



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	VIVEKANAND EDUCATION SOCIETY'S INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH
• Name of the Head of the institution	Dr. Satish Modh
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02267893000
• Mobile no	9869021511
• Registered e-mail	director.vesim@ves.ac.in
• Alternate e-mail	satish.modh@ves.ac.in
• Address	Hashu Advani Memorial Complex, 495/497, Collector's Colony, Chembur, Mumbai - 400 074
• City/Town	Mumbai
• State/UT	Maharashtra
• Pin Code	400074
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Mumbai University				
• Name of the IQAC Coordinator	Dr. Debjani Banerjee				
• Phone No.	02267893000				
• Alternate phone No.	02267893025				
• Mobile	8828122232				
• IQAC e-mail address	iqac.vesim@ves.ac.in				
• Alternate Email address	debjani.banerjee@ves.ac.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://vesim.ves.ac.in/images/banners/VESIMSR-AQAR-Report--2019-20_NAAC.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://vesim.ves.ac.in/images/banners/MMS-Academic-Calendar-2020-21.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	B+	2.56	2018	03/07/2018	02/07/2023
6.Date of Establishment of IQAC			10/07/2015		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Dr. Nisha Pandey	Skill Promotion and Sustainable Development : Women's Role in rural transformation	ICSSR	2020	350,000
Dr. Nisha Pandey	Skill Promotion and Sustainable Development : Women's Role in rural transformation	ICSSR	2021	600,000
8. Whether composition of IQAC as per latest NAAC guidelines		Yes		
<ul style="list-style-type: none"> Upload latest notification of formation of IQAC 		View File		
9. No. of IQAC meetings held during the year		3		
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 		Yes		
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 		No File Uploaded		
10. Whether IQAC received funding from any of the funding agency to support its activities during the year?		No		
<ul style="list-style-type: none"> If yes, mention the amount 				

11. Significant contributions made by IQAC during the current year (maximum five bullets)

1. Discuss on the methodology of online classes and examination system to be conducted in current pandemic scenario.

2. To conduct IPR Workshop

3. Motivating faculty for joining ARPIT Refresher Courses/ FDP

4. Motivating faculty for participating in Human Values FDP & Proposal for introducing Universal Human Value Cell.

5. Proposal for implementation of Ideation Plan.

6. Proposal to create an integrated approach through a centralized LMS / ERP.

7. Promotion of Design Thinking, Creativity & Innovation in the Curriculum.

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

Plan of Action	Achievements/Outcomes
<p>1. Discuss on the methodology of online classes and examination system to be conducted in current pandemic scenario. 2. Since students are addressed through online mode they need to be addressed on "Session on motivating students to help them cope with anxiety of online learning" "Innovation & life time learning skill enhancement among students." 3. Seminar on how job market is changing and how consumer mind is changing in current scenario 4. To conduct IPR session online webinar 5. Maintaining additional data capturing through google spreadsheet for ranking data along with AQAR sheet and this be kept as Institute repository in google drive. 6. IQAC two teams to be made for MMS & PGDM respectively. 7. Performance appraisal to be linked with AQAR data capturing system.</p>	<p>1. Discuss on the methodology of online classes and examination system to be conducted in current scenario. As discussed Dr. Sandeep B has implemented student feedback collection from MMS 2nd Year, PGDM 1st year and 2nd Year students after every online class. And for improving the students online connect active participation in lectures, faculties have been encouraged to conduct MCQ shortly after 30 minutes interval of presentation to keep students engaged. 2. Since students are addressed through online mode they need to be addressed on "Session on motivating students to help them cope with anxiety of online learning" "Innovation & life time learning skill enhancement among students." As per the suggestive input given by Dr. Satish M all faculties as a practice before starting class make students do 10 minutes of meditation, yoga with soft music as it helps to bring a positive vibe and help improve student concentration throughout the session. 3. Seminar on how job market is changing and how consumer mind is changing in current scenario Dr. Sachin D has conducted a seminar on "Charting Your Career Path to the Post Pandemic", the seminar was conducted on 12th August 2020. Detailed Report given below: Seminar on "Charting Your Career Path to the Post Pandemic" Seminar Type: Career</p>

Guidance For Whom Conducted:

PGDM Batch 2020 - 22 Total

Attendance: 180 Duration: 1 hour

Objectives 1. To inform students about the post pandemic scenario

of the job markets. 2. To help

students for a proper choice of

careers 3. To motivate students

to take up research Points

covered in the Seminar 1. The

Post Pandemic Situation 2.

Develop Many Possible Selves 3.

Embrace the Liminal Period 4.

Get Going On Projects 5. Get

Going On Projects 6. Work on

Your Dormant Ties 7. Talk It Out

8. Who Will Be The Winners In

Post Pandemic Economy? Dr Sachin

Deshmukh Dean PGDM 4. To conduct

IPR session online webinar Prof.

Repak S has shared details of

two resource persons Advocate

Chetan Hadolikar (Practicing

Lawyer in Mumbai High Court) and

Prof. Dr. Sanjay Jadhav (Gold

Medallist in Ph.D. from Mumbai

University, Practicing in

department of Law in Mumbai

University) along with the

quotation break up for One day

and Two days session on IPR

along with the schedule.

Quotation and Schedule Details

given below: Charges quoted for

one day session - Rs. 20,000/-

Charges quoted for two days

session - Rs. 30,000/- 5.

Maintaining additional data

capturing through google

spreadsheet for ranking data

along with AQAR sheet and this

be kept as Institute repository

in google drive. Dr. Debjani B

mentioned since it is found that

different ranking agencies are

looking for data from different

perspective as a result every time going back to the process owners is very time consuming and tedious task for capturing the data. So a separate ranking sheet for capturing data has been implemented in our quality assurance report. 6. IQAC two teams to be made for MMS & PGDM respectively. Dr. Debjani B mentioned that since now we are two different institutes, VESIM & VBS, there is a need for two separate IQAC teams for MMS and PGDM. Because on paper we need to show two different IQAC teams for accrediting purposes such as NBA need to have documented separated meetings with agendas. In addition he mentioned that in 2-3 years' time if a new education policy comes up then both VESIM and VBS will merge back to become one autonomous B School. Mr. Boolani sir suggested to plan a webinar and take input from all management schools for their views on new education policy and their implications. Also study the top 20 B Schools of eminence, and identify what obstacles and challenges were faced by them, what measure they adopted to overcome the same. 7.

Performance appraisal to be linked with AQAR data capturing system. It is been implemented from this year onwards, all faculty members have to update the AQAR so that we shift from people driven institute to a more process driven institute. IQAC is trying to maintain this also as a repository of the institute.

1. Approval of new members in IQAC 2. To conduct IPR Workshop (details have come awaited approval) 3. Motivating faculty for joining ARPIT Refresher Courses/ FDP 4. Motivating faculty for participating in Human Values FDP 5. Collaborative research with the industry 6. Current status of payment of non-teaching career progression policy

1. Approval of new members in IQAC The following new members were inducted to the Board of IQAC for VESIMSR in the IQAC meeting conducted on 27/02/2021.

- Dr. Jyoti Chandwani-Associate Dean Academics MMS
- Dr. Disha Shah-Faculty Member MMS
- Mr. Vivek Kumar Singh-Industry Representative (Manager RBI Debt Management)
- Mr. Arpit Shrivastava-Industry Representative (Manager Risk Advisory Team of Ernst & Young)
- Mr. Vijay Agrawal-Industry Representative (Senior Group VP Motilal Oswal)
- Mr. Sanjay Shrivastaava-Industry Representative (MD- Muenzer Bharat Pvt Ltd

2. To conduct IPR Workshop The IPR workshop was approved for two days and was successfully conducted. REPORT ON WORKSHOP OF INTELECTUAL PROERTY RIGHTS

- 1) Date and timings: 2nd and 3rd April 2021 from 10am to 5.30 pm.
- 2) Resource Person - Dr Sanjay Jadhav and Advocate Chetan Hadolikar
- 3) Medium: Workshop Conducted on Digital Platform via Zoom Meeting.
- 4) Topic Covered The workshop covered the Following TOPICS in IPR

Introduction to Intellectual Property - International Organization, Treaties and Agreements - Introduction to Intellectual Property Laws In India - Patent Law - Trademark Law - Copyright Law - Geographical Indications - Introduction to Design/Plant Varieties/ Layout designs of integrated circuit - Interactive

/ Question and Answer Session
Social Media coverage
screenshots and links (Facebook,
Instagram and LinkedIn posts
screenshots attached 3 along
with URL) FB.URL: https://m.facebook.com/story.php?story_fbid=4116244391740185&id=266903180007678&sfnsn=wiwspmo LinkedIn.URL:https://www.linkedin.com/posts/vesimspeaks_innovation-entrepreneur-opportunities-activity-6783015047963688960-Dlkn Instagram.URL: <https://www.instagram.com/p/CNFd7pBnHZS/?igshid=r1442xxtx8ri> The Resource persons provided the copies of the presentation to the student. A set of MCQs were also provided to conduct a test for the students. The test will be conducted after the completion of the internal examination of the students. Feedback has been taken from the students also for the workshop.

3. Motivating faculty for joining ARPIT Refresher Courses
Faculties were requested to join the ARPIT Refresher course vide mail from Director Sir and following is the report received from the faculties. List of faculties 1. Dr. Disha Shah 2. Dr. Sushma Verma 3. Dr. Pradip Kumar Mitra 4. Dr. Prema Mahale 5. Dr. Seema Sant At present there is no courses available for ARPIT. Faculties will be updated as soon we shall receive the intimation from the concerned department in the SWAYAM Portal. 4. Motivating faculty for participating in Human Values FDP Faculties were encouraged to participate in the FDP on Universal Human Value

Following are the faculties who have successfully completed the FDPs on Universal Human Value.

Finance Department: Dr. Pradip Kumar Mitra Dr. Disha Shah Prof Pallavi Vartak HR Department: Dr. Seema Sant Prof Bhavna Raina

General management: Dr. Kavita Kanabar 5. Conducting the Webinar on National Education Policy Report on Webinar on National Education Policy:

Topic: "Motivated, Energized and Capable Faculty" Education is fundamental for achieving full human potential, developing an equitable and just society, and promoting nationwide development. Providing universal access to quality education is the key to India's continued ascent and leadership on the global stage in terms of economic growth, social justice and equality, scientific advancement, national integration and cultural preservation. Universal high quality education is the best way forward for developing and maximizing our country's rich talents and resources for the good of the individual, the society, the country and the world. India will have the highest population of young people in the world over the next decade, and our ability to provide high quality educational opportunities to them will determine the future of our country. The aim must be for India to have an education system by 2040 that is second to no one with equitable access to the highest quality education

for all learners regardless of social or economic background. This National Education Policy 2020 is the first education policy of the 21st Century and aims to address the many growing developmental imperatives of our country. In this context we would like to have a knowledge sharing platform where we welcome experienced Academicians to share their view. AICTE in its approach to involve Institution of higher Education towards understanding the NEP of 2020, has motivated to conduct Webinar in different areas of National Education Policy. Vivekanand Education Society's Institute of Management Studies and Research, Chembur, Mumbai took this initiative to conduct a webinar on National Education Policy "Motivated, Energized and Capable Faculty". Objectives of this Webinar Familiarize and create awareness of the area thrust of the New Education Policy. Understand how various initiatives can be taken towards providing faculty with professional development opportunities. How faculty motivation in terms of teaching, research, and service in HEIs can be improved to the desired level. We had 5 eminent speakers

1. Dr Satish Modh , Director VESIMSR, an eminent educationist particularly well known for his research on Indian value systems and its application to ethical management. After a long stint at Air India where he was leading the business transformation group, he joined

the School of Business Management at NMIMS University, Mumbai. He has joined VESIM as Director in the year 2014 and led the institute to reach its new height. He is also the author of several books which have millions of subscriptions.

