



## YEARLY STATUS REPORT - 2020-2021

<b>Part A</b>	
<b>Data of the Institution</b>	
<b>1.Name of the Institution</b>	<b>S.N.G. INSTITUTE OF MANAGEMENT AND RESEARCH</b>
• Name of the Head of the institution	<b>Dr.K.N.Jagtap</b>
• Designation	<b>Director</b>
• Does the institution function from its own campus?	<b>Yes</b>
• Phone no./Alternate phone no.	<b>02133272213</b>
• Mobile no	<b>9822612878</b>
• Registered e-mail	<b>sngmba@gmail.com</b>
• Alternate e-mail	<b>sngimr@gmail.com</b>
• Address	<b>At post Jaidwadi rajgurunagar tal Khed Dist Pune</b>
• City/Town	<b>Rajgurunagar</b>
• State/UT	<b>Maharashtra</b>
• Pin Code	<b>410512</b>
<b>2.Institutional status</b>	
• Affiliated /Constituent	<b>Affiliated</b>
• Type of Institution	<b>Co-education</b>
• Location	<b>Rural</b>

• Financial Status	<b>Self-financing</b>				
• Name of the Affiliating University	<b>Savitribai Phule Pune University</b>				
• Name of the IQAC Coordinator	<b>Dr.M.M.Shetiya</b>				
• Phone No.	<b>02133272213</b>				
• Alternate phone No.	<b>9730472993</b>				
• Mobile	<b>9730472993</b>				
• IQAC e-mail address	<b>sngmba@gmail.com</b>				
• Alternate Email address	<b>sngimr@gmail.com</b>				
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="http://sngimr.in/AQAR_Report2019-20.html">http://sngimr.in/AQAR_Report2019-20.html</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	<b>Yes</b>				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="http://sngimr.in/imagesnew/academic/Academic%20Calender%202020-21.pdf">http://sngimr.in/imagesnew/academic/Academic%20Calender%202020-21.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>B</b>	<b>2.01</b>	<b>2019</b>	<b>01/05/2019</b>	<b>30/04/2024</b>
<b>6.Date of Establishment of IQAC</b>			<b>16/07/2018</b>		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			<b>Yes</b>		
• Upload latest notification of formation of IQAC			<a href="#">View File</a>		

<b>9.No. of IQAC meetings held during the year</b>	<b>2</b>
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>No</b>
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
1. Admission 2. E-Learning 3. Research 4.Academic 5. Extra Curricular Activities	
<b>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</b>	
Plan of Action	Achievements/Outcomes
Fulfilling number of Admission as per intake capacity	Admission intake fulfilled.
Career Guidance	1) Conducted Workshop on Career Guidance 2) Mock Interview
Socio-ecological Awarness	1) Tree Plantation 2) Beti-Bachobeti Padhao Activity 3) Road Safety Awareness 4) Plastic free Campus
Industry-Institute Interaction	Students got opportunity to visit actual plant to get acquainted with practical world.
E- Learning	1) Through eLibrary Students can access books/journals online. 2) Online Exam and its evaluation
<b>13.Whether the AQAR was placed before statutory body?</b>	<b>No</b>

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

#### 14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	07/02/2022

#### 15. Multidisciplinary / interdisciplinary

The institute announces the elective courses and specializations it proposes to offer the students. In the spirit of Choice Based Credit System, the institute is offering choices to the students for the elective courses.

##### Specializations offered:

The following specializations shall be offered as MAJOR / MINOR:

1. Marketing Management (MKT)
2. Financial Management (FIN)
3. Human Resources Management (HRM)
4. Operations & Supply Chain Management (OSCM)
5. Business Analytics (BA)

The following specializations shall be offered ONLY as MINOR Specializations:

1. Rural & Agribusiness Management (RABM)
2. Pharma & Healthcare Management (PHM)
3. Tourism & Hospitality Management (THM)
4. International Business Management (IB)

#### 16. Academic bank of credits (ABC):

UGC has introduced the "Academic Bank of Credits" (ABC). It helps faculty to manage & check the credits earned by students.

##### objectives of ABC...

- To promote student-centric education
- Focus on learner-friendly teaching approaches
- Implement an inter-disciplinary approach

- Allow students to learn the best courses of their interest
- Enable students to learn at their own pace

As I mentioned to you earlier, the Academic Bank of Credits (ABC) would act as a reference point for faculty to check the credit records of students. The students need to follow the given guidelines to be a part of the ABC.

### **#1: Opening The ABC Account**

First and foremost, the students need to open an Academic Bank Account.

They might require details like their name, address, certificates, course details, etc to create the ABC account.

A unique ID & password will be created from where students can log in at any given point to check their earned credits.

### **#2: Credits Information As Per Courses**

As per the courses, a credit structure will be created by the Government.

When a student pursues any course and clears exams, credits will be automatically awarded to them. Institutions need to fill out the details and upload the deposits in the students' Academic Credit Bank's account on the digital portal.

### **#3: Evaluation & Verification Of Credits**

Any kind of credit evaluation & verification will be carried out by the Academic Credit Bank at regular intervals.

If students want to transfer the credits, they need to approach the ABC for further process.

It will help in regulating the processes with ultimate authenticity.

### **#4: Types Of Courses**

Online & offline - both types of courses are included in the scheme. Some of the important ones include National Schemes such as-

- NPTEL
- SWAYAM
- V-LAB

Thus, the ABC will cover almost all types of courses including distance learning courses to help students of every possible stream.

### #5: Credit's Validity

The credits earned by students will be valid for seven years.

However, the validity of credits is subject to change depending on the type of courses or disciplines.

In such instances, ABC will provide the details of the exceptions to students.

Even if a student takes a break or is not able to continue their education, they may redeem the earned credits in the future within the time limit of seven years.

### 17.Skill development:

Skill development subjects have been included in the syllabus.

### 18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

Focus have been given to retain indian culture. student doubts are cleared in local languages if not understood properly.

### 19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Choice Based Credit System (CBCS) and Grading System and Outcome Based Education Pattern has been implemented in the syllabus.

The revised MBA Curriculum 2019 builds on the implementation of the Choice Based Credit System (CBCS) and Grading System initiated in the AY 2013. The curriculum takes the MBA programme to the next level in terms of implementing Outcome Based Education along with the Choice Based Credit System (CBCS) and Grading System.

### 20.Distance education/online education:

Online education mode has been permitted by the University.

Massive Open Online Courses (MOOCs) : Massive Open Online Courses

(MOOCs) are such online courses which are developed as per the pedagogy stated in the AICTE regulation (2016) or equivalent; following the four quadrant approach and made available on the SWAYAM platform of Government of India.

