



Yearly Status Report - 2018-2019

Part A

Data of the Institution

1. Name of the Institution	ANEKANT EDUCATION SOCIETY'S ANEKANT INSTITUTE OF MANAGEMENT STUDIES, BARAMATI
Name of the head of the Institution	M. A. Lahori
Designation	Director
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	02112-227299
Mobile no.	9552345000
Registered Email	iqac@aimsbaramati.org
Alternate Email	tanaji.chavan@aimsbaramati.org
Address	Anekant Education Society's Campus, Anekant Institute of Management Studies
City/Town	Baramati
State/UT	Maharashtra

Pincode	413102																		
2. Institutional Status																			
Affiliated / Constituent	Affiliated																		
Type of Institution	Co-education																		
Location	Rural																		
Financial Status	Self financed																		
Name of the IQAC co-ordinator/Director	Dr Tanaji Vitthal Chavan																		
Phone no/Alternate Phone no.	02112227299																		
Mobile no.	9552345000																		
Registered Email	iqac@aimsbaramati.org																		
Alternate Email	tanaji.chavan@aimsbaramati.org																		
3. Website Address																			
Web-link of the AQAR: (Previous Academic Year)	http://aimsbaramati.org/index.html																		
4. Whether Academic Calendar prepared during the year	Yes																		
if yes,whether it is uploaded in the institutional website: Weblink :	http://aimsbaramati.org/index.html																		
5. Accrediation Details																			
<table border="1"> <thead> <tr> <th rowspan="2">Cycle</th> <th rowspan="2">Grade</th> <th rowspan="2">CGPA</th> <th rowspan="2">Year of Accrediation</th> <th colspan="2">Validity</th> </tr> <tr> <th>Period From</th> <th>Period To</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>B++</td> <td>2.93</td> <td>2019</td> <td>01-May-2019</td> <td>30-Apr-2024</td> </tr> </tbody> </table>						Cycle	Grade	CGPA	Year of Accrediation	Validity		Period From	Period To	1	B++	2.93	2019	01-May-2019	30-Apr-2024
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				Period From	Period To														
1	B++	2.93	2019	01-May-2019	30-Apr-2024														
6. Date of Establishment of IQAC	25-Sep-2017																		
7. Internal Quality Assurance System																			
Quality initiatives by IQAC during the year for promoting quality culture																			
Item /Title of the quality initiative by IQAC		Date & Duration		Number of participants/ beneficiaries															

NAAC Performance Review from external expert after grade declaration	08-May-2019 1	15
Mock Assessment before Peer Team Visit and visits to Institutes in Maharashtra and Karnataka	20-Apr-2019 11	15
Campus beautification, Designing of Clubs, Cells and Committee Boards on Campus and Eco friendly Initiatives	18-Apr-2019 34	228
Inviting SPPU-University Representative and DTE-Maharashtra Govt. Representative for NAAC Visit	15-Apr-2019 1	15
Parents Teacher Meet, Alumni Meet, Meet with Corporates	14-Apr-2019 3	45
Systematic File Numbering, Indexing and Submissions of files and developing Infrastructure for proper up-keep	14-Mar-2019 17	15
IIQA and SSR submission before Deadline	09-Jan-2019 2	15
Website Development : Dynamic and Vibrant	03-Jan-2019 93	15
LMS Development and Implementation in Academics	31-Aug-2018 113	15
ISO and Green Audit international Certification 2018	07-Jun-2018 3	15
View File		

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

Institution/Department/ Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	2019 0	0
No Files Uploaded !!!				

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

Yes

Upload latest notification of formation of IQAC	View File																								
10. Number of IQAC meetings held during the year :	2																								
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	Yes																								
Upload the minutes of meeting and action taken report	View File																								
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No																								
12. Significant contributions made by IQAC during the current year(maximum five bullets)																									
1. NAAC Accreditation Completion of First Cycle and Subsequent Review 2. ISO and Green Audit Certification 3. Permanent Approval by LIC Committee of affiliated University SPPU Pune 4. Website Development 5. Learning Management Systems																									
View File																									
13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year																									
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View File																									
14. Whether AQAR was placed before statutory body ?	No																								

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	Yes
Date of Visit	26-Apr-2019
16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2020
Date of Submission	30-Jan-2020
17. Does the Institution have Management Information System ?	Yes
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	<p>The Institute is strengthening and developing a fullfledged Management Information System (MIS), along with existing software being used for various administrative, academic purposes and communication with all Stakeholders. The present system aims to keeps the right information to reach the right people at the right time. The system involves adequate computers, peripherals, software, and internet connectivity for the smooth flow of information on time across the Institution. These components of the system are considered for upgradation from time to time so that the overall system is relevant to the Institutional needs. Administration Routine: Administrative communication on matters related to the accounting department, staff salary, student scholarships, etc., is done through paperless methods. It involves media such as emails, WhatsApp, SMS, etc. Such methods are adopted to keep the communication process free from hassles and thereby aiding quick decision making. Academics: The tools viz., bulk Text messaging, WhatsApp group, Emails are also used to channelize communication regarding matters related to student administration, examinations, and placements as well as academic matters. Communication to Students is done through paperless mode. Generally, students are kept posted on academic and cocurricular activities ranging from Induction</p>

Program, Industry Visits, Classroom Sessions, Skype Video Conferencing Sessions, Conferences, Workshops and Intercollegiate Competitions using communication channels. The Institute uses ecommunication to update Alumni and MoU partners about Institute's activities, events. Other cells and Activities: The functionality of the Institute with the affiliated bodies namely AICTE, SP Pune University, DTE, etc. takes place on e platform.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

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

The Curricular Delivery is the mainstay of the institute's Academic and Administrative process. Anekant Institute of Management Studies (AIMS) is a teaching institute affiliated to Savitribai Phule Pune University, Pune and follows its legal framework for legitimizing its academic and administrative processes. Planning: 1. Institute plans for the academic committee meeting, scheduled before the start of the session. The syllabus review, course allocation, workload allocation, course file content, comprehensive concurrent evaluation plan, academic calendar. The important points related to Programme Educational Objectives (PEOs), Programme Outcomes (POs), Programme Specific Outcomes (PSOs), Course Outcomes (COs), comprises the points of discussion of the meeting. 2. The main focus is on the preparation of teaching plans for the allotted courses. The teaching plan contains methodology of teaching, detailing regular sessions and presentations on reading materials, assignments and class tests. 3. Institute plan for an orientation program for newly admitted students at the start of the actual academic session. The program helps students familiarize with institute academic culture, administrative practices, syllabus review, Outcome Based Education (OBE) system, curriculum plan, examination pattern, code of conduct, industry requirement. 4. Planning for industrial Visits (local and out of state), expert talks, events and activities in which experts from industry and academics participate in our curriculum delivery process to bridge the gap between industry and academia. 5. planning for allotment of mentors to students and development of Mentor-Mentee system for student competency development and Guide allocation for Project internships, issues in academics, as well as administration, is practised. Implementation: University has designed Choice Based Credit System (CBCS) and Grading System Outcome Based Education pattern which Institute follows in its curriculum. 1. Institute follows a cafeteria approach by providing Generic Core/Elective subjects every semester. The students have the flexibility to choose any one specialization from specializations offered in the university syllabus. The students are well explained in the orientation program about the specialization offered. 2. The delivery of course sessions carried out as per time table. Faculty adopts the advanced teaching methodology in delivery of course sessions. Faculty focuses on quality delivery and encourages student's active participation in the entire curriculum, curricular and extracurricular activities. This is reflected in the course files as evidence of institute teaching pedagogy.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employability/entrepreneurship	Skill Development
Certificate of Bridge Course in Academics	Nil	03/09/2018	120	Development of employability of students in career	Practical knowledge, hands on experiences soft skills