2. Dr. Rajesh Khajuria is the Commissioner on Board of ACBSP, USA and a Distinguished Professor and Mentor at FPT University, VIETNAM. He is also Co-Chairperson, Diploma Board of ISTD, New Delhi, and Founder & President of Indian Quality Assurance Council which is working with a mission to "Improve the Quality of Education for Quality of Life". Dr. Khajuria is proud recipient of 2015 ACBSP-USA Teaching Excellence Award at Philadelphia. Dr. Khajuria has been serving ACBSP-USA as a Mentor, Evaluator, and a member of the Committees on Risk Assessment, Scholar Practitioner-Publisher Editorial Board of Transnational Journal of Business (TJB)

3. Dr. Pankaj Madan is a well-known Practicing Professor and Business Analyst. He is a multidisciplinary academician with degrees in Production Engineering, Management, Web Technology and Quality Management. He is a Practicing academician and his areas of interest are Decision Sciences and Digital Business. Presently, he is Dean, Faculty of Engineering and is Former Dean of Faculty of Management & Faculty of Education at Gurukul Kangri Vishwavidyalaya,

Haridwar. 4. Dr. Vikas Arora is a management graduate having 25 years of professional experience. He is the Director of one of the leading B School of India i.e. Sunshine Group of Institutions, Rajkot. He is also a motivational speaker and corporate trainer. His workshops are mainly of high content and unique style of delivery. Has trained 2 lakh people in India and Abroad in last 20 years. Travelled 14 countries like US, UK, Australia, Singapore, UAE, etc for his professional assignments. He is also a leadership coach for various organizations of repute. 5. Dr. Jimmy Kapadia is associated with S. R. Luthra Institute of Management as faculty in finance since 1999. He is currently working as Professor and Director of the Institute. Having topped the University at the B.Com. And MBA degree programme, he pursued his further studies in Doctoral Research in Management. He is a UGC NET qualified faculty, who also possesses a Post Graduate Diploma in Research Methodology. During his tenure he has imparted guidance to students in subjects such as Accounting for Managers, Financial Management, Strategic Financial Management, Management of Financial Services and Development of New Enterprises. Major Points Discussed in the WEBINAR: Key Principles on national Education Policy 2020 and its different pros and cons Key Changes to the current education System and how

more flexibility can be introduced Core Higher Education Values and how the changes will take place in future Institutional Restructuring and motivating faculties towards Research and developments with a special focus on industry collaborative research. How to focus on creating a congenial environment at the HEI where faculties can be supported, encouraged and motivated in terms of intellectual capital building and innovation in teaching learning process. 6. Collaborative research with the industry Collaborative research with SEWA International USA A collaborative research program has been initiated by VESIMSR with SEWA International USA. The focus will be to collect and analyze the data related to the influence of community COVID center created by SEWA International and the performance of the center in terms of delivering services on the Indian Model to solve the COVID 19 problem. IDEATION Lab VESIM is proposing to start an Innovation/Ideation Laboratory for bringing together faculty, students, industry, NGOs, communities and the government to work on ideas to bring out effective solutions to solve business problems. The proposed name of the laboratory is VES i - Lab. The VES i - Lab would require a dedicated room with five computers installed with latest software. The proposed lab should also have tables, chairs, and work tables so that

the users can come together for idea generation and transformations. The students, faculty members shall be the members of the VES i - Lab. We can invite the following institutions to be a part of our VES i - Lab I. Industry II. Other academic institutions and Indian & foreign universities III. Government IV. NGOs. The VES i - Lab will be tasked with coming up with new business ideas, executing them and iterating until the idea is fully executed or integrated into business. Students, faculty and companies bring in cross-functional expertise and collaborate to create products or services or find solution to business problems. The VES i - Lab shall aim to create breakthrough, out-of-the-box solutions to major challenges of the present and the future, "addressing problems of organizations, such as devising alternative business models, or working toward solving a business problem. VES i - Lab may be establish to attain the following objectives I. By inviting companies to participate in our innovation process, faculty members of both VESIM and VES Business School can do industry based research. Faculty can get opportunity to publish quality research papers that shall contribute to the development of the industry. II. VES i - Lab can help students and faculty to generate and convert business ideas into startups. We should aim for at

least two/three startups in every academic year. III. VES i - Lab should aim at developing patents; as this activity can help VES to build a powerful brand. IV. VES i - Lab can plan to generate revenue from patent creation and consulting 7. Current status of payment of non-teaching career progression policy The file has been submitted to the Trust office highlighting all the policy details and reimbursement amount. Approval is awaited.

1. Input from Corporates for quality enhancement of the Institute. 2. Review of UNNATI - Mentorship Program for holistic development of students 3. Proposal for introducing Universal Human Value Cell. 4. Proposal for implementation of Ideation Plan. 5. Proposal to create an integrated approach through a centralised LMS / ERP. 6. Proposal for acceptance of the new changes in the policies of different administrative committees. 7. Promotion of Design Thinking, Creativity & Innovation in the Curriculum. 8. Proposal for Conducting International Conference for VESIM 9. Any suggestions for improvement from the parents and students that can be discussed.

1. Input from Corporates for quality enhancement of the Institute. We are in the process of formation of live project cell. Sector wise companies have been identified by Mr Arun. S and the same has been shared with the faculties. The dissemination process is initiated and faculties are requested to come up with a representative from each specialisation who will be coordinating with Mr Arun. S. for the live project cell activities. 2. Review of UNNATI - Mentorship Program for holistic development of students One set of certification is already done. But as we discuss more from placement point of view it was decided in Dean's Council Meeting the parameter of mentoring program has to be reworked in identifying the cognitive skills and link them with the program outcome. 3. Proposal for introducing Universal Human Value Cell. The Universal Human Value cell has

been formed. The awareness and sensitization of the concept of UHV was created and 23 people have completed course. New cell will be initiating to start the similar activity at campus level. We have encouraged the teaching and non-teaching staff members to go for certification.

4. Proposal for implementation of Ideation Plan. As proposed by Dr. Sachin. D the ideation cell has been formed. At our Ideation Lab, we can explore how emerging technologies can improve business processes, help in new product development and scale solutions that will drive value for our associates. The

following faculty members are assigned the responsibility of our Ideation Lab VESIMSR 1. Dr Seema Sant - Chairperson 2. Dr Jyoti Chandwani - Member Secretary 3. Prof Swapnil Kshirsagar -Member VESBS 1. Dr Debjani Banerjee - Chairperson 2. Dr Laxmi Gortiyal - Member Secretary 3. Dr Hardeep Mundra - Member

What will our Ideation Lab do? 1. Industry based research 2. Consulting 3. New Product Development 4. Start-ups 5. Live Projects 6. Artificial Intelligence & Machine Learning Both the teams shall work on the

objectives and plan for the Ideation Lab. The committees should meet once in a month to discuss the operations and future plans. 5. Proposal to create an integrated approach through a centralised LMS / ERP. Dr. Pranjali M is in the process of comparing the cost factors of ERP deployment in two ways: 1.

ERP application customized development for the institute 2.

Purchasing readymade cloud -based ERP solutions designed for academics In addition to this, he has visited few most popular Academic systems namely Swastin Cloud ERP - School & College, Rushda College Management Software, Qualsoft eCollege, Augurs College Management, Sonet College ERP, EduSys College ERP. Out of them features of EduSys College ERP system are most suitable and meeting our objectives as depicted in the ERP diagram of proposal. The features mainly are covering the namely: •

Curriculum & Classroom Management • Examination and Grading • Placement & Alumnus Management • Admission & On boarding • Finance management in terms of fees, salary & expenses. Awaiting their reply in order to move further to fix up the meeting. 6. Proposal for acceptance of the new changes in the policies of different administrative committees. A uniform policy for all the administrative areas is being formulated at VES trust level. 7. Promotion of Design Thinking, Creativity & Innovation in the Curriculum. Design Thinking Workshop has been scheduled in the workshop week scheduled from 20th to 24th September 2021 for the batch 2020-2021. Like the batch, 2020- 2021 started late due to the pandemic we did not offer elective subjects like Creativity and Innovation and Entrepreneurship Management to

the students. We would offer these electives in the AY 2021-2022. 8. Proposal for Conducting International Conference for VESIM The proposal for International Conference at VESIMSR was discussed in the Associate Deans' council meeting as on 13th September 2021, though initially it was decided to do the conference on a theme of "Innovation Inclusiveness and Sustainability but due to changes in the theme of BASIC conference it has been decided that there will be an international conference to be held in the month of February 2022 on the theme of "Emerging Areas on Finance". The finance department will work on the themes & other issues related to that International Conference on "Emerging Areas on Finance". 9. Any suggestions for improvement from the parents and students that can be discussed. No comments received from parents and students

13. Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
Governing Body Meeting	05/09/2020

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020	11/02/2020

Extended Profile

1.Programme

1.1	55
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	369
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	00
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	180
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic

3.1	18
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	18
Number of sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution	
4.1	10
Total number of Classrooms and Seminar halls	
4.2	14,119,199
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	150
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

On the first day of the induction, the students are intimated about the academic delivery process and examination process. All this detailed information is provided to the students in the form of the "Students Handbook", which is given to every student on the day of the induction.

1. At the beginning of each academic year a comprehensive academic calendar is prepared which include:

i. The beginning and last instructional days for MMS (semester I, II, III IV).

ii. Midterm and end term examination schedules.

iii. Board of studies (BOS) meeting for MMS for updating of syllabus and industry inputs relevant in the respective domain.

iv. All the college events including Literati, Basic Conference, CSR activities, Sports and cultural activities.

v. After the Board of Studies meeting along with the department head, the Dean Academics discuss the subject allocation. Accordingly, a chart is made to understand the faculty load semester-wise. Once the faculty load is finalized, the Dean academics send it to all the faculty so that the faculty could start preparing the course pack of the subject allocated to them semester-wise. The course pack is prepared as per the guidelines and sent to the department head and academic department for final approval. Once approved the academic department sends it to all the students before the commencement of the classes. Time table is also sent to Faculty and the students before the semester commences. Thus, bringing clarity about the schedule of the subjects to be delivered in the particular semester.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

On the first day of the induction, the students are intimated about the academic delivery process and examination process. All this detailed information is provided to the students in the form of the "Students Handbook", which is given to every student on the day of the induction.

1. At the beginning of each academic year a comprehensive academic calendar is prepared which include:

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vi. For the Continuous Internal Evaluation, the students are informed about the different components/parameters of assessment. These components/parameters of assessment are mentioned in the Course pack of each subject and shared with the students before the semester begins.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.
Academic council/BoS of Affiliating University
Setting of question papers for UG/PG programs
Design and Development of Curriculum for Add on/ certificate/ Diploma Courses
Assessment /evaluation process of the affiliating University

C. Any 2 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

1

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

1

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

0

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment

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

Professional ethics are principles that govern the behaviour of a person or group in a business environment. Like values, professional ethics provide rules on how a person should act towards other people and institutions in such an environment. Human values add integrity and discipline to the students. Such topics are covered in the subjects like Business Environment, International Business, Strategic Management. Environmental sustainability is the responsibility to conserve natural resources and protect global ecosystems to support health and wellbeing, now and in the future. Students also get the experience of understanding the importance of Environment sustainability in the above-said subjects. Each topic was discussed approx. 30 to 40 minutes with the students.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

55

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

180

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	https://vesim.ves.ac.in/stakeholder-feedback-report.html
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
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File Description	Documents
Upload any additional information	View File
URL for feedback report	https://vesim.ves.ac.in/images/Feedback-Process.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

189

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

90

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The Institute assesses the learning levels of the students through different ways like quizzes, case studies, role play, simulation

techniques, midterm exams, end-term exams, assignments, etc. For the same students have access to e-library, e-journals for reference. Students have also jointly published papers with faculty. The Institute identifies between advanced and slow learners and scheduled programs receptively. Special Programmes for Advanced Learners: ? Mentoring programs are scheduled for the students ? Workshop week is scheduled for the students [due to pandemic we were not able to schedule it] ? Certification courses like: SHRM for HR students, NISM for Finance students are scheduled ? NSE Academy for Certification Courses for Finance students ? NISM for securities Market Course: for Finance students

Special Programmes for Slow Learners: ? Remedial classes are scheduled for slow learners related to the requirement of the subjects ? Mentors help students in the areas they the guidance and support of the faculty

? Research Paper with Students Published: Sl. No. Name of Faculty

Name of the Students Co- Author

Title of the Paper National / International Year

1 Dr. Pradip Kumar Mitra Aparna Parulekar

Shareholders' Value Creation by Green Companies - an Empirical Analysis using Green Index of BSE International 2020

2 Dr. Disha Shah Sudhish Nair

A Study on Investment Behaviour & Preferences of Investors in Mumbai International 2021