Credit Transfer for MOOCs:

1. Learners are encouraged to opt for MOOCs (Massive Online Open Courses) through SWAYAM, NPTEL, EdX, Coursera, Udemy as a part of ASCC.
2. Priority shall be given to the SWAYAM platform. If a course is not available of SWAYAM, other online platforms may be used.
3. Not more than 20% of the total credits (22 Credits) shall be earned through the MOOCs.
4. Not more than 20% of the credits per semester (6 credits) per semester shall be earned through the MOOCs.
5. Since MOOC is a guided self study course 40 - 45 hours of work shall be equivalent to one credit. The faculty shall oversee the progress of the learner as well as evaluate the learner for 50 marks / 2 credits.
6. Students shall apply to the Director / Head of the Department / other designated competent academic authority of the institute in advance and seek permission for seeking credit transfer for the proposed MOOCs, he/she wishes to pursue.
7. Online courses of SWAYAM or equivalent platform shall be allowed if:
  - a) There is non-availability of suitable teaching staff for running a course in the Institution or
  - b) The facilities for offering the elective papers (courses), sought for by the students are not on offer in the Institution, but are available on the SWAYAM or equivalent platform.
8. Evaluation of MOOCs through SWAYAM:
  - 8.1 In case of SWAYAM, the students shall be evaluated as a part of the MOOC itself by the host institution (i.e. institution who has launched the MOOC through SWAYAM).
  - 8.2 The evaluation should be based on predefined norms and parameter and shall be based on a concurrent comprehensive evaluation throughout the length and breadth of course based on specified instruments like discussions, forms, quizzes, assignments, sessional examinations and final examination.
  - 8.3 After conduct of the examination and completion of the evaluation, the host institution shall award marks/grade as per the evaluation scheme announced and communicate the marks/grade to the students as



well the parent institution of the student, within 4 weeks from the date of completion of the final examination.

8.4 The parent institution shall, incorporate the marks/grade obtained by the student, as communicated by the Host Institution of the SWAYAM course in the marks sheet of the student that counts for final award of the degree/diploma by the University with the proviso that the programs in which Lab/Practical Component is involved, the parent institution will evaluate the students for the practical/Lab component and accordingly incorporate these marks/grade in the overall marks/grade.

8.5 A certificate regarding successful completion of the MOOCs course shall be signed by the PI and issued through the Host Institution and sent to the Parent Institution.

9. Evaluation of MOOCs through EdX, Coursera, Udemy:

9.1 The concurrent comprehensive evaluation conducted by EdX, Coursera, Udemy may be adopted by the institute and the institute may accordingly incorporate these marks/grade in the overall marks/grade for the course.

9.2 Alternatively, the institute may carry out a concurrent comprehensive evaluation of such students who undertake MOOCs through the EdX, Coursera, Udemy platform.

## Extended Profile

### 1.Programme

1.1	1
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

### 2.Student

2.1	247
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>



2.2	153
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
2.3	98
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
<b>3.Academic</b>	
3.1	12
Number of full time teachers during the year	
File Description	Documents
Data Template	No File Uploaded
3.2	13
Number of sanctioned posts during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1	6
Total number of Classrooms and Seminar halls	
4.2	2819776.24
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	80
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

The institute adheres to syllabus prescribed by Savitribai Phule Pune University (SPPU). At SNGIMR , our aim is to develop a strong and effective curriculum delivery process, so that the students of our Institute could get better understanding of the subjects taught in 4 different semesters of MBA course. We also take a lot of initiatives to bring in live experiences to the students to make them socially responsible, when they complete their MBA.

SPPU, Pune has specific dates for the commencement and completion of the curriculum during each Academic Year. Our Institute is offering 6 hrs of teaching per day for six days per week. Teaching is by expert faculties evaluated by Director and Management and also approved by SPPU. Faculty members have academic liberty to incorporate innovative assessment practice in their courses such as Classroom Examinations, Online tests, Report writing, Open Book exams, etc. The teachers and students together arrange Field work, Industrial visits, Start-up guidance and profiling, corporate interview, Role plays, Book reviews etc., under the Director's guidance. Industrial visits are organized to gain first-hand information on subjects like Marketing Management , Supply Chain Management, Operations Management, Information Technology, Production Management etc. Expert lectures are arranged by inviting various heads ( Managers) from leading industries to enlighten the students on practical aspects .

The Institute has well equipped computerlab, Library and all teaching aids which are most utilized by students and teachers. SNGIMR is successfully attracts large number of students for admission to the MBA programme every year. Some of our students have become successful entrepreneurs by establishing their own enterprises. SNGIMR has been showing excellent results at MBA examinations year after year. In the Covid -19 pandemic all faculty members are teaching through various online platforms like Google classroom , Zoom, Microsoft Teams, Webex etc.

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)

Preparation of the Academic Calendar begins well before the commencement of the academic year. The Academic calendar is designed in line with the affiliating University's Academic calendar (SPPU) and takes into consideration the holidays and vacation in the Campus. Programme Coordinator while preparing the academic calendar in consultation with Director takes into consideration feedback of previous year activities.

The academic calendar is communicated to the students by displaying it on notice board and website. The institute has built-in mechanisms to ensure syllabus completion and conduct of CIE within the time frame and accordingly the various measures are taken. The Academic committee balances the trade-off between strict adherence of the Academic calendar and conduct of CIE. The Academic committee, conducts regular meetings for the CIE, activities conducted and their implementation. The Academic committee ensures the strict implementation of the Academic Calendar by monitoring activities. Implementing gaps are reviewed periodically. The status of the check points and the gap identified in monitoring are conveyed to Director for the necessary action.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://www.sngimr.in/AcademicCalender.html">http://www.sngimr.in/AcademicCalender.html</a>

**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**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
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	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

### 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)

0

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

### 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

The institution regularly conducts workshops/seminars/guest lecturers to encourage students to take up entrepreneurship. The second year MBA students have a subject "Managing for Sustainability" whose objectives include general ethical principles in business, social responsibility and sustainability. The institute believes in inculcating values through different activities like Swacha Bharat Abhiyaan, tree plantation, Beti bachao Beti padhao abhiyan and First Aid workshop.

The CBCS pattern syllabus of SPPU, Pune integrates subject likes Gender Issues, Environmental Management, Sustainability Management, Human rights, Values and professional ethics in its curriculum which are being taught and oriented to the MBA students. In order to highlight gender related issues among students we also organize lectures on the role of women in the development of society, workplace harassment, sexual harassment at workplace etc. The women's grievance committee at our institute is actively working to bring in gender equality in all the activities that the students undertake during the 2 year's stay and study at our institution. Campus is secured with CCTV and high level safety measures. The institute takes consistent efforts to integrate cross cutting issues like gender, climate change, environmental education, human rights, etc. into the curriculum.

Environment and Sustainability issues:-

Environment and Sustainability issues are integrated into the curriculum in the following manner:

Environmental Awareness Education: Generic Core Course "Managing for Sustainability" is offered during Semester IV and acts as the primary means of integrating climate change, environment and

relevant issues into the curriculum. Students are motivated to carry out Swatch Bharat Program to keep the environment clean and green. They have planted saplings in campus and are also involved in campus cleaning activities.

**Human Values and Professional Ethics issues:-**

Human Values and Professional Ethics issues are integrated into the curriculum in the following manner:

**Human Rights:** As per SPPU, Pune syllabus, education related Human Values and professional ethics is already a part of curriculum. We also celebrate 10 December as Human Right Day every year by arranging guest lecture on Human Rights by eminent personalities.

**Training and Placements :** The training team identifies the strength and weakness of each individual student by using sophisticated tests and then grooms the students on various employability skills like aptitude, communication including GD,PI, presentations etc.