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	Health Care Management	02/07/2018
MBA	Tourism and Hospitality Management	02/07/2018
View File		

1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Marketing Management Financial Management Information Technology Management Operations Management	02/07/2018

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

	Certificate	Diploma Course
Number of Students	30	0

1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
Human Rights - 1	01/08/2018	120
Personality Development	01/08/2018	120
Business Communication	01/08/2018	120
Cyber Security I	01/08/2019	120
Skill Development I	02/07/2019	93
Human Rights - 2	01/01/2019	120
Cyber Security III	02/07/2018	93
Skill Development II	01/01/2019	93
Cyber Security II	01/01/2019	120
Cyber Security IV	01/01/2019	93
View File		

1.3.2 – Field Projects / Internships undertaken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Marketing Management Financial Management Information Technology Management Operations Management Human Resources Management International Business Management Supply Chain Management Rural &Agribusiness Management Healthcare Manage	76
MBA	Marketing Management Financial Management Information Technology Management Operations Management Human Resources Management International Business Management Supply Chain Management Rural &Agribusiness Management Healthcare Manage	83
View File		

1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

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

Feedback Obtained

Feedback is basically a suggestion tool to enrich and strengthen further various functional areas in the Institute. AIMS uses the feedbacks taken for various academic, co-curricular and extracurricular activities from relevant stakeholders for betterment of the existing operations. Feedback on the teaching-learning process and curriculum is received from students based on a structured questionnaire framed and approved by the IQAC of this Institute. The new system has better accessibility, wider reach and quicker results. Types of Feedback- 1. Syllabus Review Feedback from students, Teachers, Employees, Parents, and Alumni on a random sampling basis: The curriculum of professional programs such as MBA needs to be constantly reinventing. Based on timely feedback from the stakeholders, the Institute provides updates to the University for revising the syllabus. 2. Student Satisfaction Survey from Students: AIMS gives utmost importance to student satisfaction, as they are the means as well as end in themselves as far as the Institute's purpose is concerned. Our student-Satisfaction Surveys are highly scientific, unbiased, and ethical in their letter and spirit. The questionnaire designed is converted

into Google form and a link for the survey is made available on the Institute's website and the students' Whatsapp groups. This is to make the survey far-reaching. The questionnaire is designed using MCQ type questions which are scaled and open-ended questions are written in language i.e., easily comprehensible to stakeholders from different walks of life. The feedback thus received is then analyzed by the concerned criteria head along with the IQAC. Subsequently, the feedback analysis is uploaded to the Institute's website for the public view. The analyzed report of this feedback is also forwarded to the Head of the Institution with necessary suggestions based on this feedback. Teachers provide information as well as formal feedback to the head of the Institution on different academic, administrative and other affairs related to the Institute. Members of the anti-ragging committee and internal complaints committee also receive feedback from students through class campaigns. Grievances (if any) and necessary suggestions can be registered with the Grievance Redressed cell of the Institute by posting their grievances/suggestions in the "Suggestion Box" fixed at the entrance. The Institute considers it important to promote equal justice and a sense of responsibility among all. Therefore, the cell composition is on rotation basis every year at the beginning of the academic session itself, and fresh members are infused accordingly. As cited above, the Institute wishes to transform the feedback system to suit the requirements of modern society. Many of the Institute's Stakeholders are comfortable with the conventional mode of feedback. Therefore, the Institute has adopted a combination of online and offline mechanism. The development of a complete e-feedback mechanism is part of the perspective plan of the Institute.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Nil	120	120	120
View File				

2.2 – Catering to Student Diversity

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

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	0	213	0	12	12

2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
12	12	8	5	0	6
View File of ICT Tools and resources					

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

The strong and structured mentoring system is in place to groom students. The Institute practices mentoring to cater to personalized and customized need apart from the academic studies throughout the program tenure. The enrolled students are randomly divided into 12 groups and are allocated a faculty member who serves as their mentor. Each group consists of 10 students. The allotment is done in the very first semester based on the experience of the faculty member. Each mentor takes care of these allotted students. With their professional distinction, they serve as an example and role model for students to achieve in their life. Mentors allocated also serve as a Guide to students for their Summer Internship Projects and keep a track of the mentees' performance during the Summer Internship by continuous interaction with them. The Mentors try to understand each student's difficulty in terms of their learning level at the Institute, their understanding of the subject, peer pressure if any or problems if any that they are facing in the Institute. These students are then accordingly guided and their problems are resolved. Apart from counseling students, the Mentors also keep a track of the student attendance and performance in the Institute. In the case of major absenteeism or poor academic performance of the students, the Mentors ensure that parents are timely informed about the same or engage in-home visits by prior communication with the respective parent. These home visits are well appreciated by the parent fraternity as they come to know about their ward's progress and performance. Home visit as a part of mentoring certainly ensures and reflects high involvement of the Institute and faculty in the development of a student. As the case may be, if the home visit is required, it is mentioned in the mentorship report of the mentor and the necessary visit is taken. At the end of the semester, the mentor submits a comprehensive mentorship report thereby giving the detailed activities list along with the outcomes. This also includes a mentorship analysis report whereby a student's competency level is mapped and reported to the academic coordinator. Mapping of competency is based on different levels of competency [Competency Level 1- low order to Competency Level 5-high order] which are defined by Pivotal Education- Behavioral Specialist- UK. Different activities are carried out by the mentors for the development of their mentees. The mentorship report is indicative of the transformation that the student makes towards the advanced learning level. Mentoring system at the Institute pinpoints high level of involvement and desire of the Institute and mentor in making the student dynamic as an individual, good citizen, and industry-ready with ethical values. In precise, mentorship is a power-connect between the Institute and students throughout their life.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
213	12	1:18

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
12	12	0	0	6

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

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	Dr. M.A.Lahori	Director	Appreciation for receiving D.Litt .from T.C.College, Baramati
2018	Dr. M.A.Lahori	Director	Invitation as a Subject Expert to conduct interveiwis at VIIT Baramati
2018	Prof.S.S.Khari	Assistant Professor	Worked as a

			External Senior Supervisor
2018	Prof.S.S.Khari	Assistant Professor	Nomination as a member of Examination Committee for retail Management
2018	Prof S S Jadhav	Assistant Professor	Worked as a Green audit coordinator
View File			

2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	6731	2018-19	14/05/2019	06/07/2019
View File				

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

Evaluation of student is a course-teacher centric activity at the Institute. Course-teacher has the flexibility to design the concurrent evaluation components in a manner to give a balanced assessment of student capabilities across knowledge, skills and attitude. Examination Committee decides on the number and type of components, its weightage and evaluation method of the criteria as per the guidelines of University. As per the decisions taken in the examination committee, each course teacher decides on the components of continuous internal evaluation and submits it to the College Examination Officer (CEO). The Examination committee headed by College Examination Officer (CEO) frames the guideline for the evaluation process and makes it just, fair and equitable. Examination committee works for the proper execution of examination process which includes the plan of the exam, schedule preparation, invigilation standards and duties, the conduct of examination, collection of assessment records from course teacher and result analysis. The components for continuous internal evaluation (CIE) are fixed on Attendance (Classroom and Events), Campus Behavior, Mid-term and End Term Examination, Industrial Visits and Teacher Centric Component of Assessment (Assignments / Presentations etc.).