3 Dr. Disha Shah Siddhi Deshmukh

Investigation of Capital structure and its effect on profitability of Information Technology companies in India International 2021

4 Dr. Jyoti Chandwani

Sonali Choudhary, Anuja Barve

EXPLORATORY STUDY: JOURNEY OF AN HR MANAGER National 2020

5 Dr. Jyoti Chandwani

Anuja Barve, Akshata Kembhavi

AN EXPLORATORY STUDY ON ANALYTICS AND HUMAN RESOURCE MANAGEMENT
National 2020

6 Dr. Jyoti Chandwani Sampada Kulkarni, , Pritha Rangaswamy

A Case Study of Social Entrepreneurship in India: Mr. Onil Kulkarni
of Swadhishtan National 2020

7 Dr. Jyoti Chandwani

Sampada Kulkarni, , Pritha Rangaswamy

A Case Study of Social Entrepreneurship in India: Mr. Onil Kulkarni
of Swadhishtan National 2020 8 Dr Seema Archana Pancham, Emerging
Leadership Training & National 2020

sant Akanshka Chemburkar

Development Program even during COVID 19 at Walplast Product Pvt Ltd

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
370	20

File Description	Documents
Any additional information	No File Uploaded

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

Experiential learning is an engaged learning process whereby students "learn by doing" and by reflecting on the experience. Experiential learning activities can include but are not limited to,

hands-on laboratory experiments, internships, practicums, field exercises, study abroad, undergraduate research, and studio performances. We at VESIM strongly believe in experiential learning and try to implement it in different ways. One such way we adopt in our pedagogy is Flipped classrooms. The flipped classroom is a "pedagogical approach in which direct instruction moves from the group learning space to the individual learning space, and the resulting group space is transformed into a dynamic, interactive learning environment where the educator guides students as they apply concepts and engage creatively in the subject matter". Other methods we use for enhancing learning experiences are Case study Method, Discussion, Brainstorming, Roleplay, industry sessions, application based assignments.. For the case study, we buy case study from HARVARD [List of case studies is attached].

The Webinar scheduled were as follows: 1. Managing Employee Performance and Rewards in COVID 21 13th June 2019 attended by 23 students 2. The Sexual Harassment of Women at Workplace Prevention, Prohibition & Redressal Act 2013 (POSH) 12th December 2020 attend by 23 HR students The other programmes arranged like competitions quizzes etc: Anushandhan - 2021-Research Paper Competition: Conducted in two phases March to May 2021. Financial Paradox - 2021 A Mock Stock Competition Arranged with Equity Levers in May 2021 a Joint Certification with Equity Levers. Fintrivia - 2020 a Finance Quiz Competition was done on December 2020 Guest Lectures and Workshops Arranged : Name of event / activity conducted

Name of Speaker invited

Designation of speaker/ guest

Company Name of Speaker/Guest Topic Discussed

Event Date

Guest Lecture Mr. Bhooshan Malkani,

Human Resource Business Partner,

Viacom-18 Media Private Limited

Learning & Development at Viacom 18

19.09.2020,

Guest Lecture

Ms. Parna Mishra

General Manager Human Resource

Navio Shipping Private Limited Human Resource in COVID-19& role of
training & Development

8/10/2020

Guest General

Lecture Ms. Bharti Urala

Manger-HR & OD,

Neterwala Group

Comeptncy based HRM 12/08/2020

Guest Lecture

Ms. Meenal Bhardwaj

Business Consultant, HR

TCS Global Dimensions of HR Strategies"

07/01/21

Guest Lecture

Dr. Ketan Vira

Dean & Associate Professor

GNVS Institute of Management

Foreign Direct Investment, International Finance, and Foreign
Exchange

29th August 2020

Guest Lecture

Dr. M.K Verma

Director Moneyy Max Financial Services Pvt Ltd

Opportunities and Guidance for placement in BFSI sector 16th August
2020

Guest Lecture

Mr. Abhishek Kar

Director Abhishek Kar and Academy

Basics of technical Analysis using Software

30-09-2020

Guest Lecture

Mr. Arpit Shrivastav Risk Management Adviser

Ernest & Young

Introduction of VAR and its Efficacy

10-10-2020

Guest Lecture

Mr. Chetan Lulla

Senior Manager NeSL

National E- Governance Services Ltd (NeSL),

Prevention of Anti Money Laundering Act

16 /09 /2020

Guest Lecture

Mr. Hitesh Kaiser

Assistant Vice President - Risk Management

Nomura Bond Market 05 /10 /2020

Guest Lecture

Mr. Chetan Lulla

Senior Manager NeSL

National E- Governance Services Ltd (NeSL),

IRAC Norms & NPA Management

27/01/2021

Guest Lecture

CA. ANKIT CHHABADA

Founder & CEO

AHC Group POST BUDGET ANALYSIS - 2021

03/02 /2021

Guest Lecture

Harini Human Resource Business Partner,

Semcostyle Institute India

Leadership in COIVD 19

16/04/21

Guest Lecture

Mr. Amitabh Tapadar

Executive Director

UNIDEL

Marketing lessons across sectors

17/04/2021

Guest Lecture

Mr. Ajay Rawal

General Manager

Raymonds Industry

Passion, Path & Profession.. A guide to decide your specilization

17/04/2021

Guest Lecture

Prof. Samish Dalal

Assitant Professor

S. P. Jain Global Management School

What is FMB?

17/04/2021

Guest Lecture

Ms. Divyakshi Gupta

Founder of Quirkywanderer Quirkywanderer

Driving Sales through Social Media 08/09/2020

Guest Lecture

Mr. Abhishek Bhowmik

Associate Creative Director

Fountain Head Mktg

Planning Marketing Campaign for Service Industry

31/08/2020

Guest Lecture

Mr. M.K Verma

Director Moneyy Max Financial Services Pvt Ltd

Enlignning Financial Careers: Break and Oversight: BFSI Sector

10.06.2021

Guest Lecture

CA. ANKIT CHHABADA

Founder & CEO

AHC Group Target Costing - CMA

03/07 /2021

Guest Lecture Mr. Adityaprasad Shinde

Inbound Supply chain Analyst,

General Mills. Linear programming problems, Decision models, Game theory of Operations research subject

26/06/2021

Guest Lecture

Ms. Anushka Sinha

Senior Manager

Viacom 18

Brand enhancement and marketing strategies

25/10/2020

Guest Lecture

Mr. Vivek Rastogi

Head IT Applications

Bestseller Retail

Changing Scenario of Retail Industry wrt Technology

24-11-20

Guest Lecture

Ms. Jharna Pandya

Sr. Mgr HR Savita Oil Tech. Ltd.

HRP in current scenario

02-10-2020

Guest Lecture

Dr. Shubha Raina

D & I - Lead Godrej Properties

Diversity & Culture

07-10-2020

Guest lectures

Pawan Totlani

Sr. Research Analyst

19/6/21

Guest lectures

Mohan Gopinath

Co founder of BHU Entertainment

27/6/21

Guest lectures

Kush Rajde Business Development Associate 29/5/21

Guest lectures

Kush Rajde Business Development Associate

5/6/21

Experiential learning policy to be taken from SANDEEP SIR and inserted here

Harvard & Ivey Cases 2020-21

S.N O Name of the Case

Name of the Publisher Product Code

1 Jackson Automotive Systems Harvar d

914505-PDF-ENG

2 Accounting for Property, Plant, Equipment and Other Assets

Harvar d 93046-PDF-ENG

3 Financial Reading : Risk & Reward 2: Portfolio Theory

Harvar d 8603-PDF-ENG

4 First American Bank: Credit Default Swaps

Harvar d

203033-PDF-ENG

5 The Galaxy Dividend Income Growth Fund's Option Investment Strategies

Harvar d

216041-PDF-ENG

6 Elon Musk's Big Bets

Harvar d 9-717-431

7 Depreciation at Delta Air Lines: The 'Fresh Start

Harvar d 4013-PDF-ENG

8 Valuation of Air Thread Connections

Harvar d 4263-PDF-ENG

9 Hedging at Porsche

Harvard

W04C40-PDF-ENG

10 Amazon's KiranaNow: The Indian Online Grocery Market Ivey

W17453

11 BURGER KING: DEVELOPING A MARKETING MIX FOR GROWTH

Ivey W15569-PDF-ENG

12 Maggi: A Tangled Mess Ivey W18061-PDF-ENG

13 Wingreens Farms: Sustainable Growth

Ivey

W17794-PDF-ENG

14 Ford Motor Company: Basic Financial Ratios Ivey

W18824-PDF-ENG

15 Alrich Farms: Cash Flow Analysis Ivey W17217-PDF-ENG 16 The Walt
Disney Company's Stock: Buy Hold, or Sell?

Ivey

W20097

17 The Walt Disney Company: Mickey Mouse Visits Shanghai

Ivey

UV7197-PDF-ENG

18 Coffee Wars in India Ivey 714409-PDF-ENG 19 IKEA India: Expanding
to Success Ivey W18374-PDF-ENG 20 De Beers Group: Marketing Diamonds
to Millennial Ivey

910M91-PDF-ENG

21 Louis Vuitton in Japan Ivey

910M67-PDF-ENG

22 Rudy Wong Investment Adviser Ivey

SMU511-PDF-ENG

23 Fraud at Bank of Baroda: Manage Risk or Manage Crisis

Ivey

9B16N021

24 Marketing for Muggles: The Harry Potter Way to Higher Profits

Ivey

W17794-PDF-ENG

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

For online teaching, VESIM is using Google Classroom. It is a free blended learning platform to simplify creating, distributing, and grading assignments. It streamlines the process of sharing files between teachers and students. Google Classroom integrates Google Docs, Google Sheets, Google Slides, Gmail, and Google Calendar into a cohesive platform to manage student and teacher communication. Students are invited to join a class through a private code, or automatically imported from a school domain. Each class creates a separate folder in the respective user's Google Drive, where the student can submit work to be graded by a teacher. Assignments and due dates are added to Google calendar, where each assignment can belong to a category or topic. Teachers can monitor each student's progress by reviewing the revision history of a document, and after being graded, teachers can return work along with comments and grades. Lectures are also recorded and shared with the students for further reference. Exams are also taken online through Google Classroom through Quiz, Assignment, Case study format, etc. Other tools like Edmodo, Mentimeter, mind mapping, etc. are also used by

some faculty. To avoid cheating and copying during the examination VESIM uses the OPPEE software.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

17

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

18

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

17

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

318

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The mechanism of internal assessment is transparent and robust in terms of frequency and mode.

There is complete transparency in the internal assessment. The criterion adopted is as directed by the University of Mumbai. At the beginning of each course, every individual faculty announces the component that would be selected for the particular program. The faculty also announces in the class the probable dates for the evaluation.

The Continuous internal evaluation consists of the following parameters for MMS

a. Quiz (MCQs)/Attendance / Class Participation - 10 marks

b. Class Test- Case-Based Assessment - 20 marks

c. Assignment/ Presentation (Flip Classroom) - 10 Marks.

The Class Test is a very rigorous examination taken by the examination department and conducted Online. Class Test is a mandatory part of internal assessment. Examination Department conducts a class test, in the middle of the semester for the portion covered till that point.

The Class Test will consist of one case study of 20 marks or two small cases of 10 marks each.

The Question paper is set by respective faculties.

Duration of Class Test - 1 Hour

The faculty shall show the answer sheets after the online examination evaluation to the students. Students are free to interact with the faculty to resolve grievances if any, regarding the assessment.

Topics for the assignment and presentations are given to all students by the respective faculty as per the syllabus. For the overall development of the student Individual presentation and group, presentation is also a part of internal evaluation. To make internal assessment robust for each course in the semester different groups are formed for the presentation.

Because of the pandemic, End Term exams shall be taken Online in the form of MCQs.

All questions will be compulsory - No choice to attempt selectively. (d) The MCQs can consist of concept, theory, application, numerical, Situation based analysis (like a caselet) with 4 options. In the case of numerical, the students can solve it with pen and paper and tick one of the options provided.

Total Marks- 60

Each of the questions has to be mapped to the Course Learning Outcomes. This has to be done to arrive at the attainment of Course Outcomes and Program Outcomes.

