takes steps to fulfill their requirements ensuring the overall development of NIM.

The Institute has following Strategic plans for next 5 years:

- Accreditation by NAAC
- Accreditation by NBA
- Approval as a Research Center by the affiliating University.
- Center for excellence to serve for corporate social responsibility.
- Development of established Incubation Center.
- Center for Career Counseling & Social Awareness.
- Campus Development Program.

- Increasing Industry Linkages for the purpose of better placements/MDPs/FDPs.
- Foreign Language Training Center.

File Description	Document
Any additional information	View Document
Strategic Plan and deployment documents on the website	View Document
Link for Additional Information	View Document

6.2.2 Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism

Answer:

Governing body:

- Governing Body is responsible for Policy making and verifying the development reports.
- Statutory bodies such as IQAC Cell, Anti-ragging Cell, Grievance Redressal Committee etc., formed as per the university/government guidelines, are also included in the organizational structure of the institution.
- IQAC committee consisting of faculty and administrative staff members are involved in the planning and implementation.
- There are several bodies that give academic and administrative leadership to the institution.
- Decentralization through the Core IQAC committee and participative decision making process are in practice for the betterment of the institute.

Functions of various bodies

- Committees are formed in NIM for the smooth functioning and efficient management of activities.
- It also gives the opportunity to faculty and students to grow in their respective area of expertise.
- Statutory bodies are formed with various stakeholders of the institute and their meetings are conducted regularly to fast track overall development of the institute.
- Committees are formed for students' active participation in Institute activities and to mould them as per Industry requirements.
- Different committees ensure the development of students from different aspects in relation to their strengths and weaknesses.

- NIM has formed Statutory Bodies as below:

1. Grievance Redressal Committee
2. Anti-Ragging Committee

3. Library Advisory Board
4. RTI Committee
5. IQAC Cell
6. Students Council
7. Internal Complaint Committee
8. College Development Committee

Service rules and procedures

- The institution strictly follows the service rules as per AICTE, UGC and SPPU norms.
- The Service Rules are mentioned on Website as well.
- The institution runs 6 days a week with Sunday being a holiday and everyday for 8 hours.
- Recruitment process is followed as per the guidelines of University and UGC.
- The University/Management selection committee comprising of Director, HOD and Subject experts follow the selection process of the faculty member based on his/her performance in the interview.

Recruitment Policies:

- The institute follows AICTE/SPPU norms for staff recruitment for the institute.
- HOD reviews Teaching Load and submits the consolidated staff requirement to Director and conducts the recruitment as per the guidelines.

Promotional Policies:

- Employees are promoted based on their Academic and overall performance following the University guidelines.
- Based on their potential to manage more responsibility and word load with better skills, the promotions are offered for the betterment of the institute.
- A pay rise or higher designation or both are eminent in case of promotion. Still, the Management reserves the right to take the final decision.

Grievance redressal Committee:

- Grievance Redressal Committee is formed to ensure that the issues arising in the institute are addressed and resolved immediately.
- Committee is headed by the Director of NIM.
- Students/staff members submit the complaint in writing Committee to Committee which is then discussed in the committee meeting as soon as possible.
- The committee maintains minutes of the meetings and submit the copy to the Director.
- The concern students/staff members are called for in person discussion, if required, to understand the issue in detail.
- The committee conveys the decision to the aggrieved students/staff in writing from institution.

File Description	Document
Link for Additional Information	View Document

6.2.3 Implementation of e-governance in areas of operation

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

Answer: A. All 5 of the above

File Description	Document
Screen shots of user interfaces	View Document
Details of implementation of e-governance in areas of operation Planning and Development, Administration etc	View Document

6.2.4 Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions

Answer:

Effectiveness of minutes of meetings and implementation of their resolutions through various bodies' cells committees

- For the smooth functioning and efficient management of activities, NIM has formed different Committees.
- IQAC Cell forms the major committee as it looks after everything related to offering the best Quality service to all the stakeholders.
- IQAC circulates the minutes of every meeting to work on the requirements effectively.

Successful implementation of Major Activity based on Minutes of Meetings:

Agenda: Collaboration to be done with Industry for Consultancy Services.

Resolution: The IQAC suggested to establish Memorandum of Understanding (MoU) with Industry for the Consultancy Services, to be provided by Faculty of NIM to the Industry.