The course teacher continuously assesses unit-wise student performance and fortnightly discusses it with students for their improvement. At the end of the month, CEO displays the progress of all students based on assessment inputs obtained from the course teacher. Remedial sessions are an integral part of our teaching-learning practice. Reforms in continuous evaluation system are based on findings from feedback analysis which is inclusive of feedback from stakeholders, more particularly students. On this basis, the progression in continuous evaluation is achieved. Examination committee ensures fair, just and robust evaluation of students in a concurrent manner. Brainstorming on the most effective components for continuous evaluation takes place during the meetings. Progression in the evaluation technique of the component is also discussed at length. These reforming inputs are communicated to course teachers and presented before the Academic Committee for consideration.

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

The Academic Calendar of the Institute has specific days pre-allotted for the conduct of meetings of the Academic Committee and Examination Committee. It is evident from their committee registers that meetings take place as per scheduled weeks. To begin with, the College Examination Officer (CEO) keeps a check on the examination schedule of the University and examination related updates. Accordingly, the weeks in which mid-term and end-term examination is to be conducted is decided and inserted in Academic Calendar. The examination committee meeting is conducted during the semester. Formative assessment schedules are prepared in this meeting. Each course teacher explains the schedule for conduct of concurrent evaluation tests. Efforts are made to have a time-bound and scientific evaluation schedule so that students can prepare for the assessment. Accordingly, the schedules are made by the course teacher for assessments of concurrent evaluation components and displayed on Notice boards and Institute website. In the case of summative assessment, CEO follows the Academic Calendar and notifies the students, faculty members and staff on in advance about Mid Term and End Term examinations. In the induction program, a special session is organized for acclimatizing students with the plan of examination. Complete care is taken that the dates should synchronize with the examination schedule of University. The feedback received from students and faculty members on the conduct of examinations acts as an important tool for the next academic session. On this basis, the reforms are incorporated into the academic calendar of the next academic session.

2.6 – Student Performance and Learning Outcomes

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

<http://aimsbaramati.org/courses.html>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
6731	MBA		82	72	87.8

[View File](#)

2.7 – Student Satisfaction Survey

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

<http://aimsbaramati.org/index.html>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

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

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Industry sponsored Projects	1095	Sakal Foundation	0.75	0.75

[View File](#)

3.2 – Innovation Ecosystem

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

Title of workshop/seminar	Name of the Dept.	Date
One day Seminar on "Aligning Higher Education to Augment IPRs"	MBA	05/09/2018
Two day National Conference "Reconnect to Basics: Mantra to Value Based Learning Transformation"	MBA	05/10/2018
Industry Academia meet	MBA	19/04/2019

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

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Nil	Nil	Nil	30/05/2019	Nil
No file uploaded.				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
AIMS CISU	Mr. Shahrukh Pathan	AIMS	SP Enterprises	Retailing	13/09/2018
AIMS CISU	Ms. Mrugaja Kadam	AIMS	Chicken Viken	Food Retailing	07/11/2019
AIMS CISU	Mr. Vipul Ingule	AIMS	VH Industries	Beverages	01/09/2018
View File					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

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

Name of the Department	Number of PhD's Awarded
MBA	1

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

Type	Department	Number of Publication	Average Impact Factor (if any)
National	MBA	12	5.2
View File			

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

Department	Number of Publication
MBA	8

[View File](#)

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

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Nil	Nil	Nil	2019	0	Nil	0
No file uploaded.						

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

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Nil	Nil	Nil	2019	0	0	Nil
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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Presented papers	0	12	0	0
Attended/Seminars/Workshops	0	1	0	0
Attended/Seminars/Workshops	0	1	0	0
Attended/Seminars/Workshops	0	0	0	11
View File				

3.4 – Extension Activities

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

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Program on Start-up India	State Bank of India - Baramati Start-up India : DFS, MoF Government of India	3	58
Program on affordable Life Insurance and Accidental Insurance	Life Insurance Corporation and Corporation Bank Baramati Pradhan Mantri Jeevan Jyoti Bima Yojana: MoF Pradhan Mantri Suraksha Bima Yojana: MoF	4	51
Program on Ujjwala	HP Gas Agency	5	53

Yojana - Gas Connection for all	-Baramati Pradhan Mantri Ujjwala Yojana : MoPNG		
Program on inspiring Young Scientist	Government School - Walchandnagar Inspiring You Scientist IISC Bangalore and ISRO - GoI	3	57
View File			

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

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Nil	Nil	Nil	0
No file uploaded.			

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

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Ayushman Bharat: Pradhan Mantri Jan Arogya Yojana	Government Hospital - Baramati	Program on Universal Health Coverage	5	53
Pradhan Mantri Jan Dhan Yojana: MoF	Bank of Maharashtra - Baramati	Program on for Financial Inclusion	5	51
Swachh Bharat Abhiyan: GoI	MSRTC Bus Stand - Baramati	Program on Swachh Bharat Abhiyaan	7	56
Pradhan Mantri Bhartiya Janaushadhi Pariyojana: DoP, GoI	Jan Aushadi Stores in Government Hospital Baramati	Program on Generic Medicine	3	54
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3.5 – Collaborations

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

Nature of activity	Participant	Source of financial support	Duration
Up Skill Program Faculty Exchange	5 Faculty Members AIMS, Baramati 5 Faculty Members BVB - IOM Bagalkot	Self	3
Program on Research Tools and Techniques Research	4 Faculty Members AIMS, Baramati 4 Faculty Members AES -T C College Baramati	Self	2

Bridging the Marketing Skills Program Internship	Students: 53 26 MBA I Div A 27 MBA I Div B	Self	3
Improving English Writing Skills Program Student Exchange	Students: 52 24 MBA II Div A 28 MBA II Div B	Self	2

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

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Internship	Information Technology Skill Development Program	Soft Zeal Technology Pvt. Ltd. - Pune	20/02/2019	22/02/2019	49
On-the-job-Training	Communications Skill Development Program	Career Carver Group - Baramati	02/04/2019	04/04/2019	52
Internship	Leadership Development Internship Program	Legend Enterprises Baramati	29/08/2018	31/08/2018	50
On-the-job-Training	Job Interviews Training Program	True Skills Infotech Pune	03/09/2018	08/09/2018	51

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

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
TAHAAN - Pune	06/11/2018	Program on Integrated water resource Mgmt	63
Nature Friends Organisation	04/11/2018	Program on Sustainable Livelihood Approaches	55
Environ Foundation - Pune	27/04/2018	Program on Bio Fertilizers and sustainable agri-business	62

Janaseva Gramin Vikas va Shikshan Pratishthan	16/04/2018	Program on Community Centered Development	56
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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