**Research and Development:** All faculty members and many of the students at SNGIMR are actively involved in conducting a regular and high quality research.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

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

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

120

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

## 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**

C. Any 2 of the above

File Description	Documents
URL for stakeholder feedback report	<a href="http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%2020-21.pdf">http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%2020-21.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%202020-21.pdf">http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%202020-21.pdf</a>

### 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

127

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

##### 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

31

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

#### 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 is affiliated to SPPU and therefore implements curriculum set by the SPPU. The Institute has structured, systematic

planning and implementation of the curriculum. Institute ensures effective curriculum delivery by considering Student centric approach through a well-planned and documented process of plan, develop, check and action. Academic and curriculum flexibility is offered through specializations/tracks, elective courses. Our curriculum includes orientation, induction programs and also maintains adequate mentor mentee ratio to develop practical knowledge in students. Mentor- Mentee counseling activity helps in the career progression of the all students and development of female students too.

The slow learners are identified and special efforts such as mentor groups, extra sessions on difficult subjects, personal counseling and guidance sessions etc. a mentor also helps in analyzing the cause of low performance of slow learners and guides in remedial actions. Students who are weak in English are provided special coaching in communication Skills and are asked to use language lab facility. Mentoring help them to develop their social skills and confidence. For slow learners special extra classes also arranged on Sundays. At SNGIMR, we emphasize on innovation and creativity as the buildings blocks of pedagogy. A mixture of pedagogical approach is used by faculty members while educating students for MBA Programme. In the Covid -19 pandemic all faculty members are teaching through various online platforms like Google classroom ,Zoom, Microsoft Teams, Webex etc.

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

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

Number of Students	Number of Teachers
247	12

File Description	Documents
Any additional information	<a href="#">View File</a>

## 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

SNGIMR believes in the adoption of students centric methods to enhance student involvement as a part of participative learning and problem-solving methodology. Role Plays, Team works, Presentations, Quizzes, and case studies are part of the teaching & learning pedagogy used by faculty. Specifically, Students, centric Teaching Methods are reflected in project work, Industrial visits & value addition programs, and Enriched Saturday activities.

## 1. Experiential Learning

### 1.1. Project work

### 1.2 Participation in competition at the various level

1.3 Field Visits: The faculty identifies and propose Academically significant Field visits and Surveys for management students

1.4 Industrial Visits: Departments Plan and Organizes the industrial visits for students to provide exposure to corporate work culture.

### 1.5 Enriched Saturday:

Various Value Addition through sessions by eminent experts from industry and academics are organized to supplement the teaching process and provide experiential learning.

## 2. Participated Learning

2.1 Roleplay: Teachers adopt the role-play method especially in management courses to supplement Teaching by way of participative learning

2.2 Student Club Activities: SNGIMR organize student's activities to promote the spirit of Teamwork. The activities of various clubs like SNGIMR Carnival, Sports and Cultural program, Tree plantation , Swatch Bharat Abhiyan.

2.4 Project: Practical's & Projects are conducted in groups where students work under the guidance of Mentors.

## 3. Problem-solving Methodology

3.1 Case studies & Quizzes: The case study method is adopted in the teaching-learning process to make the students build their logical thinking and practical knowledge to develop problem solving ability.

3.2 Research paper: To Develop an apt for Research students are also encouraged to write papers under the guidance of Mentors. As SNGIMR is having its own ISSN journal named National journal of Research in the field of management.

File Description	Documents
Upload any additional information	No File Uploaded
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

The objectives of ICT are to connect the gap between the educators and students by prompting viable, cooperative, and straight forward modes of communication. The presence of Information and Communication Technology (ICT) undoubtedly allows new ways of learning for students and teachers and helps the latter to interact with students. At S.N.G. Institute of Management and Research, by understanding the benefits of incorporating ICT tools in the teaching process, the faculty members have been using the ICT tools such as Projector, Digital Pen & Pad, Digital Classrooms (Zoom, Google Meet, Microsoft Teams, etc) Google Docs, Google Forms, Google Classrooms, Demonstrative Videos (DVD), Digitized Caselets and Macro-Spreadsheets, Microsoft Power point, Blogs, and Youtube.

Institute is having well equipped Computer lab with 50 mbps Internet speed, and Wireless network(Wi-Fi) in the campus. This ICT tools provides a convergence facility to the faculty with the students. The Institute's faculty members have been using this modernized ICT tool, while teaching to engage students in the learning process in this Covid-19 situation. Effective use of Google form for MCQ and subjective Tests. Effective utilization of e-Library for providing references during teaching by teachers.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

### 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

12

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	<a href="#">View File</a>

### 2.4 - Teacher Profile and Quality

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

12

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

#### 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

4

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)	<a href="#">View File</a>

### 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

52

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 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 Institute is affiliated to SPPU and therefore implements curriculum set by the SPPU. The Institute has structured, systematic planning and implementation of the curriculum. The Internal assessment provides feedback on the teaching learning process. As a part of the concurrent evaluation, the learners shall be evaluated on a continuous basis by the Institute to ensure that student learning takes place in a graded manner. Individual faculty members design the concurrent evaluation components based on a variety of assessment tools adhering to the guidelines provided by the SPPU. The Components of internal assessment are selected from the groups provided by SSPU and communicated to students at the beginning of the semester. The faculty has to communicate the parameters of internal assessment with weight-age and submission deadlines or schedule in case of presentation. The rubrics on the basis of which the students will be evaluated have to communicate with the internal assessment schedule.

In SNGIMR internal assessment is conducted through the parameters



like Subjective Exam, PPT presentations, oral viva Project report, MCQ tests, and Assignments. Students adhering to the guidelines perform the parameters for each subject. Students are communicated with the remarks and scores after evaluating each internal assessment parameter. In case of low grades, students are given a chance to upgrade themselves by submitting extra assignments or parameters. During the process of internal assessment, it is ensured that each student has been given maximum and equal opportunity to upgrade and score well adhering to the Institute and University guidelines.

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

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

The internal examinations (Online/offline) are conducted at the term end of each semester for the MBA program to provide students with practical exposure to examination and writing. The timetables are circulated prior to the exams with a code of conduct. The internal examination is an important process of academic activity. It is conducted as per the examination policies decided by the SPPU and institute. The internal exams help students to understand their progress and can work upon the weak areas before the final exam. It is mandatory for all the students to appear for the internal exam but at the same time, transparency for grievances is maintained. The cases of grievance for internal examinations are usually few to deal with.

Some of the common grievances and the policies to deal with are: If any grievance is being raised by the student related to the exam and its evaluation, examination committee looks into it and takes decisions according to University norms. If the grievance is regarding malpractice during the examination the decision is taken by the examination committee in concern with the invigilator and Director. If any of the students are not able to attend the exam due to medical or personal emergency the application for the same is being taken with necessary proof. The decision regarding permission is being taken by the examination committee with concerns of higher authority. If students are having issue regarding the marks secured,



they are allowed to contact respective subject faculty for the reassessment. The decision from respective subject faculty is considered as final decision.

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.