Proposed by: Dr. Preeti Kulkarni

Supported by: Dr. Suvarna Shinde

- IQAC members discussed the benefits of Consultancy Services with lot of companies.
- Out of which, some companies decided to avail the Consultancy Services from NIM Experts for the betterment of their organization.
- Description of Paid Consultancy Services offered by NIM are as below:

Sr. No.	Description of Services offered by NIM	Yearly Charges (In Rs.)
1.	<i>Marketing Management</i>	
a)	Market Research	
b)	Advertising- Promotional Activities	7000
c)	Branding	
d)	Sales	
2.	<i>Financial Management</i>	
a)	Fund Flow Management	
b)	Book Keeping	7000
c)	Tax Planning	
3.	<i>Human Resource Management</i>	
a)	Staff Recruitment	
b)	Staff Training for Every 6 Months	7000
c)	Performance & Reward Management	
d)	Talent Management	
4.	<i>Product Management</i>	
a)	Product Development	
b)	Product Support	4000
c)	Product Life Cycle Management	
d)	Product Roadmap	
	Yearly Charges for Services being rendered	25000
	Total Charges for Services being rendered for 5 Years	125000

- Payment terms are agreed upon by the Heads of the organizations.

- The MoUs are signed for 5 years for mutual benefits as mentioned above and in addition to as mentioned below:
 - Joint Conference/Workshop/Course
 - Sharing of Facility
 - Exchange or deputation of staff
 - Project work of students etc.
-
- NIM has signed MoUs with 3 (Three) Companies in 2016-17 and 9 (Nine) Companies in 2017-18 (All MoUs are valid for 5 years).
 - NIM IQAC members made the successful implementation of Minutes of IQAC Meeting to sign these MoUs with Industry and to generate funds for the institute.

6.3 Faculty Empowerment Strategies

6.3.1 *The institution has effective welfare measures for teaching and non-teaching staff*

Answer:

- NIM believes in empowerment of its all the staff by continuously providing them the best possible benefits and facilities.
- NIM believes in offering healthy and hygienic work environment to its staff for their growth.
- NIM in collaboration with registered hospitals shall provide cashless facility to the staff and their families for IPD operations.
- ICT Infrastructure is made available free of cost to all the staff.
- Staff is encouraged to attend National and International level Seminars, FDPs and Workshops to keep them updated with the new technologies and Information.
- NIM bares the Registration fees to attend these types of Seminars/Workshops.
- Career advancement opportunities are provided on case to case basis to those who wish to improve their qualification.
- Well maintained, individual work stations are provided for effective working.
- Leaves are provided as per policy.
- Decentralized structure of the administrative system of the Institute in planning and implementation of all activities has developed an atmosphere of co-operation, sharing of knowledge, innovations and empowerment of the staff.
- Empowerment of the faculty members and staff is ensured as they are included in various committees. Thus they can play active role in policy making and its implementation.
- Emergency Medical Kit is made available to staff to offer immediate First Aid treatment on the campus only.

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

Answer: 87.26

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
8	4	9	0	10

File Description	Document
Details of teachers provided with financial support to attend conferences,workshops etc during the last five years	View Document

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Answer: 2.2

6.3.3.1 Total number of professional development / administrative training programs organized by the Institution for teaching and non teaching staff year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2	3	2	2	2

File Description	Document
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	View Document

6.3.4 Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years

Answer: 100

6.3.4.1 Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
7	6	8	6	7

File Description	Document
Details of teachers attending professional development programs during the last five years	View Document

6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Answer:

- NIM has developed Performance Appraisal Form for its staff which is discussed every year with each staff member for their own and institute's betterment.
- The Director reviews the reports containing the contribution of the faculty in areas such as:
 - Teaching
 - Learning and evaluation
 - Co-curricular and extension activities
 - Academic and professional developments and
 - Research activities
 - Feedback by Students.
- Teaching & Non-Teaching Staff are also evaluated on the basis of Feedback from students by getting a structured feedback form filled by them.
- Final evaluation is done by the Director.
- NIM looks forward to promote the staff members who have improved in all of the above aspects.
- NIM believes in promoting healthy environment for overall development of its students as well as staff.
- Staff members with satisfactory performance are appreciated at appropriate forums by the Management and corrective measures are taken wherever needed.

NIM Director keeps a close watch on potential staff members which serves as an important tool in developing the future leaders for the institute and Society at large.

NIM Director also:

- Identifies particular strengths of a member of staff.
- Identifies areas for development.
- Provides useful information for improvement.