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

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
310.43	4.13

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Others	Newly Added
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4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Easylib Software	Fully	4.3.3 having SQL database version 2005	2011

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	200	32740	0	0	200	32740
Reference Books	6441	2209783	479	298170	6920	2507953
e-Books	2000	13570	500	180381	2500	193951
Journals	25	26620	3	45936	28	72556
CD & Video	248	0	7	0	255	0
Library Automation	1	105000	1	35400	2	140400
Others (specify)	6	0	1	0	7	0
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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Nil	Nil	Nil	02/07/2018
No file uploaded.			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	134	2	1	2	1	1	1	50	0
Added	0	0	0	0	0	0	0	0	0
Total	134	2	1	2	1	1	1	50	0

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

50 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Media Center	https://www.youtube.com/watch?v=7FE7vD8Gaug&t=59s
Media Center	https://www.youtube.com/watch?v=SVkTZvPPqio

4.4 – Maintenance of Campus Infrastructure

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

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
2.55	2.13	16.65	41.88

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

The institute focuses on creating and enhancing infrastructure as per changing needs, requirements and demands to strengthen and facilitate the teaching-learning process as well as support services. The creation and enhancement of the infrastructure have been a continuous process. Core points have been mentioned below: **Computers:** All sections of the institution are provided with computers with internet connectivity. These computers are connected through LAN to share various resources such as files, printers etc. The entire campus is covered with the 24x7 Wi-Fi facility. 50 Mbps high speed dedicated Internet Leased Line Connectivity is available. Regular maintenance and updations of the systems are carried out as per schedule. **Library:** Library has two sections reading room and stacking section. The capacity of the reading room is 63 seats, 7000 plus books are maintained in stacking sections. Library provides its members to each enrolled student and staff of Institute. The library has a well-defined policy for, borrowing of books, use of e-library facility, access to e-journals of the Institute through internet login and password. The library is fully automated by using "Easylib Software 4.3.3 having SQL database version 005". The routine library operations are performed through this software including generation of all the reports. Daily usage record is maintained through the software. Institute maintains logbooks for maintenance of library infrastructure. **Classrooms:** The allotment of classrooms is done as per the time table. The classrooms have ergonomically designed benches for the students.

Each classroom is well ventilated and properly lit. And all classrooms are ICT enabled with the audiovisual facility. Institute maintains logbooks for maintenance of classrooms and fixtures. Computer Labs: Institute has two fully air-conditioned computer labs having a capacity of 60 computers. It provides internet browsing facility to the students along with Typing, Printing, Scanning, CD/DVD writing etc. There is a total of 6-gigabit D-link switches are used to provide wired internet facility. Internal online examinations and University online examinations are conducted in computer labs. During the admission process, computer labs are also used as facilitation centres. Cyberoam CR-300i is used for providing secure internet facility to all departments, students, faculties. Students are given free access to the computer lab for their academic and individual purpose like job applications, project preparations, passport applications etc. Institute maintains logbooks for maintenance of computer labs and fixtures. Sports Facilities: Anekant Education Society has a playground of 17 acres, which is being used by the Institute. The sports facilities are track of 400 metres. for running, volleyball court, basketball court, football ground, kabaddi and kho-kho ground, korfball ground, etc. A separate building is constructed for gymkhana. A dedicated staff is appointed for scheduled maintenance of sports facilities.

<http://aimsbaramati.org/stay-with-us.html>

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Scholarships	169	8927345
Financial Support from Other Sources			
a) National	Nil	0	0
b) International	Nil	0	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Mentoring	01/06/2018	213	Inhouse Teachers
Personal Counselling	01/06/2018	8	Inhouse Teachers
Yoga and Meditation	21/06/2018	27	Yoga Trainer
Bridge Course	03/09/2018	30	Inhouse Teachers
Language Lab	17/08/2018	17	Inhouse Teachers
Remedial coaching	15/11/2018	22	Inhouse Teachers
Soft skill development	04/09/2018	50	English Trainer
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	Guidance for competitive examinations	33	0	0	0
2019	Career Counselling	0	52	0	36
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Baramati Cattle feeds Pvt. Ltd. Reliance Smart, Hi-Tech textile park	12	4		32	32
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2018	0	0	0	0	0
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	0
SET	0
SLET	0
GATE	0
GMAT	0

CAT	0
GRE	0
TOFEL	0
Civil Services	0
Any Other	0
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Sports	institution	128
Cultural	institution	214
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5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	0	National	0	0	0	Nil
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Mechanism of Student Council and Activities: Students, being at the focal point of Institute, all activities of Institute are student-centric and promote student engagement for Institutional development. Institute has a functioning Students Council which started in 2013. The objectives of this council are as follows: 1. To build Cooperation among Director, staff and students of the Institute 2. To provide leadership opportunities for students and develop their sense of responsibility 3. To contribute to the overall development of the Institute 4. To act as a liaising between student, teaching staff and Management Based on the interest of students, Institute nominates selected students from MBA I and II years on student council for their active involvement in academic and extracurricular activities. Students contribute in the positions of President, Vice-President, Secretary and members. One faculty member is nominated as a member of the Student Council for maintaining decorum, coordination and documentation. The activities of the Student Council are as follows: 1. The Representatives of the Council has expressed the opinion about any concern or dissatisfaction concerning activities in the Institute. 2. The Representatives of the Council has attended the meetings of various academic and administrative bodies 3. The decisions taken in the meetings based on the opinions expressed by the representatives of the Council are communicated and converted into actions through proper channels of governance. 4. The representatives of the Council contribute significantly to the growth and development of the Institute.

Representation of students on academic administrative bodies/committees of the institution: Institute ensures active participation and contribution of students in all decision-making committees bodies. Students get ample opportunities to involve and support the authorities in planning and implementing the curricular and Co-curricular activities, academic and administrative matters of the institution. Institute ensures involvement Students by their active participation on following academic and

administrative bodies: 1. College Development Committee 2. Academic Committee 3. Administrative Committee 4. IQAC Committee 5. Examination Committee 6. Library Committee 7. Student Grievance Committee 8. Women Grievance Committee 9. Anti Ragging Committee 10. Training and Placement Cell Apart from above-mentioned cells and committees all students actively contribute in various events viz. Intaglio Series, National Conference, Collage competition, etc. Students volunteer various committees such as Compering, Registration, Social Media, etc. Institute organizes industrial visits to companies outside Maharashtra. The entire planning of this visit is carried out by students. Students actively contribute in editing committee of Institute's annual magazine- 'AIMS Timeline'. The Sports and Cultural activities such as Fresher's Day, Cultural Days, Sports Days, and Farewell Party is entirely planned and executed by students. They are guided and supported by faculty members. Institute nominates Class Representative takes a lead in planning and implementation of curricular and extracurricular activities.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