The alternatives such as 'All of the above", 'None of these' or 'None of the above, 'Other than those given as options, 'true/

false' and 'a & b' should not be used. Avoid overlapping alternatives.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

Continuous Internal Evaluation (CIE) is considered an important aspect of the student at VESIM. With the CIE, faculty continuously monitors student performance at different levels. With the CIE in place, the student is always alert to the demand of the course.

At the beginning of the program, every student goes through an induction program. During the program, the student goes through all policies and processes of the Institute. The examination department explains the examination process. During this time clear-cut assessment procedures and evaluation schemes are explained to each student. Complete transparency is thus ensured.

The CIE is conducted throughout the Semester. It consists of various components in MMS.

The Continuous internal evaluation consists of the following parameters for MMS

- a. Quiz (MCQs)/Attendance / Class Participation - 10 marks
- b. Class Test- Case-Based Assessment - 20 marks
- c. Assignment/ Presentation (Flip Classroom) - 10 Marks.

Class Test is a mandatory part of internal assessment. Examination Department conducts the class test, in the middle of the semester for the portion covered till that point.

The Class Test will consist of one case study of 20 marks or two

small cases of 10 marks each.

The faculty shall show the answer sheets after evaluation to the students from Google Classroom. Students are free to interact with the faculty to resolve grievances if any, regarding the assessment.

The Course-wise performance sent to the students via mail

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Before starting any course, each faculty prepares a detailed course pack with Programme and Course outcomes for the subject they would be teaching. Once the course pack is ready it is sent to the Associate Dean for approval. After the approval, the course pack is uploaded in individual Google classrooms by the subject faculty. Program and course outcomes for all the programs offered by the institutions are stated and displayed on the website and communicated to all the stakeholders also.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Policy for Course Pack Preparation Overview: The course pack will start with an overview of the subjects that states the general information and prospects of the course. Mission of the institute will be mentioned followed by course overview. Contribution to Program Outcome: The course will mention which Program Outcomes the course will contribute. The program out comes are specific, measurable statements of what graduating/exiting students should know, be able to do, believe, or value after completing the program.

These are students' cumulative learning across courses at the end of the program. **Course Outcome:** Course outcomes state "the ingredients" that make up the program. It talks about the incremental knowledge and skills that students will develop in a particular course throughout the program. All the course outcomes will be aligned with the program but typically smaller version of program outcomes. Course outcomes will also give references of modules in the stated objectives. Each course pack will have a matrix showing the mapping of course outcomes with program outcomes and methods of assessment for the outcomes. **Module Outcome:** The whole course will be divided into four or five modules as the case may be. Each module will describe their specific features and outcomes that will be contributed by them in successful completion of the course. All module will have the unit/session numbers for reference. **Unit Outcome:** Unit objectives and outcomes are prepared as part of session/unit plan that a faculty would like to describe or discuss in the class. Each unit will also state a brief outcome of the session and will mention chapter details, reference material the student should read and the pedagogy that will be followed in the class during the session. This will help students come prepared for the session in advance. **Evaluation Criteria:** Each course pack should describe how the course will be evaluated (i.e. Evaluation Parameters and Methods of Assessment) with clear bifurcation of marks on each area selected. **Text and References:** The course pack must mention the Text books and Reference books the course is going to follow mentioning the title of the books, name of authors, name of publishers and number of edition. Text sections and reference sections should be shown separately in the course pack. If a faculty member wishes to conduct the cases during the course work then the case details should be included in the course pack. **Certificate Course:** Each course pack will provide two additional online courses that a student must follow and complete during the courses. These courses can be suggested from EDX, Course Era, NCFM or NISM etc. The choice of the course should be given by respective faculty members or the student can also find a suitable course in consultation with the concerned faculty for the subjects.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

180

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://vesim.ves.ac.in/pass-percentage-of-students-during-the-year.html

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://vesim.ves.ac.in/images/banners/2.7.1-Student-Satisfaction-survey-MMS-2020-21.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

739847

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

6

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

VESIM has signed an MOU with the NEN Wadhvani Foundation where 2 faculty were trained to implement the subject of Entrepreneurship management (Foundation & Advanced). This subject is offered in Semester 2. VESIM also organized different panel discussions, webinars, Business plan competitions to create an ecosystem for innovation and creativity. The list of the events organized are as follows: 1. Design Thinking Workshop, Scheduled on: July 2020 2. Movie Day: (Activity), Scheduled on: 14th September 2020. Other movies screened were 3. Gapshap with Shiksha, Scheduled on: 21st September 2020 4. E-Talk (Panel Discussion):, Scheduled on: 25th September 2020 5. Webinar (Master class on Funding): (Panel Discussion), Was held on: 1st October 2020 6. Movie Day: (Activity), Scheduled on: 2nd Oct 2020, Movie: Ford Vs Ferrari Movie 7. Panel Discussion (Womenpreneurs, The Power of WE), Was held on: 26th

October 2020 8. Movie Day: (Activity), Scheduled on: 2nd Nov 2020, Movie: The Pursuit of Happiness Movie 9. AAHAN (seven competition): (In-house Competition), Scheduled on: 6th November 2020 10. Webinar (Entrepreneurship from Silicon Valley): (Webinar), Scheduled on: 8th November 2020 11. Pan India Case Study Competition, Scheduled on 21st November 2020 12. Movie Day: (Activity), Scheduled on 6th Dec 2020, Movie: Becoming Warren Buffett 2 Movie 13. Movie Day: (Activity), Scheduled on 31st Jan 2021, Movie: One idiot and Return of one idiot 14. Alchemize (Business Plan Competition): (National Level Competition), Scheduled on: 25th January 2021 to 13th February 2021 15. Biz-Nemesis (Family Business Plan Competition): (National Level Competition), Scheduled on: 10th February to 20th February 2021 17. VESmerize: (Competition), Scheduled on: 26th June 2021 19. Pravesh: the first set of videos have been released. 20. Business & Beyond: Online Magazine - 4 quarterly issues, Issue Date: April 2021 21. ARNAN Pan Indian Article Writing Competition, Scheduled on: 31st March 2021

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

1

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

4

File Description	Documents
URL to the research page on HEI website	https://vesim.ves.ac.in/programmes/phd/about.html
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

31

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

27

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Name of the activity Organising unit/ agency/ collaborating agency
Name of the scheme Year of the activity Number of students
participated in such activities Green August-Virtual Plantation Drive
(On Virtual Platform) Institute 1/08/2020-30/08/2020 All students
180 International Yoga Day (On Virtual Platform)
Ms.PalomaGangopadhyay 21-06-2021 75 Students,Teaching and Non
teaching staff

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

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., during the year

1

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

189

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

5

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

36

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

VESIMSR is having a stateofheart auditorium with 250 seating capacity and. Auditorium is fully air conditioned and well equipped with all ICT facility including audio and video facilities.

Executive Board Room: Executive Board Room is having state of Art facilities with all necessary equipment's and having a Seating Capacity of 60 persons at a time. Class Rooms:

Classrooms are well ventilated free from noise and air pollution, two of the classrooms are constructed in amphitheatre style and supported with acoustics (soundproof technology). Size of the class rooms are as follows. Total number of classrooms are 10. The class rooms are well furnished with latest technology to aid lecturing and presentation. All the classrooms are well equipped with modern technology. Classrooms are having facilities like

- Projector
- Ceiling Fans
- Lights
- White Board
- Speakers
- Fixed individual chair and Desk etc.
- AC
- Desk Top Computers

- WiFi
- Portable Mike System

In addition to that all Classrooms are having Smart Boards and all classes are well ventilated free from noise and air pollution, two classrooms are constructed in theatre style and supported with acoustics (soundproof technology).

Details of the IT Lab & Computer is provided below

A 102 IT lab 1 65 Black chairs 1 No 70 LCD + 70 Think Center

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

SPORTS FACILITY

Foot Ball Ground:

Location: Begumpet, Bangalore

It features a heavier ball than the normal football to control the speed on the 60 x 90 ft field with extremely durable and high quality nets with a height of 25 ft to ensure uninterrupted play area under lights.

This is third generation FIFE 2-Star-rated artificial grass which ensures consistency in bounce and ball control and is widely used by the famous Arsenal Football Club for training purposes.

"The non-abrasive fibres and rubber in-fill make the playfield very safe and offer greater movement to players with the foam-padded rebound walls alongside the pitch," explain partners Danesh Mistry and Ranjan Matthew. "Essentially, the two playfields cater to five-a-side football contests with scope for gully cricket, kabaddi, kho kho, volleyball and yoga too," points out Danesh.

Basket Ball Court:

Regulation basketball court dimensions are 94 feet long by 50 feet wide. Basketball court size varies depending on the league and level of play. For NBA court dimensions, as well as for WNBA and college, the court measures 94 feet long by 50 feet wide. The paint area - the free throw lane - is 16 feet across.

The foul line is 15 feet from the face of the backboard and 2 inches wide.

International Basketball Federation (FIBA) and Olympic basketball courts call for the court to be slightly smaller at 91.9 feet by 49.2 feet. In meters, that's 28 by 15 meters.

Table Tennis:

ITTF declares that the official ping pong table should be in rectangular shape 1.525 m wide and 2.74 m long, that is round about 9 by 5 feet. The tabletop needs to be 76 cm above the ground and be level across the surface.

Playing Area:

National Tournaments: 12 meters x 6 meters (40 feet by 20 feet)

National Leagues: 10 meters x 5 meters (33 feet x 16.6 feet)

Local Tournaments: 9 meters x 5 meters (30 feet x 16.6 feet)

Recreation: 8.5 meters x 4 meters (28 feet x 13 feet)

Badminton:

The overall dimensions of a badminton court is 20 feet by 44 feet.

The lines along these measurements mark the sidelines for doubles play and long service lines for singles play.

The net line marks the middle of the court where the net is placed, creating a 22 feet by 20 feet area on each side of the net.

Short Service Line The short service line is marked 6 feet 6 inches (some are marked 7 feet) from the center line. The area inside the

short service line is also called the Non Volley Zone.

Center Line The Center Line is the line that divides the court from the Short Service Line to the Back Boundary Line. This delineates the Left from Right Service Court.

Side Line for Singles Play The Singles Side Line is marked 1 1/2 feet from the edge of the outer boundary (doubles side line)

Back Boundary Line and Long Service Line for Singles The back boundary line is the same for singles and doubles play it is the outermost back line on the court.

Long Service Line for Doubles The Long Service line for Doubles is marked 2 1/2 feet inside the Back Boundary Line.

The Badminton Net The badminton net measures 5 feet tall in the center.

Volley Ball:

The volleyball court specifications require the court to be 18 meters (60 feet) long and 9 meters (30 feet) wide.

The volleyball court has a centerline that divides each team's side into a 9 by 9 meter area of court space. **Box Cricket:**

The volleyball net is one meter wide and is placed in the center of the court running sideline to sideline.

For men's volleyball competition, the height of the net measures 2.43 meters (about 7 feet, 11 5/8 inches) from the court ground at the center.

For women's volleyball competition, the net is placed at the height of 2.24 meters (about 7 feet, 4 1/4 inches).

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

10

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

2732500

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

SLIM21 (Library Management Software): System for Library Information Management is a highly comprehensive and user friendly library

management software brought by Algorithyms Consultants Pvt. Ltd. SLIM makes possible search by any part of the names of authors and illustrators. Vesim library is managed by SLIM21 library software with SLIM 21 Retrieval of information is simple, fast and efficient

Turn It In Software: The software help to Identify unoriginal content with the world's most effective plagiarism detection solution. Manage potential academic misconduct by highlighting similarities to the world's largest collection of internet, academic, and student paper content

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	Nil

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

1839007

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

3

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Wifi Enable Campus -Freedom to access the Internet from anywhere within the signal range and move your devices around without losing the connection. -Connect any mobile device, laptop, Tab etc Smart Classroom with sound system ,all application software that are used with various. -VESIM observes centralised internet,A separate team of three IT engineers headed by one coordinator is maintained to get all IT related tasks done in order to improve efficiency facility wherein core level bandwidth is deployed at trust level and in shared across the various institutes of the trust departments viz. Admission, accounts, course coordination and examination are authentic and licenced application software.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

150

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

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

9093379

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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.