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Answer:

- NIM has an internal auditor who audits all the accounts yearly.
- The institute has mechanisms for internal and external audit.
- Internal audit is carried out periodically.
- The internal audit is carried out by the auditor appointed by the management.
- External audit is carried out by CA firm once in a year. External Auditor verifies all receipts & expenses, bills, payments of the Financial Year.
- An external auditor is appointed by the Institute which performs a Concurrent Audit of the financial statements of the Institute.
- NIM responds to the queries raised, if any, by the CA firm and comply to the final requirements.

6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (INR in Lakhs)

Answer: 3

6.4.2.1 Total Grants received from non-government bodies, individuals, philanthropists year-wise during the last five years (INR in Lakhs)

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2.25	0.75	0	0	0

File Description	Document
Details of Funds / Grants received from non-government bodies during the last five years	View Document

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Answer:

- NIM has effective audit mechanism to keep track of utilization of the funds throughout the year.
- Every transaction is supported by vouchers.
- All the collections from the resources are deposited in the banks regularly.
- Audit is done by registered Chartered Accountant at the end of each financial year.
- All the utilizations are monitored by the Management & Director for effective and efficient use of financial resources.
- The fund received from SPPU for conducting examinations (semester-wise) is distributed as per guidelines among the teaching and non-teaching staff involved in the examination process.

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Answer:

- NIM has formed Internal Quality Assurance Cell (IQAC) in Year 2013-14 for internal Quality Monitoring purpose.
- As the institute is going for NAAC process of cycle-II, IQAC has been working as per the guidelines of NAAC.
- NIM believes that offering the Highest Quality Teaching for MBA Students is not only need of an hour but also our policy and responsibility.
- NIM conducts three yearly meeting of IQAC headed by Director and coordinated by IQAC Coordinator.
- The challenges and the possible outcomes and their possible solutions are discussed in the meeting.
- Minutes of these IQAC meetings are maintained and circulated for implementation purpose.
- Agenda of the meetings is decided before the meetings and circulated among the IQAC members for the healthy and fruitful discussion.
- IQAC consists of Chairperson, Management Representatives, Industrial Experts, Alumni, Student Representatives and other staff members.
- Some of the initiatives taken during the IQAC meetings are as below:

1. Career Guidance and placement Cell Strengthened
2. Awareness among students towards ecological and environmental issues
3. Series of Guest Lecture arranged
4. Engaged in community service through visit to Orphanage and Old Age Home.
5. Strengthened the Alumni bonding by conducting Alumni meetings.
6. Encouraging faculty members for Research Paper Competitions.

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms

Answer:

The main aim of Academic monitoring committee is to suggest improvements in the academic and administrative performance of the institution. The regular academic audits by this committee also ensures transparency in the system.

The committee analyses the performance of the institute with parameters in terms of:

Teaching and learning:

Faculty, students, teaching methodologies used. The Director and academic committees constantly observe and evaluate the teaching learning process. The written feedback from present students and their parents and alumni, the analysis of the result etc. justify the mechanism of improvement and implementation of quality standards. The personal visit to the class and campus by the Director to overview of teaching as well as campus.

Administrative systems:

Supporting staff performance, implementation of policies. The training was given to train the non-teaching staff. By the help of training, non-teaching staff is also able to do all procedures on line. Computerized office for speedy work which is related to admission, examination, result declaration etc.

Documentation process with respect to:

Management strategies, budget allocation/utilization and requirement of additional infrastructure. Regular internal and external audit is executed.

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year

Answer: 7.2

6.5.3.1 Number of quality initiatives by IQAC for promoting quality year-wise for the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
8	9	5	9	5

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	View Document
IQAC link	View Document

6.5.4 Quality assurance initiatives of the institution include:

- 1. Regular meeting of Internal Quality Assurance Cell (IQAC); timely submission of Annual Quality Assurance Report (AQAR) to NAAC; Feedback collected, analysed and used for improvements*
- 2. Academic Administrative Audit (AAA) and initiation of follow up action*
- 3. Participation in NIRF*
- 4. ISO Certification*
- 5. NBA or any other quality audit*

Answer: C. Any 2 of the above

File Description	Document
Details of Quality assurance initiatives of the institution	View Document