"AIMS Alumni Association" is a registered body with Charity Commissioner, Pune. The Institute has a strong and closely-knit network of Alumni from all of its past eight batches. Our Alumni are academically, professionally and emotionally connected with the Institute and the faculty members. We have been regularly conducting alumni meets once in a year. Having placed in various companies of national international repute or pursuing their entrepreneurial goals within and outside Pune district, they always bring name and fame to the Institute. The Alumni Meets are named as "Sojourn at AIMS". During every such Sojourn (a short pause during the professional journey), interactions take place between the faculty members and alumni about the prevailing, emerging and imminent trends across the industry and the implications on the Management Institutes. Alumni also give valuable suggestions and inputs to achieve holistic student development. These inputs are taken into consideration and incorporated in the pedagogy of the Institute. 'AIMS Alumni Association' has compiled a directory of the contact numbers, names and email ids, present occupation, future aspirations of the alumni, etc., since the inception of the Institute. Several alumni who have been benefited through the AIMS incubation centre interact and share their experiences with the mentors to further strengthen the entrepreneurship development initiatives. AIMS alumni are actively involved in the following: 1. Providing referrals for placement of the students 2. Entrepreneurship development and incubation of studentpreneurs. 3. Arranging business meets and networking activities 4. Providing constructive feedback on the curriculum based on their professional experience. 5. Creating goodwill of the Institute in their respective organizations. 6. Sponsoring various events and awards for the students. AIMS Alumni Association has been instrumental in promoting many co-curricular as well as extracurricular aspects of our pedagogy. Some of our signature events are as follows: 1. Collage Competition mobilizes College students to express their awareness and concerns for contemporary socio-economic issues in a creative way. 2. Convex, an intercollegiate students' conclave where they can present their Summer Internship Projects 3. Intaglio Series, another intercollegiate Talent Competition where hundreds of UG and PG students participate and showcase their versatility. Alumni are invited as jury. 4. AIMS National Conference is an academic platform where Industry-Academia stakeholders come together and deliberate on a predetermined theme of relevance. Alumni are instrumental in promoting the event. All the above events are involving the ideological, financial and organizational support of our alumni. Thus, we can constantly reinvent and infuse novelty in our events and activities. While the Institute's

students have been immensely benefited by its alumni base, the alumni also acknowledge the continuous support that their alma mater has been providing. By and large, the alumni act as -the eyes and ears of the Institute in the corporate world, helping hand in the community, and a perpetual brand ambassador of the Institute.

5.4.2 – No. of enrolled Alumni:

72

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

49500

5.4.4 – Meetings/activities organized by Alumni Association :

1

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

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

1. Skill Development Workshop (SDW): The skill development workshops organized by the Institute for the UG and PG Colleges in rural areas are a case of Project Management, where decentralization of authority and participative management by the stakeholders at every stage of the workshop are visible. Planning Stage: The concept of SDW was conceived during the brainstorming happened in the meetings of various statutory bodies. Subsequently, the strategy and perspective plans were prepared with the participation of all the faculty members and administrative staff. Execution and Monitoring Stage: The detailed itinerary of workshops is prepared by the faculty coordinators of the designated areas. Coordinator for each area is entitled with autonomy, accountability and responsibility in planning and execution. The Institute consciously follows the principle of "Single line hierarchy" with adequate autonomy entrusted by the Head of the Institute to the Coordinator. In turn, the Coordinator forms teams and ensures that the Workshops are meticulously executed. Outcomes: Management lends a supportive hand to take relevant corrective measures. After completion of the workshops, budgetary contingents with comprehensive reports by each team are submitted for the Management's perusal. Taking cognizance of the same, Management offers encouragement and suggestions for improvement as the case deems. SDW Teams are cohesive and agile task forces ready to accomplish the predetermined mission within the timeframe with almost nil deviations. The lingering learning of these workshops is embedded by the participation certificates. 2. Intaglio Series- Intercollegiate Management Fest: Intaglio Series is our signature event which attracts UG and PG students from every nook and corner of Baramati and surrounding areas during the third week of January, every year to the Institute's campus. During this period, the Institute takes the centre stage in hearts and souls of young aspirants in search of a platform to showcase their talents in theatrics, music, dance, oratory, business acumen, general awareness, leadership qualities, skill development and lot more. Spontaneity is the key to success at these two days intercollegiate gala festival. Planning Stage: The event is planned well in advance and it is integral to the Academic Calendar. The Management / Advisory Board is actively involved and made aware of the minute details of the event and the necessary financial approvals are accorded. Execution and Monitoring Stage: Head of the institute is kept abreast on the day to day developments during crucial periods of event management content, teams of faculty-students, communication strategy, resource mobilization deployment, etc. Management is also involved in identifying resource persons,

hospitality arrangements, budgetary deviations and extending moral support while conducting this "high voltage" event. Outcome Stage: During the event, the management interacts with the delegates, guests, and participants to assess the fruitfulness of the event. After completion of the event, Comprehensive reports by each team are submitted for the Management's perusal. The audio video feedback of participants helps us to upgrade our upcoming events. Taking cognizance of the same, Management offers encouragement or suggestions for improvement as the case deems. Overall it leverages Institutional Brand Building.

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

Yes

6.2 – Strategy Development and Deployment

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

Strategy Type	Details
Admission of Students	Following strategies were adopted to improve the quality in Admission Process at AIMS: It is a continuous process involving career awareness programs, counselling, and administration. Career Awareness Drives: The institute interacts with thousands of students in the surrounding UG colleges to create awareness about higher studies. Counselling and Guidance - At this stage, faculty counsellor takes efforts to counsel aspirants regarding the entire admission process and Special guidance to avail government benefits and scholarships. Administration: The students who are keen to pursue an MBA program are oriented and facilitated during the entire admission process.
Industry Interaction / Collaboration	Following strategies were adopted to improve the quality of Industry Interaction and Collaboration. Institute has been regularly hosting Industry-Academia conclaves. Following are the motives: 1. General Collaboration: formal networking with industry representatives 2. Academic Level Collaboration: A more specific collaboration of industry with a higher level of participation in the Institute's teaching and learning process such as guest lectures, field visits etc. 3. Institutional Support Collaboration: This tentacle helps to generated additional revenue. 4. Research Collaboration: It involves student internships and short term research projects.
Human Resource Management	Following strategies were adopted to improve the quality of the Institute's

Human Resource Management: Human Resources Planning: The teaching positions are planned as per the AICTE and University norms. Student-Teacher ratio and workload are considered while planning the teaching positions. Further, administrative staff are planned to cover office administration, Library resources and house-keeping. Recruitment - The Institute adheres to the guidelines of AICTE and the University for recruitment. The skilled and knowledgeable administrative staff is hired to cater to the Institute's requirements. Training- Institute has a policy to up-skill teaching as well as non-teaching staff by organizing/ participating in FDPs, national conferences, symposiums and staff training programs. Requisite financial support is approved by the Management in this regard. Performance Appraisal: The Institute ensures 360-degree appraisals of staff members. Faculty Members are evaluated for parameters such as Teaching, Academics, Research Activities, Examination/Assessment, Student Development, Institute's brand building, participation on various University boards, Consultancy, etc. Further, Administrative Staff and Supporting Staff are evaluated based on Administrative Skills, Receptiveness, and ability to absorb the technology and innovative working methods.

Curriculum Development

Strategies for quality academics: 1. The process of Curriculum development is based on the Program Outcome Attainment Report and the Syllabus Review Survey from stakeholders (Management, Faculty, Students, Parents, Alumni and Industry). 2. After the meticulous implementation of the curriculum, Institute collects the feedback from all stakeholders and the same with suggested improvements and addition from the feedback analysis report is conveyed to Board of Study of relevant subjects and Dean of Management faculty of the University. 3. Institute has been supplementing the regular MBA curriculum with indigenously developed Add-On (Advanced Learner) and Bridge Courses (Slow Learner).