LIBRARY RULES, REGULATIONS

LIBRARY TIMING

9:00 am -----9:00 pm (Monday - Saturday)

The library is closed on Sundays and all public holidays

Circulation policy

- Books are issued and received through lib software. (Slim-21)
- Students are allow to take 2 books at a time on different subject on their library card for a period of one week
- If require books are further renewed for a period of one week unless there is no claim on the same by other students.
- Students are allow to take one back issue of magazine/ journal for overnight
- Reservation ; students can reserve 1 issued books at a time
- Book bank given to students on non-returnable basis only for core subject (not for elective) either in the form of hard copy or soft (E- book.)

The following materials can only be used within the library

1. Reference books
1. Newspapers
2. Journals and magazines (Current)
3. Thesis (Phd)

Overdue Fines and Damage/Loss Charges:

1. For overdue books students are charged 3/- & for journal 5/- Rs per day.
1. Users will be held responsible for any damage or loss of library materials in their possession and will be required to meet the cost of replacement and processing
2. Users must ensure that the books they borrow are in good condition to avoid being held responsible for any damages noted while returning the books
3. Lost library books that are recovered, must be handed to the librarian as they remain the property of the college library

DISCIPLINE

All users must observe silence in the library

Bags are not allowed inside the library

Edible substance are not allowed inside

Use of mobile phones is strictly prohibited in the library

The library shall not take any responsibility for loss of personal property or books already signed out to a user

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

93

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

13

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills
Language and communication skills Life skills
(Yoga, physical fitness, health and hygiene)
ICT/computing skills**

A. All of the above

File Description	Documents
Link to Institutional website	https://vesim.ves.ac.in/capacity-building-and-skills-enhancement-initiatives-by-the-institutions.html
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

167

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

167

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

181

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

7

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	No File Uploaded

5.3 - Student Participation and Activities

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

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

14

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Every year VESIM welcomes student to be part of 19 different cells, which they can choose according to their interest.

As per VESIM's policy it is mandate that a student has to join at least 1 cell and maximum of 2 cells.

Every student gives their name for various cells like Marketing Cell, Finance Cell, Operations Cell, Hr Cell, CSR cell, SWC, WDC. Discipline, Anti Ragging, to name a few.

Seeing the nomination, Interview is scheduled by that particular Faculty who is heading the cell.

After the Interview, the students are selected based on various skills and knowledge pertaining to that cell and selection is made which forms that particular cell.

STUDENT WELFARE COMMITTEE SELECTION PROCEDURE REPORT

Name of cell: - Student Welfare Committee

Head of SWC: - Prof. Dr Ravi Jeswani

Date of Interviews: - 2nd Feb 2021

No of shortlisted students: - 29

No of selected students: -20

SUMMARY

In Vivekanand Institute of Management Studies and Research there are a total of 19 Cells out of which Student Welfare Committee is one. On 14th January 2021 at 2 PM IST briefing of Student Welfare Committee was done via Google Meet where students were informed about the various events conducted by SWC like Teachers Day, Republic Day, Independence Day, Insanity etc and by 3 PM IST a Nomination Form was sent via Gmail to all the students in which they had to fill their details like Name, prior experience in managing events, awards etc. which was active till 16th January 2021 11:59 PMIST. On 2nd February 2021 the 29 shortlisted candidates were invited for an interview via google meet at 7 PM IST which was taken by Prof. Dr Ravi Jeswani. On 5th February 2021 the selected 20 members were notified via Gmail.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

14

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

VESMAA is an abbreviation for Vivekanand Education Society's Management Alumni Association, registered under Society Registration Act 1860 & Bombay Public Trust Act, 1950, VESMAA serves as an interface between VESIM and its more than 2500 alumni. The Association is committed to connecting alumni with the institute, as well as supporting students through a variety of events, and mentorship programs.

VESMAA plays a significant role in promoting VESIM's educational culture, encouraging students, and alumni. VESMAA is recognized as a dynamic organization by the VESIM community. The association works in coordination with the board of directors to foster a positive campus environment, as well as inculcating in students a sense of lifelong commitment towards the Institute.

VESMAA is an association representing business graduate of Master of Management Studies (MMS) at VESIM. The association works with a mission of:

- Promoting VESIM's educational initiatives
- Encouraging student alumni interaction
- Generating a spirit of loyalty towards the Institute
- Fostering strong bonds between students: past, present, and oncoming
- Reinforcing industry-institute interface, and stimulating various activities that benefit student community

We are proud of our alumni network, which is one of the strongest ever. Most of our alumni are like mentors and friends to the current students. They help students to overcome their difficulties while preparing themselves for the competitive business world, as well as help them find footage in the industry of their choice.

File Description	Documents
Paste link for additional information	https://alumni.vesim.ves.ac.in/
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)	E. <1Lakhs
---	----------------------

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Structure of Governing Body

Governing body (GB) is the supreme authority of the institute with full of ambitions and aspirations to provide opportunities in

creating future leaders.

It provides approval for long term business plans, annual budgets related to infrastructure, staffing and R&D and other strategic decisions.

The director of the institution executes all decisions approved by the governing body.

It monitors the institution's performance against the plans approved and ensures the achievement of the mission and vision of the institutes.

Frequency of the meeting is twice a year (January and June).

Responsibilities of the Governing Body:

To take decisions regarding the intake and addition or discontinuation of any program accordingly

Recommending the Principal to take formal steps with the affiliating body to put this into action.

Fix the fee structure and any charges applicable.

Approve the budget and recommend necessary corrections.

Review the work plans of different administrative committees like infrastructure, library, purchase, examination, admission etc.

Appoint Professors, Associate Professors, Assistant Professors and other academic staff as may be necessary on the recommendations of the Selection Committee

Maintain proper accounts and other relevant records and prepare Annual Statements of Accounts including the Balance Sheet for every previous financial year, in such form as may be prescribed by the Regulations/Bye-laws

Manage and regulate the finance, accounts, investments, property and all other administrative affairs of the Institute and for that

purpose to appoint such agent or agents as it may deem fit.

Provide building or buildings, premises, furniture, fittings, equipment, appliances and other facilities required for carrying on the work of the Institute.

Establish, maintain and manage residential properties including hostels and guest houses.

Recognize and maintain control and supervision on hostels owned.

Appoint Auditors to audit the financial transactions of the Centre of Management Studies.

Select an emblem and to have a common seal for the Institute and to provide for the custody and use of such seal.

Delegate, all or any of its powers to any committee or sub-committee constituted by it or the Campus Director of the Institute or any other person.

Deans Council

Deans Council comprises of Deans and Associate deans and headed by the Director of the institute.

The council meets once in a quarter to discuss both academic and non-academic issues as recommended by quality assurance cell of the institute.

Internal Structure of Deans' Council

The deans' council consists of the following members

-

- Dean Academics
- Associate Dean (General Management)
- Associate Dean (Marketing Management)
- Associate Dean (Human Resource Management)
- Associate Dean (Operation Management)
- Associate Dean (Financial Management)
- Associate Dean (IT Management)
- Associate Dean (Accreditation)

Functions of the Deans Council

To exercise general supervision over the academic work of the centre of management studies and to give direction regarding methods of instructions, evaluation, research, student affairs or suggestion of improvements in academic standards.

To promote research within the centre and ensure periodic submission of reports on research activities undertaken from time to time.

To ensure that there are procedures in place so that office staff can lend timely and good quality administrative support to faculty members and students.

IQAC

Objective

The primary aim of IQAC is

- To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution.
- To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

Strategies

IQAC evolve mechanisms and procedures for

- a) Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks.
- b) The relevance and quality of academic and research programmes.
- c) Equitable access to and affordability of academic programmes for various sections of society.
- d) Optimization and integration of modern methods of teaching and learning.
- e) The credibility of evaluation procedures.
- f) Ensuring the adequacy, maintenance and proper allocation of support structure and services.
- g) Sharing of research findings and networking with other institutions in India and abroad.

Functions of the IQAC are

- Development and application of quality benchmarks/parameters for various academic and administrative activities of the institution.
 - Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process.
 - Arrangement for feedback response from students, parents and other stakeholders on quality-related institutional processes.
- d) Dissemination of information on various quality parameters of higher education.
 - e) Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles.
 - f) Documentation of the various programmes/activities leading to quality improvement.
 - g) Acting as a nodal agency of the Institution for coordinating quality-related activities, including adoption and dissemination of

best practices.

h) Development and maintenance of institutional database through MIS for the purpose of maintaining /enhancing the institutional quality.

i) Development of Quality Culture in the institution.

j) Preparation of the Annual Quality Assurance Report (AQAR) as per guidelines and parameters of NAAC, to be submitted to NAAC.

Role of LMC/CDC (College Development Committee)

In the Administration of the Institute

- To ensure the smooth and transparent functioning of the Institute.
- To ensure and adhere with the laid down Policy, Guidelines, Rules and compliance of Norms, Procedures laid down by the Regulatory Authorities and maintain the total transparency while implementing the same.
- To provide aid, advice and suggestions to the sub-committees like Building Committee, Equipment Committee, Finance Committee and helping the Governing Body in resolving the administrative difficulties, problems, academic problems including faculty and staff requirements and appointments so that this will help the Governing Council/Management of the Institute in making necessary arrangements and provisions to take the necessary steps in resolving the difficulties and for the smooth functioning of the organization.
- This committee ensures the considerations of the representation from Staff, Faculty and other Members from the local community in order to understand the issues of their respective areas, and their involvement in decision making process of the Institute functioning through this LMC/CDC Committee.
- To ensure the qualitative improvement of growth of the

Institute and compliance of the regulations and proper maintenance of the norms and standards in the Institute.

- The educational Institute coming under the purview of Mumbai University are required to constitute its Local Managing Committee i.e. CDC for the managing the Institute Level Academic & Non-Academic affairs of the Institute.

Duties & Responsibilities and the function of the CDC Committee.

- Decide about the overall teaching programmes or annual calendar of the college.
- Recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts.
- Make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college.
- Make specific recommendations to the management to foster academic collaborations to strengthen teaching and research.
- Make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process.
- Make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college.
- Prepare the annual financial estimates (budget) and financial statements of the college or institutions and recommend the same to the management for approval.
- Make recommendations regarding the students and employees welfare activities in the college or institutions.
- Discuss the reports of the Internal Quality Assurance Committee and make suitable recommendations.
- Plan major annual events in the college, such as annual day, sports events, and cultural events.
- Recommend the administrative about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution.
- Consider and make appropriate recommendations on Inspection Reports, Local Inquiry Reports, Audit Report, Report of National Assessment and Accreditation Council.
- Perform such other duties and exercise such other powers as may be entrusted by the management and the University.

Board of Studies at VESIM Business School

VESIM Business School has constituted a Board of Studies to support the Academic process in the institute. The Board of Studies (BOS) is an advisory committee which oversees the delivery of the Program, reviews the course content and makes recommendations. It meets twice a year to ensure smooth functioning of the academics. The members are appointed by the Director based upon their expertise from different field, different stakeholders are as follows:

1. The Director
2. Dean Academic
3. Associate Dean of all functional domain (Marketing, Finance, Operations, HR, General Management, IT & Accreditation)
4. Faculty members of every functional domain
5. Industry Expert from every functional domain
6. Alumni from every functional domain
7. Invited parent of the students

The Functions of the Board of Studies are as follows:

1. Review the delivery of each subject in the previous six months.
2. Recommend changes in the course content and Pedagogy.
3. Recommend addition or deletion of electives.
4. Recommend industry linked projects or assignments that can be added to the course.

Objectives:

The BOS is conducted to take a 360 degree review of all the courses to be imparted during the academic year. The faculty interacts with industry experts from their functional domain to understand the best practices that need to be incorporated in the course through additional workshop/ panel discussion/ assignments / live projects etc.

The alumni from each functional domain adds value understanding the opportunity in the market and the best that can be created for their Alma - matar.

The parents as an important stakeholder is included to understand their expectation from the institute for their ward's best development.

The BOS helps the faculty create network for assignments and live projects which would enhance experiential learning opportunity for the students.

Responsibilities:

The general procedure of the program is discussed by the Director of the institute, and feedback is taken to include in the pedagogy to be adopted as a procedure of course imparting.