6.5.5 Incremental improvements made during the preceding five years (in case of first cycle)

Post accreditation quality initiatives (second and subsequent cycles)**Answer:**

Particulars	Previous	Improvement
Infrastructure	Broadband	Precious Parking Area Green Campus Provision for Maximum Natural Sunlight Wi-Fi Campus CCTV Surveillance
Accounts – Use of Software	Tally 7.2	Tally ERP 9
Admission Process	Manual Processes and Manual Work	Online Admissions and minimum manual work Experienced Faculty with
Faculty Profile	Limited Experience Faculty	2 PhDs & one PhD University Guide
Computer Lab	N-Accounting Used	Around 60 Computers are installed
Library	Manual Entries for issuing and return of books	Library Management Software is used
Internet	Two Lines: 2 Mbps & 8 Mbps	Two Lines: 4 Mbps & 30 Mbps
Teaching Methodology	Use of only Notes, Reference books, Presentations etc.	Use of Modern day E- Learning Resources like You Tube, ebooks, Video books and Audio books
Feedback System	No established System to receive feedback from stakeholders	Feedback forms are generated to receive feedback from students and Alumni.

7. Institutional Values and Best Practices**7.1 Institutional Values and Social Responsibilities*****7.1.1 Number of gender equity promotion programs organized by the institution during the last five years***

Answer: 9

7.1.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2	2	2	2	1

File Description	Document
List of gender equity promotion programs organized by the institution	View Document

7.1.2

1. Institution shows gender sensitivity in providing facilities such as:

1. Safety and Security

2. Counselling

3. Common Room

Answer:

NIM believes in creating awareness amongst students and faculty about the values of gender equality & sensitivity in following ways:

1. Safety and Security:

- Cyber security lectures are being conducted by Guest Lecturers related to the safety and security of women employees and students.
- Every year in the month of March International Women's day is Celebrated wherein outstanding women achievers from different walks of life such as Entrepreneurs, Doctors, Lawyer, Economics, Artists and media persons are honoured and they deliver inspiration address to all.
- Movie Day is arranged by NIM for students and faculty on gender equality, masculinity & relationships in collaboration with an NGO.
- NIM regularly arranges Expert lectures to share knowledge of legal rights of women with Students.
- NIM Director has formed Grievance addressal Cell to deal with grievances of staff and students.
- Anti Ragging and RTI Committees are formed to ensure healthy environment in the campus.
- NIM Management is committed to offer safest and most secured environment to its women faculty and students.

1. Counseling:

- Cyber security lectures are being conducted by Guest Lecturers related to the safety and security of women employees and students.
- Girl students are being offered personal guidance by the Director of NIM to ensure that they will not face any discrimination in or out of the campus.
- Group counseling session is arranged in Induction of 1st Year MBA Students.
- Students are informed about the Grievance addressal and Anti Ragging Cells in Induction Program only.
- NIM provides equal opportunity to all the students and faculty to participate in administrative, co-curricular and extracurricular activities.
- NIM has formed Mentor-Mentee program where the students can discuss their issues related to academics and any other issues related to Institute.
- NIM believes in providing equal opportunities to both the genders in terms of admissions, employment, training programmes, sports activities etc., based on their own potential without any gender bias.
- Screening of movies and documentaries on Movie Day is arranged by NIM to open up minds and make students aware of social problems and to offer possible solutions proactively.

c) Common Room:

- Neat and clean Common rooms are need healthy environment of the institution.
- NIM has two common rooms – one for ladies and the other for gents which are spacious and comfortable where they can relax and be at leisure.

7.1.3 Alternate Energy initiatives such as:

1. Percentage of annual power requirement of the Institution met by the renewable energy sources

Answer: 0

7.1.3.1 Annual power requirement met by the renewable energy sources (in KWH)

Answer: 0

7.1.3.2 Total annual power requirement (in KWH)

Answer: 12662

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	View Document

7.1.4 Percentage of annual lighting power requirements met through LED bulbs

Answer: 48.86

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH)

Answer: 2895

7.1.4.2 Annual lighting power requirement (in KWH)

Answer: 5925

File Description	Document
Details of lighting power requirements met through LED bulbs	View Document

7.1.5 Waste Management steps including:

- *Solid waste management*
- *Liquid waste management*
- *E-waste management*

Answer:

NIM maintains and encourages proper waste management facilities in the campus for making it eco-friendly.

The different types of waste are managed as follows:

Solid waste management:

- Solid wastes are collected daily by the Nashik municipal corporation where they execute them effectively and efficiently.
- They have the proper mechanism of waste management and re-cycling of collected waste.
- The dry and wet waste is already marked by different colour dustbins provided by them.
- Dust bins are provided throughout the campus.
- It is mandatory to use these dustbins only throughout the campus.
- Usage of plastic bags is discouraged within the premises of Institute.