The Institute has clearly stated learning outcomes of MBA Program. The following mechanism is followed by the institution to communicate the learning outcomes to the faculty and students. The Program Outcomes (POs) and Course Outcomes (COs) are framed by the Savitribai Phule University (SPPU). All POs and COs are widely propagated and publicized through various means such as display and/or communication specified hereunder. Institute's Website , Department Notice Boards ,Computer Lab, Student Induction Program, Library Premises While addressing the students, the HODs create awareness on POs and COs. The faculty members, class coordinators and mentors also inform the students and create awareness and emphasize the need to attain the outcomes.

Program Outcomes (POs) are broad statements that describe the professional accomplishments which the program aims at, and these are to be attained by the students by the time they complete the MBA program. Pos incorporate many areas of inter-related knowledge, skills and personality traits that are to be acquired by the students during their post-graduation. Course Outcomes (COs) are direct statements that describe the essential and enduring disciplinary knowledge, abilities that students should possess and the depth of learning that is expected upon completion of a course. They are clearly specified and communicated. The Course coordinator ensures that the stated Course Outcomes are achieved at end of the semester. The POs and COs of MBA programme are published through electronic media on the Institute website  
[-http://www.sngimr.in/imagesnew/accreditation/CO%20PO%20&%20PSO.pdf](http://www.sngimr.in/imagesnew/accreditation/CO%20PO%20&%20PSO.pdf)

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="http://www.sngimr.in/imagesnew/accreditation/CO%20PO%20&amp;%20PSO.pdf">http://www.sngimr.in/imagesnew/accreditation/CO%20PO%20&amp;%20PSO.pdf</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

1. The curriculum of the MBA program at SNGIMR is provided by the Savitribai Phule Pune University, Pune, under faculty of Management. It is a two-year post graduation degree program conducted in 4 semesters. 2. Currently Choice Based Credit System is followed from the academic year 2019-2020 Program Outcomes, Course outcomes are defined by SPPU for MBA programme 3. Choice Based Credit System comprises of two parts internal assessment and written examination External Assessment. 4. The Teaching & Examination Scheme specifies the duration and maximum marks of both Internal and External Theory. 5. As per curriculum: a. The internal assessment exam constitutes continuous assessment for both theory and concurrent evaluation is conducted separately by the Institute. b. The external exam constitutes end semester examination comprising of theory conducted separately by Savitribai Phule Pune University, Pune.(Online in this Covid-19 pandemic) 6. Course attainments are calculated after the completion of the end semester examination and Program outcome attainments are calculated after the completion of all the course attainment of each semester. The faculty announces in advance the units based on which each concurrent. Marks for the concurrent evaluation are communicated by the Institute to the University as per the schedule declared by the University. A detailed record of the Concurrent Evaluation is maintained by the Institute. 7. Program Attainments is assigned to each course outcome for each course per year. The PO matrix with the course outcomes is mapped by the concerned faculty. Each PO is rated as either high (3), or moderate (2), or slight (1) attainment levels. These are assigned based on the feasibility of assessment and their content in the context of the course details. Each faculty member has studied the PO's thoroughly and mapped them with Cos as Correlation levels 1, 2, or 3. POA level will be based on attainment levels of direct assessment and indirect assessment. The program may have different weight ages with appropriate justification. The program is already set Course Outcome attainment levels for all courses and attainment levels have

been set considering average performance levels in the university examination or any higher value set as a target for the assessment years. Attainment level is to be measured in terms of student performance in internal assessments with respect to the Course Outcomes of a course in addition to the performance in the University examination.

File Description	Documents
Upload any additional information	No File Uploaded
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

98

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

### 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)

<http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Student%20Satisfaction%20Survey%202020-2021.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)

00

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

### 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

02

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

### 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

00

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
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

The institute has created Research and Publication Committee and Entrepreneurship Development cell for making innovative eco-system so as to transfer the business as well as research knowledge to the students.

Through summer internship projects, our institute develops a practical approach of research from an industry perspective for the Students. The Institute encourages optimal usage of various research facilities. Periodic training sessions are conducted for students and faculty, for e.g.

1. Training session about use of statistical tools in Research.
2. The subject teachers are involved in research based components in the CIE. This also helps in ensuring optimum use of Research facilities E.g.- Research Cell, Library, Previous project reports and Dissertations, Research Journals etc.
3. Ph.D. scholars of our Institute can use the Library facilities for their research work.
4. The institute can also provide free access to its library facilities for the Ph.D. scholars pursuing doctoral research at other research centers if they apply.
5. With the initiation taken by Director and Faculty members our Institute publishes National Journal of Research in Marketing, Finance and HRM bearing ISSN No. 2455 - 5398 from the year 2016.

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**

00

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 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

02

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
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

14

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

#### 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**

33

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**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

To sensitize students to the social & environmental issues that affect our country and the world beyond the marked economy and how these problem are directly & indirectly related to them.

- To help students look at social change from as a managers and a strategists point of view
- Help students to create low resource but high impact socially relevant projects which are replicable, & sustainable for society, helping girl child through awareness programs.
- Establish parameters which will help students in executing these projects well.

Sr. No.

Academic Year

Name of Activity

Coordinator

1

2020-21

Tree Plantation

Prof. Sudam Shinde

Initiatives that focus on Energy &amp; Environment:

- Plastic Free campus throughout the year.



- Tree plantation in Institute campus.

The committee for Student Welfare and Activities of Institute made an attempt to create a plastic free environment. The students & Faculty members of committee club heartily participated in the initiative.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

### 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

00

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
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

00

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

### 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

00

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 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

00

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 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

00

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## 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.

S.N.G. Institute of Management and Research is committed to provide good infrastructure complying the requirements of management students as defined by our vision, mission and industry expectations. New technology is adopted to meet the mutable business environment and industrial expectations. It is necessity every student and teacher will accustom to the upcoming technology.

Institute has adequate infrastructure which fulfills the requirements of statutory body.

The institute has four classrooms of 76.58 sqm each, all having LCD projectors and Computer for smart teaching. The institute also has 2 tutorial rooms and a seminar hall with LCD projector.

Institute has 80 computers with internet facility. 45 computers are provided for the students in the computer lab, 10 in Language lab and 5 in library. The carpet area of Computer lab is 155.29 sqm.

Institute has well equipped Library with learning material such as journals, e-journals, e-books, audio books, CDs etc. The area of reading hall is 150.32 sqm. As per the syllabus books are made available for various subjects.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.sngimr.in/infrastructure.html">http://www.sngimr.in/infrastructure.html</a>

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

SNGIMR understands the need of healthy and competitive attitude with sound mind. A good manager should be individual as well as team player. It is done as a part of development along with yoga and indoor games. Institution students have participated in various types outdoor sports such as Kabaddi, Cricket, Running, Long Jump, Iron ball throwing, etc.

Spacious playgrounds for Cricket and Kabaddi are available. Further dedicated for indoor area chess, table tennis and carom is available. Regular cultural activities are celebrated to experience oneness amongst Students though fresher's welcoming, farewell, yoga day, international women day, state and national festivals.

File Description	Documents
Upload any additional information	No File Uploaded
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.

Classrooms-4, Seminar hall-1

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 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)

Nil

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

S.N.G. Institute of Management and Research uses automated integrated library management System. Name of the integrated library management system is Pollengrain software and the system is partially automated. This software helps users for searching books (OPAC system). Various reports can be generated by using this software.