Teaching and Learning

Following strategies were adopted to improve the quality of the Institute's

Teaching and Learning

1. **Experiential learning** - Students are engaged in Summer Internship Projects in their chosen specialization. Bridge courses help slow learners to cope up with the academic rigour, have also inbuilt mechanisms for experiential learning.
2. **Individual Assessment** - Each of the students is subjected to rigorous assessment through class tests, home assignments, in-depth viva voce, classroom presentations, etc.
3. **Group assessment** - Students are subjected to Group Assessment during their active participation as team leaders/ members/ volunteers at the Institute's events.
4. **Analytical Abilities**- Literature reviews, Book Reviews, Case Studies and writing research articles are encouraged.
5. **Entrepreneurship Development**: 'AIMS Centre for Incubation and Startups' (CISU) provides comprehensive entrepreneurial grooming to their students.

Examination and Evaluation

Following strategies are adopted to improve the quality of the Institute's Examinations:

1. **Collaboration with Academics** -The Examination Officer consults Academic Coordinator on the parameters of Concurrent Evaluation.
2. **Dissemination of CIE Parameters** - through Institute's Prospectus and the Orientation Program.
3. **The Institute has a time-tested practice of Internal/Preliminary Examination at the Semester End strictly adhering to University norms.**
4. **Execution of Internal Examination** - Institute has conducted Online Internal Exams of 20 Marks for University Level Courses and Preliminary Exam of 50 Marks for all the Courses.
5. **The Faculty Members were advised to conduct remedial sessions for the students showing poor performance.**

Library, ICT and Physical Infrastructure / Instrumentation

Following strategies were adopted to improve the quality of infrastructure

1. **Library Services development Strategies** - Library works towards usage promotion, digitalization of important resources and processes, popularizing Digital Library, providing Remote Access to students and staff, augmenting e-book Collection, increasing utilization of the e-books, etc. Reading Hall is kept open on 24 X 7 basis for aspirants of competitive

exams and for students of AIMS. 2. ICT Infrastructure Development -Our Media Center facilitates lecture capturing, sharing of e-learning resources, etc. 3. Physical Infrastructure Development - Besides the sports ground that we are sharing with our sister concern, we have proposed an additional Sports ground at the institute campus with Volleyball/Badminton Court.

Research and Development

AIMS R D strategies are as follows:
Strengthening of the Research Committee: Identified experts in the realm of management research to be incorporated in our research cell.
External Intervention: Inviting people of eminence to visit our campus, for addressing issues concerning management research. Focus on quality publications and participation at Research Events:
Garnering financial resources from various agencies to aid research-based activities and publications. **Research Mindset among students:** Organizing "CONVEX"-an exclusive platform created for students. **Conversion of SIP projects** into quality research papers.
Research Infrastructure: Our infrastructure involves dedicated research cell and we are contemplating digital up-gradation in the coming years.

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

E-governance area	Details
<p>Planning and Development</p>	<p>E-Governance at Institute for planning and development in three-fold: 1. Governing Authorities-Institute Governing authorities (AICTE, DTE, NAAC, and University) and the Institute mutually communicate through Circulars, Notices, Announcements and submissions by online mode. 2. Governing Agency - Students Governing authorities (AICTE, DTE, NAAC, and University) communicate to Students through Circulars, Notices, Announcements and submissions by online mode. The Institute acts as a facilitator between Government authorities and students through online mode. 3. Institute - Students The Institute communicates and facilitates the students via Email, SMS Communication, and WhatsApp groups for Administrative and Academic purposes.</p>
<p>Administration</p>	<p>Following are the areas where the Institute extensively uses e-governance</p>

for effective educational administration: General Administration: Online Admissions, yearly planning, Work allocation, online Quality Improvement Project submission, online reviews from university, government, AISHE submission etc. Administration of Student Data: Online data management for activities like Academic, Co-curricular, Extra Curricular, Evaluation, Scholarship, Fee Reimbursement, Online Admission, Exam Forms, Exam Grievances, SMS, Whatsapp Notices, etc. Library System: Procurement of Books, Journals, Periodicals, Accession, Renewals, Replenishment by using the software.

Finance and Accounts

Following are the areas where e-governance is extensively used for effective Finance and Account: 1. Pay Roll and Financial Accounting: Fee collections, Payment of staff salary and EPF-TDS. 2. Tally with ERP being used for accounting, budgeting, auditing purposes as decided in Governing Council and Advisory Board Meetings.

Student Admission and Support

AIMS to implement e-governance before and during admission as follows - 1. Online CET form filling facility 2. Aspirants Online Database maintenance and Bulk SMS 3. Institute offers Facilitation Centre authorized by DTE for documents scanning and verification 4. Online option form filling and CAP round assistance 5. Online Admission reporting at Institute. Institute implements e-governance after admission as follows -Support 1. WhatsApp groups/E-Mails 2. Bulk SMS 3. In Placement of students 4. PPT's / Notes soft copies on group 5. Feedback mechanism - e form 6. Social media for activity promotion 7. Library Database

Examination

Following steps are implemented in the examination as an e-governance Concurrent Internal Evaluation reporting to the CEO through email Online internal marks submission using the online portal Online Exam form submission and hall ticket generation Online Question paper delivery for University Examinations Online Result declaration Online Revaluation/ Rechecking form filling facility provided.

6.3 – Faculty Empowerment Strategies

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

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Dr.M.A.Lahori	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference, AIMS,Baramati	Nil	2000
2018	Dr.V.N.Sayankar	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference, AIMS,Baramati	Nil	10000
2018	Dr.D.P.More	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference, AIMS,Baramati	Nil	1000
2018	Dr.T.V.Chavan	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference, AIMS,Baramati	Nil	1000
2018	Prof.M.A.Vhora	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference, AIMS,Baramati	Nil	1000
2018	Prof.S.S.Khatri	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference,	Nil	1000

		AIMS, Baramati		
2018	Prof.P.V.Yadav	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference, AIMS, Baramati	Nil	1000
2018	Prof.S.S.Badave	Reconnect to Basics : Mantra to Value Based Learning and Transformation - 7th National Conference, AIMS, Baramati	Nil	1000
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2018	A Training on ISO 9001: 2015	Nil	10/11/2018	10/11/2018	11	4
2018	Nil	Online Admission System	15/12/2018	15/12/2018	0	5
2019	Nil	Effective Communication with NAAC Peer Team	01/05/2019	01/05/2019	0	5
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
FDP on Essentials of Quality Research Paper	9	11/11/2018	11/11/2018	1
FDP:ET702x: Designing Learner-Centric	1	02/08/2018	06/09/2018	7

MOOC				
Course: Pedagogy for Online and Blended Teaching- Learning Process	1	12/04/2018	18/06/2018	14
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
12	12	5	8