NIM focuses on 3R's i.e. Reduce, Reuse and Recycle.

Reduce: - Reduction in usage of paper and printing on both sides of the paper to reduce the consumption by 50%.

Reuse: - Use of one side blank page of rough paper for rough work.

Recycle: - Recycling bottles, cans, glass, printer cartridges, paper, and examination stationary and every last scrap of food waste is composted.

Liquid waste management:

- NIM campus has proper drainage facility to avoid stagnation liquid waste from the points of generation like washrooms, toilet etc.
- Well constructed drainage system connected with the Nashik Municipal Corporation leading to closed collection tank.
- Tanks are regularly cleaned to avoid stagnation of water.
- Gents and Ladies Toilets get cleaned daily by the outsourcing.
- Dampness or leakage checked and cleared on priority basis.
- Avoid use of Plastics as per the Nashik Municipal Corporation Guidelines.
- Recycle plastic bags which can be decomposed easily is used for the operation prescribed by Nashik Municipal Corporation.
- "Limited use of water", Do Not Waste Water" such sign board is stuck on Gents and Ladies wash room and place where water is used.

E- waste management :

- NIM follows green initiatives for various types of e-waste generated in the institute as below: Damaged batteries , CDs, DVDs, Hard Drives, Monitors, Keyboards, Cartridges, etc are disposed through outside agencies as a scrap.
- UPS batteries are recharged/repaired/exchanged by the suppliers.
- The cartridge of all printers is refilled/exchanged outside institute campus.
- Faculty and students are frequently made aware of hazards of e-wastes through Newspaper cuttings displayed on the notice boards.

7.1.6 Rain water harvesting structures and utilization in the campus

Answer:

- The Institute strategy in rain water harvesting and sustainable water management is the combined use and storage of surface and ground water.
- The institute has implemented water harvesting with the desire to conserve and utilize water.
- It has saved significant amount of water.
- The rooftop rain water is being diverted to the tank which is been utilized for non-drinking purpose.
- NIM is working on future plans to effectively harvest the rain water in future.

7.1.7 Green Practices

- *Students, staff using*
 - Bicycles*
 - Public Transport*
 - Pedestrian friendly roads*
- *Plastic-free campus*
- *Paperless office*
- *Green landscaping with trees and plants*

Answer:

NIM believes in minimizing the impact on environment encourages the Green Practices and even both the faculty members and the students are enthusiastic about following the same as below.

Green Practices: -

- NIM encouraged students to take an initiative to make Corridor Green by donating the plants.
- NIM arranges Tree Plantation activity every year to encourage green initiatives for the community.
- PUC Camp is conducted every year by NIM students to aware community about the importance to balance of eco system efficiently.
- NIM faculty and students are encouraged to buy electric vehicles to lessen the impact of pollution due to fuel burning by the Petrol/Diesel vehicles.
- The institute is located in the Heart of the City, less than 1 km from bus stop. So we encourage our students to use the public transport for safety, security and fuel conservation purposes.
- The teaching and Non-Teaching staff members of NIM are encouraged to use car pulls, to prevent the fuel consumption.
- Important notices are circulated on Social medium such as WhatsApp to reduce the use of paper for displaying on notice board.
- The accounts/office and academic information is stored and maintained through systems only.

Plastic-free campus:

- NIM believes to make NIM campus plastic free to add to the greener environment.
- NIM frequently conducts workshops to make the staff and students aware about the hazards of plastic on environment.
- Hoardings to reduce the consumption of plastic are displayed in the campus.
- Use of disposal plastic cups, spoons, bowl and plates are completely banned in NIM campus.

Green landscaping with trees and plants: -

- NIM encouraged its faculty and students to take an initiative for Green Landscaping by donating the trees to Institute to make NIM **Green Corridor**.
- Around 50% of total campus area of NIM is covered with the trees.
- Tree plantation activity is conducted every year in NIM Campus with its students.