The syllabus is discussed in detail by every functional domain with the industry expert and alumni from their area

Faculty Council at VESIM Business School

The Faculty Council is an academic body constituted by VESIM Business School to ensure a planned and coordinated delivery of academic program. It is headed by the Director and consists of

1. Dean Academic
2. Associate Deans (Heads of Departments)
3. Cell In-charge of various cells (committees)
4. faculties
5. registrar

The Faculty Council meets once in a quarter to chalk out plans for the next Semester / Trimester. Every Head of the Department submits report of the course delivery and extra-curricular activities conducted by them during the previous term. Faculties propose new courses, workshops, events, visits etc which is reviewed by the council and brought into practice for the next term.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The institute believes in imparting its function to adopt practice of decentralization. This helps in including more heads in decision making process and facilitates in strengthening internal bonding.

Deans Council Deans Council comprises of Deans and Associate deans and headed by the Director of the institute. The council meets once in a month to discuss both academic and nonacademic issues as recommended by quality assurance cell of the institute. Internal Structure of Deans' Council The deans' council consists of the following members a. Director b. Dean Academics e. Associate Dean (General Management) f. Associate Dean (Marketing Management) g. Associate Dean (Human Resource Management) h. Associate Dean (Operation Management) i. Associate Dean (Financial Management) j. Associate Dean (IT Management) k. Associate Dean (Accreditation)

Functions of the Deans Council To exercise general supervision over the academic work of the centre of management studies and to give direction regarding methods of instructions, evaluation, research, student affairs or suggestion of improvements in academic standards. To promote research within the centre and ensure periodic submission of reports on research activities undertaken from time to time. To ensure that there are procedures in place so that office staff can lend timely and good quality administrative support to faculty members and students. The IQAC acts as the backbone in providing all quality enhancing policies to be institutionalized and implemented by various other bodies assigned to take function as decentralized units. Thus primary aim of IQAC is

- To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution.
- To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

IQAC evolve mechanisms and procedures for

- a) Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks.
- b) The relevance and quality of academic and research programmes.
- c) Equitable access to and affordability of academic programmes for various sections of society.
- d) Optimization and integration of modern methods of teaching and learning.
- e) The credibility of evaluation procedures.
- f) Ensuring the adequacy, maintenance and proper allocation of support structure and services.
- g) Sharing of research findings and networking with other institutions in India and abroad.

The institute decentralized financial decision making upto Rs 25000, to be approved for disbursement by Dean Academics. These expenses includes all institutional expense both for academics and nonacademic purpose. This expedites the payment process

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Strategic Plans

The MMS Program of VESIM

VESIM's Message

The core objective of VESIM's MMS program is to provide a learning process that gives distinct experience to its students, conduct meaningful research and create value addition for our stakeholders through meaningful partnerships.

Business Research remains crucial with education ministry laying more emphasis on research work, VESIM has an ambitious plan in this regard and encourages its faculty members and students to take up research work. The institute also encourages its Ph.D. students to get equipped with knowledge, skills and abilities to enhance their careers in the industry or academia.

VESIM has an innovation centre in place which encourage students to bring new ideas for start-ups. Finally the school shall develop an approach to engage with the industry. The school has already started with a leadership program to support this engagement with the industry in which the top business leaders interact with the students and exchange ideas and experiences.

Pillars

Value Addition for Stakeholders

Our program outcomes shall help create value addition for our

stakeholders.

Research & Innovation

Focus on research & innovation. Tie-ups with the industry international universities and government for research projects.

Focus on research in artificial intelligence and machine learning to fall in line with the policy on A.I. of Government of India

Lifelong Learning

Develop a lifelong learning experience and encourage students to become global leaders.

Develop a connect between students, community and industry for a better learning of the students

Enablers

Culture & Performance

Develop a culture of high performance through effective communication channels and leadership. This culture shall promote staff development and create opportunities for career advancement.

Governance

Develop a democratic way of governance framework for taking timely decisions.

Building Healthy Business Environment

Develop a healthy environment and infrastructure for supporting learning and research

Lifelong Learning

< >Develop a lifelong learning process to foster students' employabilityEngage students in developing their future career plans.Deliver a framework to support personal development of studentsExplore opportunities to create collaborative learning spaces Use Analytics and other tools to improve the program.Review our student body constitution to address imbalances due to gender and socio-economic backgrounds.Review our scholarship offeringsTo identify research areas and strengthen our research by encouraging collaboration among various departmentsRecognize a spectrum of valuable research outputsAdopt a research portfolio to impact industry and academiaAdopt a reward and incentive structure to acknowledge outcomes of researchBuild meaningful and lifelong relationship with the alumni.Build strategic partnerships with the industry that allows industry experts to provide strategic advice to studentsImprove human resources functions to align with vision and mission of VESIM. The top management of VESIM shall review and improve staff functions including recruitment, staff development and the performance appraisal system.Improve the flow of information so that it is received in time by the staff.Promote staff's physical and mental wellnessIdentify and recognize the diverse ways in which staff can contribute to VESIMReview, redesign and introduce a framework, including organizational structure, committee structure, roles and responsibilities that better support our priorities and facilitates improved collaboration, consultation and decision makingTo create a healthy environment and infrastructure that shall foster collaborative learning and research.To develop state of the art facilities to nurture lifelong learning.

Strategic Plan for Next Five Years

The capability of big data analytics has moved from being a competitive advantage to a strategic imperative. Many business, social and government organizations across the world have accepted the fact that deriving value from data is no longer a competitive advantage but it has become a competitive necessity. One will not be surprised to know that commercial organizations are using big data and big data analytics to create a competitive edge over their rivals. But what is striking is the social and the government organizations are using analytical techniques to optimize the use of the limited resources they possess and deliver effective social services.

At VESIM, we realize that the need of the time is to develop

business professionals to manage complex business analytics ecosystems. The new breed of professionals will enter the workforce with an understanding of how to leverage data to inform decisions and drive organizational innovation.

At VESIM, we are exploring innovative ways to align more with the industry needs and look at how students can be primed for not only today's business but also for future work practices.

Today's HR managers, recruitment consultants and employers insist on hiring management graduates equipped with "thinking tools". They want students to learn how to gain competitive advantage, not only by solving current problems and finding answers to the existing questions but also using data and analytics to deal with complex problems in a holistic way.

Strategic Plans

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Today's HR managers, recruitment consultants and employers insist on hiring management graduates equipped with "thinking tools". They want students to learn how to gain competitive advantage, not only by solving current problems and finding answers to the existing questions but also using data and analytics to deal with complex problems in a holistic way.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Staff Selection Committee

This Committee is formed/constituted as per the AICTE (vide Letter No. F 500-1/WRC/GB-GEN./99 dated 18/09/2001 and University directives and the rules laid down by Maharashtra Public University Act. 2016 as below, and this committee functions as per the laid down procedure. This Committee is for interviewing the candidates and making recommendations to the Governing Body for the appointments of Teachers.

The constitution of the Staff Selection Committee is prescribed by the State Government/ Affiliating Body. The recommendations of the Staff Selection Committee is brought before the Governing Body for the acceptance. In case of emergency, the recommendations may be got approved by the Chairman and placed before the next meeting of the Governing Body for ratification.

Members:

1. Shri. B R Boolani - President VES
2. Dr. Satish Modh - Member Secretary & Director, VESIM
3. Shri. Rajesh Gehani - Member & Secretary VES
4. V.C. Nominee, University of Mumbai & Subject Expert
5. 7. Dr. Keval Nohria - Member & Industry Expert
6. Member & Subject Expert
7. Subject Expert
8. Subject Expert

The procedures for the selection of Leader and Faculty

The procedures for the selection of Leader and Faculty is as given below:-

This procedure has been laid down by University of Mumbai (vide University Circular No. Concol/75 of 1988 dated 03rd March 1988 and Concol/ICC/04 of 2012 dated 10th Feb. 2012) which is followed by the Institute.

1. The specialization wise Faculty needs an ascertained/decided and finalized by the Dean Academics, Director and it is submitted to the Chairman of the Governing Board for his ascent/approval.

2. This need is based on the Intake of the Students (complying the AICTE + University Norms) and to ensure to maintain the Faculty-Teacher Ratio i.e. 1:20 and Cadre Ratio - 1:2:6 (1 Professor: 2 Associate Professors: 6 Assistant Professors).

1. A Draft of Advertisement is submitted to University for their Approval.

1. University verifies the subject wise requirement of Faculties to be appointed, status of the present available Faculties with the Institute and the legality of the draft; and after their satisfaction; Approval to advertise the draft in newspaper, is given with their Approved Draft and Forwarding Letter.

1. After this approval, advertisement inviting Applications is published in the National Level News Papers of all India circulation. To maintain the transparency in the Faculty Appointments and Selection Process, University nominates their VC Nominee on the Selection Committee and under his physical supervision Interviews are conducted.

1. The process of constitution of Selection Committee, informing candidates of Interview Dates, Conduction of Interviews, Selection Procedures, Marking Scheme, Reporting Appointment to the President Governing Council/University and intimation of Appointment to the Candidates, issuing Appointment Letters, Acceptance of Appointment Letters and their Approval of Appointment by the University is processed as per the procedures laid down by University vide University Circular No. Concol/75 of 1988 dated 03rd March 1988.

1. Interviews of the candidates by the Selection Committee are conducted as per the given procedure by the University. Further the Selection Committee Reports and Marking Scheme in this regard are certified and signed by all the present Members, VC Nominee and Chairperson of the Selection Committee and recommended candidates for appointments are reported to the President of Governing Council to the Institute.

1. After the recommendation of Governing Body and the acceptance thereto by the Chairman of the Governing Council, Appointment Letters are issued to appointees.

1. These appointments are reported to the University in their prescribed format and process for University approval along with the Selection Committee Report, Appointment Letters and with the necessary documents in this regard.

1. After scrutiny and verifications of all the procedures and technicality therein, Eligibility and Qualification Criteria; and after the full satisfaction of the University Authority, approval to the teachers appointment is informed by the University in writing (with the name of faculties and designations, subject specialization etc.) to the Institute.

Service Rules

Teaching Staff:-

- HR Policy is written policy adopted by VES for its Institutes is based on the State Government, DTE, AICTE laid down rules and guidelines. This is well published on the Institute website. Payment of Salaries, Allowances, Incentives and other financial assistance/provisions for Academic Activities are made available and paid to the employees/faculties as per the policy and rules adopted by Vivekanand Education Society in this HR Policy. University, AICTE and State Govt. rules regarding the pay scales, upward movement of the pay scales, promotions, Currier Advancement Schemes, incentives in synced

with and implemented as per the directives of these regulatory bodies which are also forming the part of the HR Policy.

- Copy of the same has been provided to each faculty members.
- Copies have been provided also to Registrar, Accountant and Dean Academics for records and its implementation.
- General services conditions/Rules have been adopted and laid down by VES (Mother Institute), have been made and also provided to each Employees with their Appointment Letter at the time of their appointments and presented in their personal files as a part of their service rules.
- The Personal Files, Service Books and Leave Records are maintained by the Institute as per the State Government and University Rules and Guidelines.
- Statutory deduction from the Employees Salary is made every month and its remittance to the concerned Government Authorities is made regularly as a part of mandatory, statutory compliance.

Non-Teaching Staff:-

- HR Policy for the Non-Teaching staff is written policy adopted by VES for its Institutes is based on the State Government, DTE, AICTE laid down rules and guidelines. It has been published on the website of the Institute and Non-Teaching staff is made well aware of the same.
- Copy of the same has been provided to each Non-Teaching employee.
- Copies have been provided also to Registrar, Accountant and Dean Academics for records its implementation.
- General services conditions/Rules have been adopted and laid down by VES (Mother Institute), have been made and also provided to each Employees with their Appointment Letters at the time of their appointments and presented in their personal files as a part of their service rules.
- The Personal Files, Service Books and Leave Records are maintained by the Institute as per the State Government and University Rules and Guidelines.
- Statutory deduction from the Employees Salary is made every month and its remittance to the concerned Government Authorities is made regularly as a part of mandatory, statutory compliance.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://vesim.ves.ac.in/organogram-of-the-institution.html
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	No File Uploaded
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

List of the Welfare Measures:

There is well published/defined written HR Policy of the Teaching Staff. Major Welfare measures/facilities are enumerated here below:

Medical Health Insurance:

Non-Teaching Staff is given the Medical assistance in the form of Medical Health Insurance. Under this policy the NTS has been given the medical coverage of Rs. 50000/- with Oriental Insurance for The

premium against this policy is paid by our VES TRUST.