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
<p>The institution has effective welfare measures for teaching and non-teaching staff. Welfare of staff holds paramount importance. The performance of staff generally gets enhanced with welfare measures in place. The welfare provisions at our Institute are as below:</p> <p>1. Staff can receive an advance amount before Diwali festival without interest and the same is deducted equally with 4 EMIs. 2. Provision of EPF is made for regular employees. 3. Free dress code is also provided for the staff 4. The employees at AIMS receive privileged benefits in its sister Institutes for admission of their wards. 5. Free accommodation within the campus is provided to the faculty. 6. Medical leave is granted to the staff. 7. Duty leave is also provided for the faculty for attending FDPs/Worksh ops/Conferences. 8. Compensatory off is given to the staff if they work on holidays. The above measures reflect in the</p>	<p>1. Staff can receive an advance amount before Diwali festival without interest and the same is deducted equally with 4 EMIs. 2. Provision of EPF is made for regular employees. 3. Free dress code is also provided for the staff. 4. The employees at AIMS receive privileged benefits in its sister Institutes for admission of their wards. 5. Free accommodation within the campus is provided to the faculty. 6. Medical leave is granted to the staff. 7. Duty leave is also provided for the faculty for attending FDPs/Worksh ops/Conferences. Compensatory off is given to the staff if they work on holidays. Medical Group insurance policy.</p>	<p>Installment Facility in Fee Collection. Scholarship for Jain Students.</p>

Institutes governance policy. Medical Group insurance policy.

6.4 – Financial Management and Resource Mobilization

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

Institute considers audit as one of the most important practice for financial management and resource mobilization. The outputs and directions received from the audit is considered as action to be taken in next financial term. Audit is done in 3 ways: 1. Internal Audit by Internal Staff (Monthly) Internal audit of the Institute is carried out on a monthly basis by the Office Superintendent and the Accountant under the direction of the Director. Reconciliation is done on a regular basis. The records are verified and tallied with the banks. The verified report is then submitted to the Director. Internal Audit for the F.Y.2018-19 was carried out in a smooth manner. 2. Internal Audit by External certified auditors (Quarterly) Internal Audit for the F.Y.2018-19 was done by K.S. Gundi Associates, Pune. Audit is done regularly on a quarterly basis. Suggestions are given accordingly and a report is submitted to the Director. Thereby the suggested changes are carried out by the accounts section. 3. External Financial Audit (Annual) External Audit for the F.Y.2018-19 is done by M/s. V.A. Dudhedia Co., Pune. It is a renowned auditor's firm known for excellence in audit of academic institutions. This year's report indicates satisfactory accounting practices. The improvement suggested indicates that recovery of outstanding dues should be our priority. We have incorporated the recommendation and will discuss it in up-coming Governing body meeting.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Savitribai Phule University Pune and Vendors	555658	Solar Rooftop System Grant, National Conference Grant under Quality Improvement Program, Computer Accessories Grant under Quality Improvement Program, and Intaglio Series Sponsorship
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6.4.3 – Total corpus fund generated

17576345

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	University	No	Internal Senior Teachers
Administrative	Yes	University	No	Internal Senior Teachers

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

Visit to Students Home by Mentor and Teaching Team

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

A Training on ISO 9001: 2015 Online Admission System Effective Communication with NAAC Peer Team

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

Review of Peer Team Recommendations CIE Strengthening Incubation Center Space Enhancement Media Lab and e content Development Extension Activities and Strengthening Linkages

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	
c) ISO certification	Yes
d) NBA or any other quality audit	Yes

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	ISO and Green Audit international Certification 2018	07/06/2018	07/06/2018	09/06/2018	15
2018	LMS Development and Implementation in Academics	31/08/2018	31/08/2018	22/12/2018	15
2019	Website Development : Dynamic and Vibrant	03/01/2019	03/01/2019	05/04/2019	15
2019	IIQA and SSR submission before Deadline	09/01/2019	09/01/2019	09/01/2019	15
2019	Systematic File Numbering, Indexing and Submissions of files and developing Infrastructure for proper up-keep	14/03/2019	14/03/2019	31/03/2019	15
2019	Parents Teacher Meet, Alumni Meet, Meet	14/04/2019	14/04/2019	20/04/2019	45

	with Corporates				
2019	Inviting SPP U-University Representative and DTE-Maharashtra Govt. Representative for NAAC Visit	26/04/2019	26/04/2019	26/04/2019	15
2019	Campus beautification, Designing of Clubs, Cells and Committee Boards on Campus and Eco friendly Initiatives	18/03/2019	18/03/2019	22/04/2019	228
2019	NAAC Performance Review from external expert after grade declaration	08/05/2019	08/05/2019	08/05/2019	15

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

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

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Program on Successful Men and Women Entrepreneurs of India	09/10/2018	09/10/2018	10	38
Program on India's Constitution and Gender Equality	27/11/2018	27/11/2018	17	30
Program on Working Parents : Challenges and Achievements	08/03/2019	08/03/2019	15	28
Program on gender equity	19/01/2019	19/01/2019	28	12

in India's
corporate
culture

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

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

5.94

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	0
Ramp/Rails	Yes	0
Braille Software/facilities	Yes	0
Rest Rooms	Yes	0
Scribes for examination	Yes	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	1	0	12/10/2018	1	Program on E sources of Education	E-Education Platforms	53
2018	1	0	24/12/2018	1	Program on E sources of Education	E-Job Placements	75
2019	0	1	18/01/2019	1	Program on E Placements	Online Training and Placement	41
2019	0	1	11/01/2019	1	Program on E Placements	Online Training and Placement	31

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

Title	Date of publication	Follow up(max 100 words)
Student Code of Conduct	01/08/2018	The Student Code of Conduct sets out the standards of conduct expected of students. It

holds individuals and groups responsible for the consequences of their actions. Failure to fulfill these responsibilities may result in the withdrawal of privileges or the imposition of sanctions.

Organogram and Service Rule Book

10/08/2018

The Organogram depicts the hierarchical Institutional structure. Service rule book sets the rules and regulations to be followed for effective functioning of the Institute. It contains just, fair and equitable approach to maintaining discipline in the Institute. It is approved by appropriate authority and binding on all employees of the Institute.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Program on Zero Discrimination Day	01/03/2019	01/03/2019	46
Program on World Day of Social Justice	20/02/2019	20/02/2019	51
Program on International Human Solidarity Day	20/12/2018	20/12/2018	47
Program on World Humanitarian Day	19/08/2018	19/08/2018	41

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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Tree Plantation
Green Audit
Plastic Disposal Practice
Waste Free Campus
Cleanliness of Campus
No vehicle Day

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice 1 Title of the Practice: Research Inculcation among Students for Research Paper Writing and Publication Goal The Institute follows the

curriculum designed by the University. The students carry out their Summer Internship Project (SIP) in the industry as per University guidelines. The Institute has a practice of encouraging students to convert their SIP Projects in quality research papers and present it in an annual conference. To achieve the above, the Institute has set the following objectives: 1. To create awareness of research paper writing, publications and presentation among the students. 2. To enhance the quality of research in their SIP and preparation of its report. 3. To encourage the students to write a quality research paper based on their SIP report. 4. To provide a platform for publications and presentation of research papers to the students

The Context The Institute follows the LTP (Lecture, Tutorial, Practical) pattern in which more focus is given on practical aspect. Research is one of the core study areas for the students and offers an opportunity to gain on-the-job skills, knowledge, attitudes, and perceptions along with the experience needed to constitute a professional identity. As per the curriculum, students are supposed to complete the SIP. The Institute project guide identifies opportunities to write research papers, encourage students to publish the same in the national level conferences. The Institute organizes conferences on an annual basis to provide a platform for students to present their research work. The SIP ignites students to write quality papers under the guidance of the project guide. SIP can be identified and promoted for publication in the form of a research paper.