7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years**Answer:** 0.52

7.1.8.1 Total expenditure on green initiatives and waste management excluding salary component year-wise during the last five years(INR in Lakhs)

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
0.12	0.16	0.13	0.15	0.20

File Description	Document
Details of expenditure on green initiatives and waste management during the last five years	View Document

7.1.9 Differently abled (Divyangjan) Friendliness Resources available in the institution:

1. Physical facilities
2. Provision for lift
3. Ramp / Rails
4. Braille Software/facilities
5. Rest Rooms
6. Scribes for examination
7. Special skill development for differently abled students
8. Any other similar facility (Specify)

Answer: A. 7 and more of the above

File Description	Document
Resources available in the institution for Divyangjan	View Document

7.1.10 Number of Specific initiatives to address locational advantages and disadvantages during the last five years

Answer: 16

7.1.10.1 Number of specific initiatives to address locational advantages and disadvantages year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
4	3	4	2	3

File Description	Document
Number of Specific initiatives to address locational advantages and disadvantages	View Document

7.1.11 Number of initiatives taken to engage with and contribute to local community during the last five years (Not addressed elsewhere)
Answer: 8

7.1.11.1 Number of initiatives taken to engage with and contribute to local community year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2	3	1	1	1

7.1.12

Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal / Officials and support staff

Answer: Yes

File Description	Document
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	View Document

7.1.13 Display of core values in the institution and on its website**Answer:** Yes

File Description	Document
Any additional information	View Document
Provide URL of website that displays core values	View Document

7.1.14 The institution plans and organizes appropriate activities to increase consciousness about national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations

Answer: Yes

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	View Document

7.1.15 The institution offers a course on Human Values and professional ethics

Answer: Yes

File Description	Document
Provide link to Courses on Human Values and professional ethics on Institutional website	View Document

7.1.16 The institution functioning is as per professional code of prescribed / suggested by statutory bodies / regulatory authorities for different professions

Answer: Yes

File Description	Document
Provide URL of supporting documents to prove institution functions as per professional code	View Document

7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years

Answer: 7

7.1.17.1 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
2	1	1	1	2

File Description	Document
List of activities conducted for promotion of universal values	View Document

7.1.18 Institution organizes national festivals and birth / death anniversaries of the great Indian personalities

Answer:

NIM organizes various national festivals and birth/death anniversaries of great Indian Personalities at the Institute level as below:

- Founder's Day

- Independence Day
- Republic Day
- Teachers Day
- Women's Day
- Chartered Accountant's Day
- Library Day
- Doctor's Day
- Environment/Green Day

NIM faculty and students are active in every way to celebrate these important days and always look forward to be a part of these events.

7.1.19 The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions

Answer:

- NIM maintains complete transparency in its financial, academic, administrative and auxiliary functions.
- NIM is governed by Savitribai Phule Pune University (SPPU) and abides by the terms of the university.
- NIM has an internal auditor who audits all the accounts yearly.
- External audit is carried out by CA firm once in a year. External Auditor verifies all receipts & expenses, bills, payments of the Financial Year.
- IQAC committee monitors every academic activity of the institution as per Academic Calendar prepared and circulated among the students at the start of the Academic year.
- Auxiliary functions are conducted in a transparent way. NIM ensures integrity in all the financial transactions, reports and documents.
- NIM reports all the required Financial and Legal details regularly to the University for smooth functioning of the institution.

7.2 Best Practices

7.2.1 Describe at least two institutional best practices (as per NAAC Format)

Answer:

Best Practices of the institution:

BEST PRACTICE: 1

- Title of Practice: Arranging Mega Job Fair for NIM Students and for all interested students of other Institutes along with Working Professional.
- Objective of Practice: To create a Single platform for students, working professionals and Recruiters for Job Opportunities and fulfilment.
- The Context: Institute believes students of all the Institutes in Nashik region should get lots of job opportunities by creating a single platform by bridging the gap between the students and Industry.
- The Practice: Mega Job Fair was arranged in Jan'18.
- Evidence of Success: Lot of students got Job opportunities and a chance to interact with Industry stalwarts directly.

BEST PRACTICE: 2

1. Title of Practice: CSR Activities with students & Faculty members.
2. Objective of Practice: To create Social Awareness among Faculty & students.
3. The Context: Institute believes that all the people associated with us should be socially aware and connected with each other to bring out the best in ourselves.
4. The Practice: Helping Authorities at the time of GANESH VISARJAN for proper management and disposal of waste of Ganesh Visarjan and helping them understand the importance of Eco-friendly Ganesh Chaturthi.
5. Evidence of Success: Active participation of Faculty & students to manage the waste disposal.

BEST PRACTICE: 3

1. Title of Practice: CSR Activities with students & Faculty members.
2. Objective of Practice: To create Social Awareness among Faculty & students.
3. The Context: Institute believes that all the people associated with us should be socially aware and connected with each other to bring out the best in ourselves.
4. The Practice: Blood donation camp was arranged by students and faculty members in Institute.
5. Evidence of Success: Most of Faculty & students donated blood during the One-day camp.