The library plays a pivotal role in the teaching -learning process of the college. The more than 150.34 square Meter well ventilated, intelligently lighted up and comfortably furnished, automated library.

Availability of searching facility is one of the salient features of the library software.

For book processing system library follows Dewey decimal classification (22nd Ed.)

Details of ILMS Software-

Name of ILMS software - Creative Software,(Pollengrain)

Nature of automation- Fully

Version - Web base 2019

Year of Automation - 2020

Availability of searching facility is one of the salient features of the library software.

For book processing system library follows Dewey decimal classification (22nd Ed.)

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	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**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)**

220660

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

#### 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

35

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

#### 4.3 - IT Infrastructure

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

S.N.G. Institute of Management and Research campus computers are well connected with LAN, Wi-Fi and internet connectivity with 50 MBPS. Wi-Fi and internet access is available for the staff and students. Classrooms are accessible with internet through LAN and Wi-Fi. An IT vendor is contacted on call basis for maintenance and updating of IT related issues. Computer lab in-charge takes care of regular software and hardware maintenance. Wi-Fi facility updating is decided on the basis of total strength of the students and faculties in institute. Network updation is done by System administrator. Institute maintains security for accessing the network and also limited sites which can be operated. Students can use this facility for only education purpose.

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



**4.3.2 - Number of Computers**

80

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	No File Uploaded

**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	<a href="#">View File</a>

**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)**

603975

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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.

S.N.G. Institute of Management and Research has well developed mechanism for maintenance of the facility. All physical facilities like Laboratories, Classrooms and Computers are made available to students. Institute keeps the record for maintaining and utilizing

physical facilities, academic facilities and support facilities. Classrooms, boards and furniture facilities are utilized regularly by the students. Provision of budget for library maintenance is provided by college management. The college has centralized maintenance department for the building maintenance. Maintenance regarding carpentry, plumbing, civil, electrician, gardening, sports work is carried out by in - house personnel from maintenance department. Administration plans and takes decision on major infrastructure issues like painting, infrastructure changes to meet the University requirements. The procedure of daily cleaning, maintenance is followed and looked after by the housekeeping. Staff members are assigned duties to see that the campus is maintained properly. Institution has a generator / backup system for any electricity supply failure or voltage fluctuation.

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 benefitted by scholarships and free ships provided by the Government during the year

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

204

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

#### 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**

0

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)	<a href="#">View File</a>

**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**

E. none of the above

File Description	Documents
Link to Institutional website	Nil
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	No File Uploaded

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

0

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	No File Uploaded

**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	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

## **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**

19

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

## 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

0

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

## 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.**

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
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)	No File Uploaded

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 )

SNG Institute of Management Research has number of committees to support the academic activities to enhance student involvement and participation. It provides platform for the students to participate in various activities. The institute had formed various committees like College Development Committee, Anti -Ragging Committee, Training and Placement Committee, Student Grievance Committee, Cultural Committee, Alumni Association, Women Grievance Committee, etc. The responsibilities of these committees include developing educational and community initiatives, the planning of various social events, addressing student concerns. Cultural Committee: - The Committee is responsible for the smooth conduction of various events organized at the Institute throughout the academic year. The committee members participate in the planning, budgeting, organizing, conducting, review reporting of various Events such as Seminars, Guest Lectures, Conferences, Cultural Sporting activities. Training and Placement Committee: This committee is responsible for building and strengthening corporate relations and facilitating the placement process including summer internships and final placements. Committee members participate in the building of Student Portfolios, and arrange for scheduling coordinating Interviews / recruitment drives by corporate. Anti-Ragging Committee:- The committee has been constituted for the prohibition and prevention of ragging by the students whether by words spoken or written or by an act on

freshers. Academic Committee: This Committee is responsible for keeping track of the progress of the academic programs, meeting of course objectives and out comes, and in providing constructive feedback review on the content delivery. The Committee members participate in the identification of relevant subject matters / current issues which can add value in the in-depth understanding any theoretical course and provide inputs for the arrangement of Guest Lectures, and Seminars etc. Grievance Reddressal Committee: The College has a Students Grievance Redressal Cell. (In order to ensure transparency, in admissions and with paramount objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances. Library Committee: Library Committee had been constituted for the purpose of smooth functioning of the library and coordination with all Heads of the Department, faculty members, students and the management Alumni Association: Institute has its reputation established on the achievements of its alumni, faculty and students. Alumni Student Committee strives to develop connections among alumni, current students, faculty and management laying the platform for all stakeholders to share knowledge, gain focus, improve and develop. We offer services that stimulate interaction and maintain support mechanisms for Alumni networking. Admission Committee: Team Admissions are involved in identifying ways of improving the quality of future batches in terms of profiles and demographics of the students. We serve as the interface between our institute and the aspirants, thus helping them with all the information they need about our institute. Research Publication Committee: The committee serves to promote research and publication for the benefit of its members and the profession. The Publication Committee is responsible for identifying opportunities for publishing work derived from the Society's activities.

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

0



File Description	Documents
Report of the event	No File Uploaded
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)	<a href="#">View File</a>

## 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

The alumni association has been registered on 19/10/2018 and functional since then. The aims and objectives of the association are as follows: -To reach, engage and serve all alumni and present students by networking with one another to foster a life intellectual and emotional connection. -To serve the need of alumni for leadership, voluntary commitment, goodwill, financial support. -To enhance industry academic collaboration and communications including public relations. -To encourage the students for social welfare activities. -To organize personality development programs and value addition programs for students. On account of social responsibilities and humanity, association will also help victims areas of natural calamity and disasters like earth quakes, floods, storms, malnutrition, fire and violence. -To encourage and help the students for entrepreneurship. On account of social responsibilities and humanity, association work for environment conservation, anti pollution activities against air, water and sound pollution, by slide shows, street plays, demos, handbills and all possible ways of social awareness. -To help and promote economically backward students in studies and through scholarships. -To help and promote anti-drug, anti-druggist activities. -To promote computer literacy by arranging workshops for different classes of society. -To publish periodicals for students interests. -To help and guide differently abled through fund rising schemes. Generally to do all such other lawful acts deeds or things are as incidental or conducive to the attainment of any/or all of the above aims and objectives of the society. And generally do and cause to be done all such lawful things as may be required for all or any of the above objectives from time to time.

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

#### 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

#### Vision Statement....

- To create the niche in the field of Management Education.

#### Mission Statement....

- Inculcating the concept of E.L.P. -Entrepreneurship, Leadership & professionalism amongst the participants during their Management program.
- Exploring and honing the core-competencies of the participants.
- Enhancing the employability of the participants by invoking real-life situations during their learning.

#### Core Values:

Built on the vision that management education serves as a keystone in improving society and building better futures for all, we commit to our core values of:

- Excellence.
- Ethics and Dignity.
- Student Focus.
- Collaboration and Public Engagement.

Leadership of the Governing Body of S.N.G. Institute of Management and Research is committed on creating Niche in the fields Management Education to all students who wish to pursue management education and providing equal opportunity to economically and socially backward classes of the society as well.

S.N.G. Institute of Management and Research has witnessed the change and gauged the need of the society and industry today and hence revised the Vision & Mission statements of the Institute by taking into consideration the suggestions by the Teachers in IQAC & College Development Committee.