The Practice As per university norm students are supposed to complete the summer internship project within 8 weeks with steps like Synopsis approval, Project submission, Internal and External Viva. In addition to above, the institute has augmented the process to strengthen the research outcome of students as Synopsis presentation, Project presentation, Internal Re-viva for absentee and Inspiring student for writing a research paper. Evidence of Success Students get motivated and leap forward steps for publication of their research work in conference proceedings and edited books. The increasing number of publication from students is evident from past conferences. Hence, the outcomes of the practice have been achieved.

Problems Encountered and Resources Required The paucity of time was the main constraint, which was overcome with systematic planning and allocation of time. The Institute has motivated teachers towards the inculcation of research practices among students. The Institute has assisted the students to overcome the financial obstacles by exempting publication fee.

Best Practice 2

Title of the Practice: Empowerment of teachers by work autonomy- Single line hierarchy

Goal: The Institute has focused on the diverse manpower capital to integrate the synergic effects and team spirit. Work oriented culture and delegation of authorities has fetched outcome in terms of effectiveness and efficiency. The optimization of resources to get maximum outcomes is the goal of the Institute. To achieve the goal, the

Institute has set the following objectives: 1. To stimulate the skills of teachers with various opportunities. 2. To strengthen the active engagement of teachers at the workplace. 3. To enhance the outcome and agility of teachers.

4. To analyze the benefits of work autonomy

The Context: Continuity in professional development along with contribution for Institutional Development by the teacher is a major challenge of the Institute and it leads to the boosting the morale of teachers. The Institute has identified that priority must be given to the teachers involved in Institutional development. Since inception, the congenial work culture has been developed through rotational work allocation, assigning lead roles, and delegating autonomy. The delegation of responsibility is based on the competencies, experience and knowledge. This leads to the development of competencies, professional growth, morale, and teamwork among teachers. And more importantly, teachers get confidence to handle task individually.

The Practice: The Institute ensures pro-active participation of teacher in its functioning. The teachers being one of the important pillars derive their strengths from the autonomy provided by the Institute. The collegial working culture among teachers helps them grow

individually as well as professionally. The Institute in its strategic planning prepares blueprint of activities that are to be conducted before the commencement of Academic Year. This plan is approved by strategic decision making bodies' viz., College Development Committee (CDC), Advisory Board and Governing Council. A Faculty Coordinator is assigned for each activity like Research, Training and Placement, Academics, Examinations, etc. and is accountable for the task assigned from scratch to finish. Evidence of Success: Since inception, the Institute has congenial work culture to foster the institutional as well as individual development. The functional clarity is dealt with strategic management. Before commencement of the Academic year, each teacher is assigned the task. Accordingly, the Teacher as a Coordinator engages in Institutional activity and completes it from scratch to finish. The Institute has observed that the free-rein style has increased teachers' active engagement and satisfaction level have resulted in higher retention. The professional growth in terms of individual research, doctoral studies, etc. is seen over some time. This practice has led to the development of teachers' competencies with rotational opportunities. It is observed that retention of teachers resulted in very good connectivity with the students that have registered massive outcome as a support to the students right from the inception of the Institute. Further, the insight of retention and longevity of teachers' service in the Institute established invisible strength among students more particularly aspirants. Problems Encountered and Resources Required: Despite the congenial culture, free-rein environment, development opportunities, teacher's contribution to the Institutional development etc., achieving 'Citizenship' is a big challenge for the Institute. To overcome this challenge, the Institute actively engages teachers by providing full autonomy.

7. Notes (optional): At the end but beginning of the next academic year, the work allocation 'Single Line Hierarchy Sheet' is prepared and distributed to teachers for execution. Based on experience, knowledge and skill a teacher may 'Develop a Case Study' relevant to the CO's and OBE. This learning environment may be a kind of experiential learning in live cases. A visit and camping of teachers in the industry for 10-15 days may improve the teacher's intellectual abilities.

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

<http://aimsbaramati.org/index.html>

7.3 – Institutional Distinctiveness

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

Future Plans of action for the next academic year are as follows: 1. To carryout future plans of action for next academic year based on recommendations, learning and experience in the first cycle of NAAC accreditation. 2. To act as a Nodal agency between NAAC authorities and HEI. 3. To strengthen CO Attainment Mechanism. 4. To strengthen the mechanism for POs, PSOs, and COs mapping as per the Accreditation Authorities. 5. To improve Concurrent Internal Evaluation Mechanism. 6. To strengthen the Feedback Mechanism using ICT. 7. To focus on further stimulation of Library usage. The Institute envisages becoming a socially accountable Institute of excellence which conserves, creates, and imparts pertinent knowledge and values to students, particularly of rural and remote areas. Since our inception, we have maintained social inclination towards student from undergraduate colleges in rural areas around Baramati. In Institute's efforts to promote rural student for Management education, it has focused on students and colleges in Baramati vicinity. The informal feedback on CET workshop, interaction with HoDs, Principals of colleges and the students help the Institute to plan skill

development workshops for students from rural and remote areas. The idea of skill development workshops as an extension service to the community was discussed and approved in Advisory board meetings of 2015. The Institute made a strategic plan of conducting Skill development workshops by visiting the colleges of the concerned areas. Accordingly, area coordinators were nominated in consultation with the Director and this activity came in force in the year 2016. Institute customized the training modules as per the needs of the students. The Institute achieved this customization through mutual understanding and discussions between HoDs/Principals of selected colleges and area coordinators of the Institute. The implementation of workshops was done by the Institute's in-house faculty members by visiting the colleges. Considering the socio-economic background of rural students, the Institute took care of all the expenses and gave certificates to the participants of the workshop. The skill development workshops conducted in more than 10 Colleges have benefited more than 1000 students in the academic year 2018- 19. The Institute has received excellent feedback and solicitations to hold the same in respective colleges. This skill development initiative has been appreciated by the Government of Maharashtra's District Skill Development, Employment and Entrepreneurship Guidance Centre-Pune, MCED-Pune and Local Inquiry Committee (LIC), SP Pune University. This activity has gained popularity among the student fraternity. The HoDs and Principals look at the Institute as a skill development partner for grooming their students. The Institute has inked MoUs with selected colleges for enhancement and cooperation in the field of higher education and skill development. Indeed, the Skill Development Workshops have given a distinctive identity and put us on the path to bring our vision and mission into reality.

Provide the weblink of the institution

<http://aimsbaramati.org/index.html>

8.Future Plans of Actions for Next Academic Year

Future Plans of action for the next academic year are as follows: 1. To carryout future plans of action for next academic year based on recommendations, learning and experience in the first cycle of NAAC accreditation. 2. To act as a Nodal agency between NAAC authorities and HEI. 3. To strengthen CO Attainment Mechanism. 4. To strengthen the mechanism for POs, PSOs, and COs mapping as per the Accreditation Authorities. 5. To improve Concurrent Internal Evaluation Mechanism. 6. To strengthen the Feedback Mechanism using ICT. 7. To focus on further stimulation of Library usage.