Accident Insurance:

Coverage.

If the insured person sustains any bodily injury solely & directly from accident caused by external, violent and visible means, then the company shall pay to insured or his legal personal representative as the case may be, the sum or sums as per terms / condition of the policy.

Benefits.

- 1) Death occurs due to accident, sum insured Policy sum insured (2 lakhs individually)
- 2) Loss of two limbs / two eyes or one limb and one eye. Policy sum insured(2 lakhs individually)
- 3) Loss of one limbs or one eye. 50% of policy sum insured(1 lakh individually)
- 4) Permanent total disablement from injuries other than those named above (P.T.D.) Policy sum insured(2 lakhs)
- 5) Permanent partial disablement (PPD) % of CSI (It varies from 1% to 75%) break up details is mentioned in attached clause form.
- 6) Weekly compensation for loss of income due to accidental (TTD) injury Rs. 1,000/- per week, maximum up to 100 weeks.
- 7) Terrorism is covered Round the clock.

Education Enhancement Scheme:

VESIM have also floated the scheme under the name of Education Enhancement Scheme /Policy of

Rs. 50000/- for all its Non-Teaching Staff members. Under this scheme all the Staff members who wants to pursue their studies further can avail this scheme.

Interest Free Loans:

VESIM always extends its helping hand to the employees who are in need of money. We offer them help by giving the loan against their salary so that their need can be served timely.

Flexible timings:

Considering the household difficulties and responsibilities, we have given the leverage of flexible reporting and departure time to all our staff members but giving minimum weekly working hours is mandatory.

Encouraging to participate in the Training Programs:

We encourage our staff members to participate in the training programs which can help them to enhance their skills and can prove instrumental in increasing their overall productivity. These trainings are sponsored by the Institute.

International Exposure:

VESIM always believes in giving the International exposure not only to its teaching Staff but also to its Non-Teaching Staff Members. We have international Erasmus program for the exchange of our Student, faculties and staff members. One of our staff member was sent to NEPAL as the part of the team .

Timely Compliance of PF and Gratuity to PF & Pension authorities is done on regular basis:

Monthly remittance on this account is made regularly to the regulatory authorities.

Superannuation and Retirement Benefits:

All leave Rules laid down by University of Mumbai, DTE and the State Government of Maharashtra, have been adopted and made available. Earned Leave encashment is made to the Teaching and Non-teaching staff on their retirement, superannuation and termination of services.

Other Amenities:

- **CCD and ATM Facilities :**

We have given the amenities of CCD and ATM in the premises for all the staff members

- **Sanitary Vending Machine Facility for Female Employees:**

We have made special provisions for all the female staff by maintaining Sanitary Vending Machine Facility for Female Employees in the premises.

Snacks Vending machine

- We have made special snack vending machine for all the students, Faculty and Non-Teaching staff members. They can make use of this facility whenever they want.
- Tea /Coffee Machine
- Recreation Room for the Staff members. the major objective of this room is that the staff and the teaching staff members can have a sometime for discussion amongst themselves apart from work.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

5

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

5

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

2

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

6.3.5

Institution has a performance appraisal system for Teaching and Non-Teaching Staff:

There is a well-established policy for the appraisal system of Non-Teaching staff Performance Appraisal.

Following parameters have been taken in to consideration in this assessment. The employee is assessed on the basis of these parameters in the written prescribed format and is authenticated by the reporting officer.

KNOWLEDGE: (Consider level of knowledge of all phases of his present assignment/work, related activities and current trends and developments).

DECISION MAKING: (Consider the level of knowledge of all phases of his present assignment/work related activities and current trends and developments)

RESULTS PRODUCED: (Consider caliber of work compared with standards of performance and quality of work produced, consistent with quantity with quality and time schedules and reliability in assuming and carrying out commitments and obligations).

POWER OF ANALYSIS: (Consider ability to grasp essential elements of his job effectiveness in thinking through a problem, in recognizing and evaluating relevant facts and implications and reaching a logical conclusion.)

PERSONALITY: (Consider his personality) manner, appearance, disposition, attitude, and adaptability and how these lend themselves in building effective and co-operative working relations with others. Consider the degree of interest, enthusiasm and efforts he puts into his job and consider his organizational ability and qualities of leadership).

HUMAN RELATIONS: (Consider working relationship with subordinates, equals and superiors and ability to get along with them and also consider his fairness and justness in dealings in relation to others).

RESOURCEFULNESS: (Consider whether his outlook is confined to his

job or whether he takes a broader view of problems and objectives and has the ability to conceive and generate new ideas of a creative and practical nature and implement the ideas and techniques in order to increase efficiency).

COMMUNICATION: (Consider his ability to express himself effectively, verbally and in writing. Also consider the extent to which he facilitates and encourages flow of information and ideas between himself and others).

The timely review from the respective HOD's are taken so that we can keep a track on the performance of the employee. The assessment helps us to understand about the training needs, if any arises in near future.

The PMS followed by VESIM is very unique in its own way and we generally follow the 360 degree of performance appraisal in which we get to understand the overall performance of our employees not only in terms of work but also in terms of his /her capability of working in a team, level of understanding, working towards a common goal and so on.

In this appraisal process, the form is first filled by the employee then his peers and then his /her respective HOD. After this the form is assessed by the HR department and the additional comments are given taking into consideration overall comments and then the necessary actions are taken. The report is kept confidential from others. Since we follow the transparent process of appraisal the

VESIM

Employee Performance Evaluation

(To be filled in by the HOD. Please keep the report confidential)

Employee Name _____ Review Period
_____ to _____

Position _____ Department _____ Employee Number _____

Prepared by: HOD Name _____ Date _____

PURPOSE OF THIS EMPLOYEE EVALUATION:

To take a personal inventory, to pin-point weaknesses and strengths and to outline and agree upon a practical

Improvement program. Periodically conducted evaluations will provide a history of development and progress.

INSTRUCTIONS:

Listed below are a number of traits, abilities and characteristics that are important for success OF any Institute.

For each of the items listed below, please comment on the employee's performance, providing examples of what he or she does well, along with suggestions for improvement.

Quality of Work and Accuracy

Computer Skills

•

Quantity or Volume of work

Professional Communication

-

Problem Solving

-

Co-worker Relations

Professional Growth & Development

Work Ethic

Comments by HOD:

Signature - HOD Signature - HR Manager Signature -Registrar

Date:

Place:

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

Institutional conducts internal and external financial audits regularly

We have centralised Internal Auditors -In.Corp Advisory Services Pvt. Ltd.as well as Statutory Auditor - Mr. Abhijit Deshpande, Chartered Accountant appointed by our trust who conducts audits twice in a year for each of the Institutions. Once the Internal Audit completes the Statutory Audit take place.

In the audit process all the Cash, Bank accounts are cross checked with the supporting document attached with same Also Physical verification of Fixed Assets, Stock verification, checking Leave Record with Salary records are checked in the audit process. Most of the queries raised by the auditors are solved during the course of audit. Some of the queries which need to be solved by the higher authorities or need some action to be taken which get sort out before the completion of the audit.

Once the audit gets completed the Internal Auditor prepares audit report where all the observation, suggestions and actions to be taken are highlighted against each of the expense or income head and which is submitted to the trust.

On the basis of Audit Report justification is asked by the trust or management for the areas highlighted by the auditors. Accordingly, necessary explanation or documentary evidence are provided for each of the queries to the management and are closed/ solved the queries.

When the Internal Audit gets complete Statutory Audit process starts. The same procedure is followed for vouching the documents. As an when the Statutory Audit gets complete final accounts or Balance sheet is prepared and verified by the Internal and Statutory Auditors and then it goes for signing of Trustees.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

This Institute is self-financed (Un-aided) Institute and Institute does not get any financial aid/ grant or any assistance from the

State Govt. Central Govt. or any Govt. agencies.

Fund resources to run the institute is only the fees received from the students.

MMS course fee is fixed and regulated by FRA appointed by Maharashtra State Govt. and course fee is fixed and regulated by the Institute Management and Governing Council of the Institute.

We do not take any Donations/Capitation fees from the students because we have surrendered the Institute level seats (i.e. Management Quota) to the Admission Authority of the State (DTE) and made it open /available to the General Category students in the larger interest of the Society. Hence, only the fees is the income source.

With the view of the optimal utilisation of the available infrastructure; the manpower, facilities resources and to generate the revenue Institute also conducts certification courses and short term courses in addition to the regular courses. In addition to this Institute is also lending the infrastructure for conducting various exams in the college campus. This also helps in generating some revenue.

Institute is also taking efforts to undertake the Research Project ,Training and Consultancy to the Industry and Corporates in order to ensure the Institute and faculty contribution in these arrears which also helps the institute in revenue generation by way of grant for such Research Projects and Training and Consultancy charges.

We have already undertaken few such projects Training and Consultancy during the last academic year.

Optimal Utilisation of Resources:

Budget is approved by the Governing Body of the Institute. While producing the yearly budget for sanction, the receipts by way of Fees from the students, Fees from Short term and Certification courses, Campus utilisation charges receivable and the expenses to be made during the financial year are taken into consideration to make the necessary provisions in the Budget and Action Plan for the year.

Maximum care is taken by the Director (Management Representative) and the Management to manage the cost on activities and the plans within the sanctioned budget. This way the Management

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The IQAC acts as the backbone in providing all quality enhancing policies to be institutionalized and implemented by various other bodies assigned to take function as decentralized units. Thus primarily aim of IQAC is • To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution. • To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices. IQAC evolve mechanisms and procedures for a) Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks. b) The relevance and quality of academic and research programmes. c) Equitable access to and affordability of academic programmes for various sections of society. d) Optimization and integration of modern methods of teaching and learning. e) The credibility of evaluation procedures. f) Ensuring the adequacy, maintenance and proper allocation of support structure and services.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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 and recorded the incremental improvement in various activities

The teaching learning process is reviewed as follows:

SN

Teaching Learning process

Review Frequency

1

Course outcome

6 months (end of the course)

2

Program outcome

yearly

3

Program education outcome

Once in 5 years

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://vesim.ves.ac.in/igac.html
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

In the year 2020-21,

1. A webinar was conducted on 8th March, 21, on the topic "Legal awareness and Self Defence"
2. A blog competition was held on Body positivity and body image 6th Jan to 15th January 21
3. "Kaleidoscopic", a photography competition was conducted to pick any women as role model in your life. 6th January to 15th January 21.
4. Online Quiz competition was conducted on 8th March 21, covering questions about women

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy

A. 4 or All of the above

**conservation measures Solar energy
Biogas plant Wheeling to the Grid Sensor-
based energy conservation Use of LED bulbs/
power efficient equipment**

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Composting involves mixing yard and household organic waste in a pile or bin and providing conditions that encourage decomposition. The decomposition process is fuelled by millions of microscopic organisms (bacteria, fungi) that take up residence inside the compost pile, continuously devouring any recycling it to produce a rich organic fertilizer and valuable soil amendment the compost produced is purely organic and can be used for internal horticulture. We have conducted and audit at the premises and have found that the quantity of Organic Kitchen Waste generated at Vivekanand college of Pharmacy and Management. Is approximately 25kg per day In order to compost this, you will need to install one brick constructed pit of Internal dimensions 6' X 4' X 2' to process the generated wet Waste.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

D. Any 1of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

E. None of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

<p>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</p>	<p>B. Any 3 of the above</p>
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institute is focused towards developing their students in holistic manner, which would help them become future empathetic leaders of tomorrow. To create an inclusive environment which would develop tolerance and harmony towards various socio economic group, the institute organises an event called "Sell-on" , and as they

develop certain basic managerial qualities they are sent for a 21 days programme called "Yuva for Seva". The Institute also promotes and encourages students to actively participate in various events for understanding different cultural , regional and linguistic diversities.

As soon as the students join the institute , on the day of induction they are given a briefing, for "Sell-on" activity. It is a 5 days event. In this the student goes to NGO's and collects products made by their people and then they are given basic skill to negotiate and sell those products. The revenue collected is again taken by the students to give to the NGO's. This helps in kindling thought for people who are socially deprived. Also the thought towards inclusive growth is understood by them.

In Yuva for seva they go to work in various NGO's Pan India, for different causes, which helps them knowing the bottom of the pyramid, the issues, challenges and scope to help those causes.