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.

1. Participative management involves College Development Committee (CDC - former Local Managing Committee), Director, Faculty members, Administrative Staff and Students and they are involved in the policy formulation, budgeting and execution for planning and conducting programs and events under various committees.
2. Administrative Staff and Students and they are involved in the policy formulation, budgeting and execution for planning and conducting programs and events under various committees.
3. The internal committees meet to review and monitor the execution of their planned work, problem solving etc. referring to students, external resource persons, for organizing functions and events.
4. Student participation is ensured through Class representatives, Students Council, various committees and their activities etc. Student Representatives communicate the decisions taken by CDC, the Director and Committees to the student body.
5. At the top in the Internal Governance is the CDC, which among its various sanctioning and approving functions, also sanctions the yearly budget and the yearly Auditor's report as presented by the Director and Staff Representatives.

6. The Director is Ex-officio Chairman of all internal committees under him and a faculty In-Charge and faculty members of the committee are looking Activity Planning and Executions.

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

The Institute strives in achieving high standards for teaching, and development of the student by encouraging its staff to work as a team and to update their knowledge and skills to meet any problems in the field successfully as per the guidelines of Savitribai Phule Pune University.

The policy making & budget approvals, recruitments, perspective plans, academic reviews etc. are the prerogatives of the College Development Committee. Operational decision making is within the purview of the Director. Faculty In-charge of various internal committees proposed their committees plan of action during the academic year and the same are supervised by the Director. The Staff is involved in various internal decisions through various committees. Students are involved as representative on important internal committees.

If any important problem raises, the College Development Committee, the Director and the relevant internal committee took action immediately and adequately for solving problem. E.g. - A particular demand of the students is first handled by the related committee members and students representatives, which notifies the further necessary action to the Director.

Perspective plans for the AY 2022-23

- Permanent Affiliation of Savitribai Phule Pune University
- 
- More MoUs with Industries

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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.

Yes,

The Director is the head of the institute. A staff committee which includes all faculty members gives suggestion to the Director on all academic matters as well as on the maintenance of discipline. The management representatives visit frequently and discuss the with the institute's development, administration, staff appointment and infrastructural needs. The Director and faculty provide information and suggestions regarding academic and infrastructural development with the College Development Committee (CDC).

The Functions of Governing Body:

- The governing body is the apex body of the Institute, which is constituted by Mahatma Jyotiba Phule Education Trust and the representative from statutory bodies
- The GB meets once in six months to provide insights on priorities and focus areas for the Institute.

The Functions of CDC are as under:

- Discuss the budgetary provision and get the approval from Governing Body.
- Discuss the performance appraisal of faculty and staff for promotion and suitable rewards.

The Functions of Director as under:

- Director acts as a liaison between top management and staff members. He is responsible for the execution of academics by allocating the tasks to the faculty members and administrative function of the institute.
- All the decisions rest in the hands of the director.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
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

A. All of the above

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

## 6.3 - Faculty Empowerment Strategies

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

There are many welfare schemes available in the Institute. Some of them are as below:

- Provision of PF for all teachng and non teaching staff.
- Provision of travel grants for faculty members for attending academic conference, workshops and seminars etc.
- Provision of medical allowances (Mediclaim) and medical leaves as well as maternity
- Provision for reimbursement of Research paper publication fees for faculty members in journal with UGC care / Scopus / ABDC etc.
- Active and separate women cell for the over-all welfare and grievances handling for female staff members.
- Accidental insurance facilities for the staff members to ensure safety.
- Provision of various types of leaves like Casual, medical and



Academic leaves for the staff members as per the rules.

- Provision of OD leaves for the staff members regarding the research work and Ph.D.
- Organising recreational activities for staff members like Faculty Entertainment Program during 'Carnival' - the annual cultural Gathering, Outbound program, Sports etc.
- Canteen Facility is available for all staff and non-teaching staff.

All the faculties who applied and where applicable the faculty and non-teaching staff has made use of the welfare facilities.

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

00

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)	<a href="#">View File</a>

### 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

00



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)	<a href="#">View File</a>

### 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

05

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)	<a href="#">View File</a>

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

The Institutions performance appraisal system for the teaching & non-teaching-staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.

The institute maintains the service record of every staff member and

also has standard performance appraisal forms for them. The format is comprehensive and captures actual data about various aspects regarding roles and responsibilities. Performance appraisal of staff members is carried out annually. There is one-to-one discussion between the Director and teaching & non - teaching staff. Areas of improvement and training needs are identified. Performance is assessed by the Director and forwarded to governing body every year.

When the management of the Institute reviews the performance appraisal reports of the teaching and non -teaching staff, it may take one or more of the following decisions.

Regular Annual Increments of teaching and non-teaching staff

- Counseling on poor and weak performance of teaching and non-teaching staff
- Warning poor performers through memos in extreme situations
- Permission and support for professional development to every teaching and non-teaching staff
- Appreciating the high performers through letter(s) of appreciation of teaching and non-teaching staff

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

Institute conducts regulatory statutory audit. As per the provision of Income Tax Act, we appoint statutory auditor for our institute/trust. Management compares its budget with balance sheet and the necessary steps towards the same.

The accounts department takes previous financial year income and expenditure adds 10 to 15% rise. Books of accounts are prepared as per statutory requirement. Generally statutory financial audit is conducted in the month of May / June for the period of April to

March. Finalization of accounts is completed in May and audited statements are prepared in June duly signed by the Director and the Chartered Accountant (Auditor).

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)

00

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)	<a href="#">View File</a>

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

The Institute has laid down procedures to ensure effective and optimal utilization of financial resources for academic, administrative and development purposes. The Director reports to the Managing Trustee /Chairman.

Fees are decided by the Shikshan Shulka Samiti (SSS) / Fees Regulating Authority (FRA) of the state government Fees from students are collected accordingly.

Accounts section monitors the fees outstanding in any. Receivables from Samaj Kalyan are also monitored. Except for student activities, placement activities and minor consumables / maintenance expenses, cash expenses are discouraged.

Budget utilization is periodically reviewed by the management and corrective measures are initiated, if required.

The Institute have major sources of receipts/funding and its policy to manage deficits -The major sources of institutional receipts are tuition fees and development fees of MBA Student.

Other sources of institutional receipts are:

- Tuition fees
- Other fee such as Development Fees
- Interest on bank accounts of the Institute etc.

Scholarship and Free ships to the students from the government are periodically received and the share of tuition fees and other fees get deposited in the bank account of the institute. The reserve funds are maintained by the Parent Body as per the SPPU, DTE and AICTE norms.

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 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 shall evolve mechanisms and procedures for:

- Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks;
- The relevance and quality of academic and research programmes;
- Equitable access to and affordability of academic programmes for various sections of society;
- Optimization and integration of modern methods of teaching and learning;

**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;
- Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;
- Preparation of the Annual Quality Assurance Report (AQAR) as per guidelines and parameters of NAAC, to be submitted to NAAC.

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 Internal Academic Audit of the academic provisions and its outcomes used to improve the institutional activities. The Director conducts the Academic Audit of teaching.