BEST PRACTICE: 4

1. Title of Practice: CSR Activities with students & Faculty members.
2. Objective of Practice: To create Social Awareness among Faculty & students.
3. The Context: Institute believes that all the people associated with us should be socially aware and connected with each other to bring out the best in ourselves.
4. The Practice: Visit to Prabhodini Trust's Mai Lele School of Mentally Challenged boys & girls with students & Faculty members.
5. Evidence of Success: Faculty & students managed the visit and raised a fund for donation.

BEST PRACTICE: 5

1. Title of Practice: CSR Activities with students & Faculty members.
2. Objective of Practice: To create Social Awareness among Faculty & students.
3. The Context: Institute believes that all the people associated with us should be socially aware and connected with each other to bring out the best in ourselves.
4. The Practice: Visit to Charitable Old Age Home with students & Faculty members.
5. Evidence of Success: Faculty & students managed the visit and raised a fund to donate to Old Age Home.

BEST PRACTICE: 6

1. Title of Practice: CSR Activities with students & Faculty members.
2. Objective of Practice: To create Social Awareness among Faculty & students.
3. The Context: Institute believes that all the people associated with us should be socially aware and connected with each other to bring out the best in ourselves.
4. The Practice: Students and Faculty assisted in Nashik KUMBHMELA arrangements and guiding devotees to the required locations.
5. Evidence of Success: Faculty & students participated whole-heartedly in the activity

to help devotees and manage the event successfully.

BEST PRACTICE: 7

1. Title of Practice: Value Added Courses for students & Faculty members.
2. Objective of Practice: To make Faculty & students aware and expert in the latest Developments / Processes / Technologies offered in India & in different parts of the World
3. The Context: Students along with Faculty members need to be continuously updated about the latest trends regarding Technology and Processes.
4. The Practice: Different Value Added Courses / Guest Lectures on latest Developments / Processes / Technologies have been arranged by NIM.
5. Evidence of Success: Overall improvement in thinking & analyzing ability of the students & faculty members. The Practice has help many students to become an expert in those areas.

BEST PRACTICE: 8

1. Title of Practice: CSR Activities with students & Faculty members.
2. Objective of Practice: To create Social Awareness among Faculty & students.
3. The Context: Institute believes that all the people associated with us should be socially aware and connected with each other to bring out the best in ourselves.
4. The Practice: Visit to Adhartirth Ashram, Tryambakeshwar, nashik with students & Faculty members.
5. Evidence of Success: Faculty & students managed the visit and raised a fund for donation.

7.3 Institutional Distinctiveness

7.3.1 Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Answer:

- NIM, a premier business school established in 1994 by Navjeevan Education Society (NES), is affiliated to Savitribai Phule Pune University (SPPU) and is recognized under AICTE (New Delhi).
- NIM is also an active member of Confederation of Indian Industry (CII) in western region.
- As NIM's Vision states, our primary objective is to ensure holistic development of students, staff members and all the people associated with NIM.
- It is our Mission to offer our students the highest Quality and Life-Transformational learning experience in these 2 years of MBA to shape the world in 21st century with their transformational ideas.
- To achieve this behemoth task, we are continuously aligning ourselves with Industry to understand the current requirements of Indian & Global job markets and imbibing those required qualities in students to not only sustain but succeed in their future Professional & Personal Life.
- We do this by working on the basics as Overall Personality development of the students through relevant knowledge, skills, practical labs, extra-curricular activities & major competitive events.
- NIM arranges Mega Job Fair every year with the belief that students of all the Institutes in Nashik region should get lots of job opportunities
- With Mega Job Fair, NIM creates a single platform for all students of all the Institutes in Nashik region and bridges the gap between the students and Industry.
- We also engage our students in regular Corporate Networking & Mentoring activities with Industry Experts to learn from their vast areas of experiences, exposure & knowledge they have gathered over the years.
- NIM believes in creating professionals who are socially responsible towards environment & resources available to human beings.
- NIM is proud of being a part of Navjeevan Education Society (NES).
- NES was established in 1983 as an ambitious educational body.
- The institute is involved in offering Management Development Programs (MDP) to practicing managers.
- NES is running "Navjeevan Public School" based on Shantiniketan pattern where the students from all over India and abroad are taking education.
- The society runs 3 schools in the surrounding areas of Nashik.
- NES also started Navjeevan Law College at CIDCO in Nasik City in the year 1999.
- NES started NWP & RF, as a nodal organization in Nashik City.
- It includes working projects like CIF, Rural & Tribal Development, child Glour prohibition, AIDS awareness program, literacy campaign, self-employment schemes for rural youth.