This year(20-21) being pandemic, the students didn't get chance to work on the above two activities, which are the general practice of the institute, hence they took interview of different front line covid warriors, to understand the social cause.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Sr. No

Topics

Guest Faculty

Date

Duration

1

Fundamentals of creative Living,

Uday Acharya

Director :Mindflex - The Training Organization

9th September, 2020

3 hrs

2

Creative Excellence, Personality Skills- I

Uday Acharya

Director :Mindflex - The Training Organization

11th September, 2020

3 hrs

3

Work Efficiency

Dr. Gopal Sharma

Assistant Professor

Department of Computer Science, Dev Sanskriti Vidhwavidyalaya,

Haridwar

15th September, 2020

3 hrs

4

Visualization- I,

Personality Skills- II

Dr. Gopal Sharma

Assistant Professor

Department of Computer Science, Dev Sanskriti Vidhwavidyalaya,

Haridwar

17th September, 2020

3 hrs

5

Developing Mind, Body & Intellect , Ethical Behavior , Spirituality,
Spiritual Excellence

Sister Sarla,

Sister's [Siter Sarla, Sister Meera, Sister Neerja, Sister Kiran,
Sister Harsha], Brahmakumari Mission

22nd September, 2020

3 hrs

6

24th September, 2020

3 hrs

7

Tools for a Successful Personality, Adjustments and

Swami Narasimhananda,

Ramakrishnan Mission

29th September, 2020

3 hrs

8

Behavioral skills, Emotional Competency through Cognitive
Distortions -I

Swami Narasimhananda,

Ramakrishnan Mission

1st October, 2020

3 hrs

9

Heartfulness Meditation

Dr. Jyoti Chandwani

2nd October, 2020

1.5 hrs

10

Heartfulness Meditation

Dr. Jyoti Chandwani

3rd October, 2020

1.5 hrs

11

Heartfulness Meditation

Dr. Jyoti Chandwani

5th October, 2020

1.5 hrs

12

Lessons from Bhagvadgita

Dr. Satish Modh,

Director

VESIM

6th October, 2020

1.5 hrs

13

Heartfulness Meditation

Nandkishore Vaidya,

Heartfulness Meditation

6th October, 2020

1.5 hrs

14

Food Psychology

Dt. Reema Arora,

Clinical Dietician,

Goa

8th October, 2020

3 hrs

15

Team Building & Leadership

Dr. Gopal Sharma

Assistant Professor

Department of Computer Science, Dev Sanskriti Vidhwavidyalaya,

Haridwar

16th December, 2020

3 hrs

16

Methods of Speech and Advance Skill

Dr. Gopal Sharma

Assistant Professor

Department of Computer Science, Dev Sanskriti Vidhwavidyalaya,

Haridwar

23rd December, 2020

3 hrs

17

Concentration & Memory

Amar Srividya

Advanced Hatha Yoga Teacher,

Bangalore

30th December, 2020

3 hrs

18

Emotional Competency through Cognitive Distortions -II

Dr. Sharad Bhalekar

Principal in charge

Kaivalyadham,

Lonavala

6th January, 2021

3 hrs

19

Developing Leadership Skill, Team Building & Empowerment

GeetanjaliKaul

Founder , facilitator , Storyteller at

www.thesecretpassages.com

13th January, 2021

3 hrs

20

The Happiness Program

Anju Ramnani,

Art of Living,

Surat

20th January, 2021

3 hrs

21

Balancing Channels

Strengthening Energy Centres

Dr. Cherly Dabbi,

God's Love Spiritual Foundation

Mumbai

27th January, 2021

3 hrs

22

Know yourself

Dr. Cherly Dabbi,

God's Love Spiritual Foundation

Mumbai

3rd February, 2021

3 hrs

23

Success through Visualization- II

Shraddha Neeraj Naik

Proprietor

10th February, 2021

3 hrs

24

Inner Engineering

Uday Acharya

Director :Mindflex - The Training Organization

17th February, 2021

3 hrs

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Students Welfare Cell every year they celebrate days like Independence Day, Teachers Day, Gandhi Jayanti and Republic Day. But as we all were going through Pandemic. The Cell organized these days in an online mode.

For Independence Day all the students and faculties had gathered online via Zoom. Students & Faculties remembered our freedom fighters.

National Anthem was sung by the students committee and there were some patriotic songs and instruments played by the students. Director Sir gave a speech and made us remember our duties towards our country.

Teachers Day was celebrated on 5th September once again in an online mode. Where Students had made a video dedicated to all the Faculties of the institute. Director Sir Dr. Satish Modh made the students understand the role a teacher plays in one's life and why a mentor is important in our life.

Gandhi Jayanti was celebrated on 2nd October to mark the birthday of Mahatma Gandhi. It is celebrated annually and this year it was again in online mode. Students were made to remember his contribution to free India from the Britishers and his contribution towards India.

Republic Day which is gain celebrated every year on 26th January when the country marks and celebrates the date on which the Constitution of India came into effect. Students had made videos of lookalike and enacted like a freedom fighter of their choice. Their effort was appreciated by the whole institute.

Nikhil Devdhar MMS-Div-A has bagged Runner-Up & 5th Position in 2 National events organized by Trade Brains, Bangalore. 1. Elevate '21- Technical Analysis Quiz. (Runner-Up) 2. Trading with Candlestick. (5th Position) Mr. Mayuresh Pawar MMS Div A has bagged a Runner-Up position at IIT Bombay in Virtual Stock Market. Tamanna J Ailani has bagged Runner-Up position in Chitra-Charitra a National event organized by NIT Rourkela Miss. Simran Valeja & Miss. Sneha Jathana has bagged 2nd Runner up position in Case Study Competition held on 14th August 2021 at SIMSR. Our students have bagged 2nd Runner up position in a Group Event at a National Level Competition named Eureka- Pitch your business Plan Mr. Abhijit Jagtap Mr. Shubham Arak Mr. Shubham Lachure Ms. Bhakti Gala Ms. Pranali Morje stood 2nd in Social Innovation Challenge 3.0 organized by IIT- Delhi. Mr. Kartik Shanbhag, Ms. Anjali Nair, and Ms. Aakanksha Salunke - (PGDM 1st Year) have bagged 2nd position at SJSOM IIT Bombay "On Your Mark Event" at National Level- 31st Oct 2020 A total 1,154 teams participated which included IIM Kashipur, IIM Visakhapatnam to name a few of the premier institutes

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

7.2.1 Describe two best practices

1. Yuva for Seva

It's a 21 days on-field project for MMS first year students where they work with various NGO for above mentioned time duration

Objective behind implantation of this practice are-

- To develop students as socially responsible business leaders.
- To sensitize the social problems and give them solutions by our initiatives and projects.
- To associate with NGOs at Pan India level and to help them for achieving their objectives.
- To increase and develop students understanding of NGO management.
- Today corporate values employees who are socially responsible and sensitive towards social issues, any such exposure make students employable.
- To differentiate our students from other management students at the time of final placement.

The Context

We started this practice from December 2014. During implementation of this practice we faced various challenges such as placing more than 200 students in various NGOs, continuously monitoring these students designing policies and rules and regulations, accommodating these dates in our academic calendar and evaluation of these projects. With this one very important challenge was to motivate the students to work in NGOs as most of the students never had this type of exposure. It was a challenge for us to mentally prepare our

students to work in various NGO as well as to convince their parents too.

The Practice

Most of the management institute give more focused on management workshops and projects but to differentiate our students and to make them social responsible we initiated this practice.

As earlier our CSR initiatives were limited to CSR cell students so "Yuva for Seva "has been introduced to give exposure to all the students. This is an on field compulsory project for first year students. Under this project students work with NGOs for 15 days and at the end of the project they submit the report and these projects are monitored by our faculties. After successful completion of project students participate in "Poster Competition" based on their on-field experience. Three best posters are selected and awarded cash prize. Students are placed in various NGOs across India based on their area of interest and preferred location. This exposure helps them to have actual on-field experience and understand the issues at grass root level. Thus becomes empathetic leader as they grow. Which also serves one of the mission of the B school to develop socially responsible leader and help them stand out from the crowd at time of final placement as now a day's companies also prefer socially responsible managers.

The Ministry of Human Resource Development (MHRD) has launched a programme called Unnat Bharat Abhiyan with an aim to connect institutions of higher education, including Indian Institutes of Technology (IITs), National Institutes of Technology (NITs) and Indian Institutes of Science Education & Research (IISERs) etc. with local communities to address the development challenges through appropriate technologies.

2. Sell-on.

As soon as the students join the institute , on the day of induction they are given a briefing, for "Sell-on" activity. It is a 5 days event. In this the student goes to NGO's and collects products made by their people and then they are given basic skill to negotiate and sell those products. The revenue collected is again taken by the students to give to the NGO's. This helps in kindling thought for people who are socially deprived. Also the thought towards inclusive growth is understood by them.

1. Objective behind Implementation

1. Students should be able to identify and explain customer needs and wants

2. Students should be able to apply various selling techniques

3. Students should be able to explain and describe the management principles learnt

4. Students should be able to demonstrate public speaking skills

5. Students should be able to identify and suggest the role of Social responsibility in business.

6. Students should be able to practice and evaluate team building skills.

7. Students should be able to get close to people from different segment of the society and understand the importance of inclusiveness.

8. Students should become empathetic leader as they grow, so this activity intends to kindle this feeling in them.

2. Context:

Immediately after The Outbound Program, the student goes for the 'Sell-On' activity which lasts for four to five days depending upon their ability to sell. The Institute in its objective of making students familiarize with the practical aspects, exposes them to the world of unknown and how they need to understand their situation and act in the best possible manner. The entire task of going to NGO to pick up the products made by these under privileged people, sensitizes them towards reality. Including their creation to get a better revenue helps them understand the joy of inclusiveness. Facing the challenges of sales, help them break the inhibition and phobia towards the concept of "Selling". Success in selling to unknown people builds their confidence.

3. Practice

The students are given a basic training of sales and negotiation techniques. They are even suggested not to sell their family and friends on first 2 days, rather face the unknown people and take the challenge.

There are faculty coordinators, who monitor the entire activity. At the end students are appreciated and motivated for their success.

File Description	Documents
Best practices in the Institutional website	https://vesim.ves.ac.in/best-practices-successfully-implemented-by-the-institution.html
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

One of the mission of the institute is to develop socially responsible leaders. With a focus towards developing such quality the institute initiates various outreach programs that would help them develop empathy towards various social cause.

Every year at the time of induction MMS students are introduced to CSR Cell and its activities. The objective of the cell are:

- To develop the students as socially responsible business leaders.
- To sensitize the students towards social problems and to identify the solutions.
- To associate with NGOS to help them in certain specific tasks.

With this distinctive focus towards developing empathetic social leaders this year during pandemic the students of the institute conducted few of the activities which could be conducted on virtual mode like:

Green August-Virtual Plantation Drive (On Virtual Platform)

Two Wheels One Life -Road Safety Training (On Virtual Platform)

International Yoga Day (On Virtual Platform)

As a regular practice the institute prioritises towards various activities like blood donation, health hygiene & sanitation drive for the five villages adopted by the institute under "Unnat Bharat Abhiyan". Swachha Bharat Abhiyan etc to name a few.

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

7.3.2 - Plan of action for the next academic year

1. Continuous effort of monitoring our current website to create a more robust platform to showcase our institute and its various achievement. Use social media platforms like Facebook and LinkedIn to create awareness all our activities.
2. Focus towards adding additional curriculum through workshop mode to make students industry ready .
3. Provide students widespread of electives to choose from and cater to their diverse interests. Build their analytical skills through integrating various analytical subjects to all the specialization like marketing analytics, HR Analytics, financial modeling, supply chain analytics, etc. Also subjects such as Creativity and Innovation, Entrepreneurship Management as electives.
4. Tie up with more professional bodies to impart certification along with the MMS degree which will give an extra edge to our students. Already MMS program offers SHRM, NISM courses [One on Securities Market & Investment Advisory]and other certificate programs
5. Tie up with international universities for research, faculty exchange, and student development programs to strengthen the competencies through global tie-ups.
6. Build industry interface by getting more industry experts and alumni on board and provide an opportunity to the students to work on live projects and thus enhancing their functional and domain knowledge