The outcomes are used to improve the Academic activities in the following manner:

- Timely Corrective & Preventive Actions so that there is not complaint or grievances from the students related to teaching and completing the syllabus.
- Prepare action on opportunities for Academic Improvement of the students and faculties.
- Actions are taken by faculty members and Director on suggestions / recommendations of CDC.

Institutional mechanisms to continuously review the teaching learning process of the Institute. Institutional review mechanisms

have the purpose of quality assurance & maintenance at the institute level (not at the CDC level) before the formation of IQAC.

The Academic Committees in various functional areas have also contributed to the improvement in teaching - learning process.

- Inputs pertaining to appropriate choice of half credit electives
- Conceptualizing the CIE pattern as per norms of SPPU
- Concept notes for half credit courses and CIE components
- Guidelines for Summer Internship Project (SIP)
- Suggesting various innovative pedagogical approaches
- Motivating faculties to pursuing Ph.D. and research papers etc

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)**

**D. Any 1 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## **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

The SNGIMR constituted the following committees as per norms laid by University/AICTE: Institution Grievance Redressal Committee, Anti-Ragging, Sexual harassment prevention cell (ICC), Students' Disciplinary Committee, SC /ST Students Welfare Committee. The functions of these committees are displayed on the website of the institution and information is being disseminated to the students through orientation and induction programs. The ICC ensures that notices promoting gender equity & sensitization are placed on the Notice Boards. A Complaint Box is placed outside the Admin office. Telephone / Mobile numbers of the ICC Chairperson and members are made available on the Notice Board. As usual Programs are organised to promote gender equity like Celebrations of International Women's Day, Beti Bachao -Beti Padhao Rally .

File Description	Documents
Annual gender sensitization action plan	<a href="http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Gender%20Equity%20Program.pdf">http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Gender%20Equity%20Program.pdf</a>
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 conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment**

**E. None of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
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

**Solid Waste Management:** For collecting of solid waste dustbins are placed at suitable places in the campus for collecting bio degradable and non- bio degradable waste. Daily garbage and waste is collected through the trolley and disposed without polluting the environment. Paper waste, cardboards, carton boxes, used files etc. are sold to external agency for recycling after frequent intervals.

**Liquid Waste Management:** Liquid waste is the waste water that is collected through network of sewer pipes. The institute has spent for underground sewage pipeline, which connects to the main sewage line of Grampanchayat.

**Biomedical waste management:** Actually not generated in the campus. **E-Waste Management:** Hazardous waste is not generated on the campus due to experimentation or otherwise. As far as possible, the institute tries to inculcate the sense to reduce, restore, recycle and reuse principles in students and staff to minimize waste generation. Inverter batteries are returned to the supplier for recycling. Printer Cartridges are generally refilled and not disposed. Wherever refilling is not possible, the cartridge is returned to the vendor. Moreover at the end of using and reusing ,whatever the e-waste remains is handover / sold to Kuldeep E-Waste Disposals, Maharashtra Pollution Control Board Authorised ewaste Management company.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	<a href="#">View File</a>

**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

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

### 7.1.5 - Green campus initiatives include

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

C. Any 2 of the above

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

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
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

**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 Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen**

**D. Any 1 of the above**

**5.**

**reading**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
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).

**Institution provides an inclusive environment for everyone withtolerance and harmony towards cultural, regional, linguistic,communal socioeconomic and other diversities. Different sportsand cultural activities organized under the program " SNGIMR Carnival" to promote harmony towards each other.Special days like**

Women's day, Yoga day, World health day. Many regional festivals like Ganpati Festival , Shiv jayanti and Makarsankranti are celebrated in the institute. Events like "Tree Plantation", on occasion of World Environment Day is celebrated to create the awareness amongst the student and staff regarding conserving of environment. There are different grievance redressal cells in the Institute like Student grievance redressal cell, Women grievance redressal cell which deal with grievances without considering anyone's racial or cultural background. Institute has set standards, rules and guidelines for students (code of conduct) which have to be followed by them to maintain the discipline.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
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

To inculcate the values, Rights, duties and Responsibilities amongst the students and staff of the institute various programs and initiatives are being taken. To inculcate the Constitutional Values Days like Independence Day, Republic Day is celebrated, where the staff and students participate actively. The institute has organized the various events like Swatch Bharat Abhiyan, Tree Plantation Drive; Rural School visit, etc. In Such type of activity the students and staff participates actively for the success of events. We have also created awareness through Majhi Vasundhara Pledge, Vigilance Awareness, Unity Day Oath, such type of activity make our students and staff aware about their duties as a citizen of this country.

SNGIMR always want our staff and each of our students who passed out from the institute to imbibe the values and their duties towards the betterment of our nation.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://www.sngimr.in/imagesnew/accreditation/A_QAR%202020-21/Responsible%20Citizen.pdf">http://www.sngimr.in/imagesnew/accreditation/A_QAR%202020-21/Responsible%20Citizen.pdf</a>
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**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
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

Either National or International commemorative days out of which some are highly important and recognizable. We at SNG Institute of Management and Research, Pune organizes and celebrates national and international commemorative days, events and festivals as it is an integral part of learning. It helps to build the strong cultural belief and values amongst the students as well as staff of the Institute.

These Days helps students to learn about the great personalities and inspires them to be a like. Some of the days creates the values and make them understand constitutional rights and duties. Festivals lead towards the learning's of cultural values and inculcate beliefs amongst the students and staff.

The institution organizes all these activities throughout the academic year. The Days Independence Day, Republic Day, International Women's Day, International Day of Yoga, World Environment Day, Unity Day, Library Day,, Shivaji Maharaj Jayanti etc. The birth anniversaries of Dr. Sarvapalli Radhakrishnan

(Teacher's Day) and SwamiVivekanand (Youth Day) are celebrated by organizing the events wherestudents have to take active participation.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	No File Uploaded
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

1) Title of thePractice: Free Hostel Facility for Needy Students and free Bus facility forgirls from Rajgurunagar Bus stop to Institute. Objectives of the Practice Toprovide maximum possible support to help the needy and deserving students (fromfinancially poor family backgrounds) in the form of free hostel facility andbus facility to girls students.

3)Institute provides the hostel facility to Boys and the girls. Boy's hostel is located inthe campus area where as girls hostel is made available in Rajgurunagar cityarea considering the safety and security. For girl students free bus facilityis made available from from Rajgurunagar to Institute. The occupancy capacityof boy's hostel is around 40 and for girls it is around 20. The solar waterheater is provided for getting hot bath water. 22 seater bus is made availableby MJPET.

File Description	Documents
Best practices in the Institutional website	<a href="http://sngimr.in/imagesnew/accreditation/AQAR%202020-21/Two%20Best%20Practices%202020.pdf">http://sngimr.in/imagesnew/accreditation/AQAR%202020-21/Two%20Best%20Practices%202020.pdf</a>
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



The Founder President Shree.S.N.Ghumatkar of Mahatma Jyotiba Phule Education Trust belongs to rural background. He believes that rural youths are in no way different from the Urban youths. The only difference is that rural youths do not have enough career guidance. With proper career counseling rural youths would be able to achieve great heights in their career. The institute believes that, the best way to empower the rural people is by providing them guidance on higher education, job opportunities, and Government initiatives for rural self-employment. To achieve these objectives the institute conducts sessions for guiding the students on various aspects such as importance of higher education, Career and business opportunities in different sectors. The institute conducts career guidance sessions in different areas of Pune. The rural areas where these sessions are conducted are Manchar, Pabal, Narayangaon, and Ghodegaon. The institute has signed MoU's with some of the colleges in these rural areas. The faculty members of this institute visit and conduct career guidance sessions for the college students in these areas. The topics covered in these sessions are related to- A) Careers after graduation B) Job avenues after graduation C) Higher education opportunities D) Job opportunities for postgraduates.