We, at NIM, believe that having a relevant Knowledge & Skills along with the right Attitude is the KEY to be Successful in Professional & Personal Life.

Extended Profile**Program**

Number of courses offered by the institution across all programs during the last five years

Answer: 1

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of programs offered year-wise for last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	1	1	1

Students

Number of students year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
108	102	107	95	86

File Description	Document
Institutional Data in Prescribed Format	View Document

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
72	72	72	72	72

File Description	Document
Institutional data in prescribed format	View Document

Number of outgoing / final year students year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
48	42	47	35	47

File Description	Document
Institutional Data in Prescribed Format	View Document

Teachers

Number of full time teachers year-wise during the last five years

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
7	6	8	6	7

File Description	Document
Institutional Data in Prescribed Format	View Document

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

Answer:

2017-18	2016-17	2015-16	2014-15	2013-14
9	9	9	9	9

File Description	Document

Institution***Total number of classrooms and seminar halls*****Answer:** 7***Total Expenditure excluding salary year-wise during the last five years (INR in Lakhs)*****Answer:**

2017-18	2016-17	2015-16	2014-15	2013-14
38.46817	33.40821	26.74767	29.76949	24.42471

Number of computers**Answer:** 52**Conclusion*****Additional Information :***

We, at Navjeevan Institute of Management (NIM), feel proud to share with you that NIM has been one of the fastest growing institutions in India for Management Studies.

NIM, a premier business school established in 1994 by Navjeevan Education Society (NES), is affiliated to Savitribai Phule Pune University (SPPU) and is recognized under AICTE (New Delhi). We are also an active member of Confederation of Indian Industry (CII) in western region.

Concluding Remarks:

As our Vision states, our primary objective is to ensure the holistic development of students, staff members and all the people associated with NIM. It is our Mission to offer our students the highest Quality and Life-Transformational learning experience in these 2 years of MBA to shape the world in 21st century with their transformational ideas.

To achieve this behemoth task, we are continuously aligning ourselves with Industry to understand the current requirements of Indian & Global job markets and imbibing those required qualities in students to not only sustain but succeed in their future Professional & Personal Life.

We do this by working on the basics as Overall Personality development of the students through relevant knowledge, skills, practical labs, extra-curricular activities & major competitive events.

We also engage our students in regular Corporate Networking & Mentoring activities with Industry Experts to learn from their vast areas of

experiences, exposure & knowledge they have gathered over the years.

NIM believes in creating professionals who are socially responsible towards environment & resources available to human beings.

We, at NIM, believe that having a relevant Knowledge & Skills along with the right Attitude is the KEY to be Successful in our Professional & Personal Life.

EXCLUDED METRICES

List of Excluded Metrics

2 Teaching-learning and Evaluation : Weightage (350)

2.4 Teacher Profile and Quality : Weightage (80)

Ref No	Details of Metric	weightage	Metric Performance
2.4.5	Average percentage of full time teachers from other States against sanctioned posts during the last five years (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	20	0

3 Research, Innovations and Extension : Weightage (120)

3.1 Resource Mobilization for Research : Weightage (10)

Ref No	Details of Metric	weightage	Metric Performance
3.1.1	Grants for research projects sponsored by government/non government sources such as industry ,corporate houses, international bodies, endowment, chairs in the institution during the last five years (INR in Lakhs) (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	3	0
3.1.3	Number of research projects per teacher funded, by government and non-government agencies, during the last five year	4	0

	(Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)		
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3.3 Research Publications and Awards : Weightage (20)

Ref No	Details of Metric	weightage	Metric Performance
3.3.3	Number of Ph.D.s awarded per teacher during the last five years (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	4	0

5 Student Support and Progression : Weightage (142)

5.3 Student Participation and Activities : Weightage (25)

Ref No	Details of Metric	weightage	Metric Performance
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) during the last five years. (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	15	0

5.4 Alumni Engagement : Weightage (22)

Ref No	Details of Metric	weightage	Metric Performance
5.4.2	Alumni contribution during the last five years(INR in Lakhs) (Metric Type : Direct , Question Type : QN , Evaluation : By DVV , Nature : MC)	4	<1 Lakh

ANNEXURE