## 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

The institute adheres to syllabus prescribed by Savitribai Phule Pune University (SPPU). At SNGIMR , our aim is to develop a strong and effective curriculum delivery process, so that the students of our Institute could get better understanding of the subjects taught in 4 different semesters of MBA course. We also take a lot of initiatives to bring in live experiences to the students to make them socially responsible, when they complete their MBA.

SPPU, Pune has specific dates for the commencement and completion of the curriculum during each Academic Year. Our Institute is offering 6 hrs of teaching per day for six days per week. Teaching is by expert faculties evaluated by Director and Management and also approved by SPPU. Faculty members have academic liberty to incorporate innovative assessment practice in their courses such as Classroom Examinations, Online tests, Report writing, Open Book exams, etc. The teachers and students together arrange Field work, Industrial visits, Start-up guidance and profiling, corporate interview, Role plays, Book reviews etc., under the Director's guidance. Industrial visits are organized to gain first-hand information on subjects like Marketing Management , Supply Chain Management, Operations Management, Information Technology, Production Management etc. Expert lectures are arranged by inviting various heads ( Managers) from leading industries to enlighten the students on practical aspects .

The Institute has well equipped computerlab, Library and all teaching aids which are most utilized by students and teachers. SNGIMR is successfully attracts large number of students for admission to the MBA programme every year. Some of our students have become successful entrepreneurs by establishing their own enterprises. SNGIMR has been showing excellent results at MBA examinations year after year. In the Covid -19 pandemic all faculty members are teaching through various online platforms like Google classroom , Zoom, Microsoft Teams, Webex etc.

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)

Preparation of the Academic Calendar begins well before the commencement of the academic year. The Academic calendar is designed in line with the affiliating University's Academic calendar(SPPU) and takes into consideration the holidays and vacation in the Campus. Programme Coordinator while preparing the academic calendar in consultation with Director takes into consideration feedback of previous year activities.

The academic calendar is communicated to the students by displaying it on notice board and website. The institute has built-in mechanisms to ensure syllabus completion and conduct of CIE within the time frame and accordingly the various measures are taken. The Academic committee balances the trade-off between strict adherence of the Academic calendar and conduct of CIE. The Academic committee, conducts regular meetings for the CIE, activities conducted and their implementation. The Academic committee ensures the strict implementation of the Academic Calendar by monitoring activities. Implementing gaps are reviewed periodically. The status of the check points and the gap identified in monitoring are conveyed to Director for the necessary action.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://www.sngimr.in/AcademicCalender.html">http://www.sngimr.in/AcademicCalender.html</a>

**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**

**D. Any 1 of the above**

**UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
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	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

**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)**

0

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

**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

The institution regularly conducts workshops/seminars/guest lecturers to encourage students to take up entrepreneurship. The second year MBA students have a subject "Managing for Sustainability" whose objectives include general ethical principles in business, social responsibility and sustainability. The institute believes in inculcating values through different activities like Swacha Bharat Abhiyaan, tree plantation, Beti bachao Beti padhao abhiyan and First Aid workshop.

The CBCS pattern syllabus of SPPU,Pune integrates subject likes Gender Issues, Environmental Management, Sustainability Management, Human rights, Values and professional ethics in its curriculum which are being taught and oriented to the MBA students. In order to highlight gender related issues among students we also organize lectures on the role of women in the development of society, workplace harassment, sexual harassment at workplace etc. The women's grievance committee at our institute is actively working to bring in gender equality in all the activities that the students undertake during the 2 year's stay and study at our institution. Campus is secured with CCTV and high level safety measures. The institute takes consistent efforts to integrate cross cutting issues like gender, climate change, environmental education, human rights, etc. into the curriculum.

**Environment and Sustainability issues:-**

Environment and Sustainability issues are integrated into the curriculum in the following manner:

**Environmental Awareness Education: Generic Core Course "Managing**

for Sustainability" is offered during Semester IV and acts as the primary means of integrating climate change ,environment and relevant issues into the curriculum. Students are motivated to carry out Swatch Bharat Program to keep the environment clean and green. They have planted saplings in campus and are also involved in campus cleaning activities.

**Human Values and Professional Ethics issues:-**

Human Values and Professional Ethics issues are integrated into the curriculum in the following manner:

**Human Rights:** As per SPPU, Pune syllabus, education related Human Values and professional ethics is already a part of curriculum. We also celebrate 10 December as Human Right Day every year by arranging guest lecture on Human Rights by eminent personalities.

**Training and Placements :** The training team identifies the strength and weakness of each individual student by using sophisticated tests and then grooms the students on various employability skills like aptitude, communication including GD,PI, presentations etc.

**Research and Development:** All faculty members and many of the students at SNGIMR are actively involved in conducting a regular and high quality research.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

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

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

120

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

### 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**

C. Any 2 of the above

File Description	Documents
URL for stakeholder feedback report	<a href="http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%202020-21.pdf">http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%202020-21.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%202020-21.pdf">http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Feedback%20Report%202020-21.pdf</a>

**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**

127

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

**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**



31

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 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 is affiliated to SPPU and therefore implements curriculum set by the SPPU. The Institute has structured, systematic planning and implementation of the curriculum. Institute ensures effective curriculum delivery by considering Student centric approach through a well-planned and documented process of plan, develop, check and action. Academic and curriculum flexibility is offered through specializations/tracks, elective courses. Our curriculum includes orientation, induction programs and also maintains adequate mentor mentee ratio to develop practical knowledge in students. Mentor- Mentee counseling activity helps in the career progression of the all students and development of female students too.

The slow learners are identified and special efforts such as mentor groups, extra sessions on difficult subjects, personal counseling and guidance sessions etc. a mentor also helps in analyzing the cause of low performance of slow learners and guides in remedial actions. Students who are weak in English are provided special coaching in communication Skills and are asked to use language lab facility. Mentoring help them to develop their social skills and confidence. For slow learners special extra classes also arranged on Sundays. At SNGIMR, we emphasize on innovation and creativity as the buildings blocks of pedagogy. A mixture of pedagogical approach is used by faculty members while educating students for MBA Programme. In the Covid -19 pandemic all faculty members are teaching through various online platforms like Google classroom ,Zoom, Microsoft Teams, Webex etc.

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

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

Number of Students	Number of Teachers
247	12

File Description	Documents
Any additional information	<a href="#">View File</a>

### 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

SNGIMR believes in the adoption of students centric methods to enhance student involvement as a part of participative learning and problem-solving methodology. Role Plays, Team works, Presentations, Quizzes, and case studies are part of the teaching & learning pedagogy used by faculty. Specifically, Students, centric Teaching Methods are reflected in project work, Industrial visits & value addition programs, and Enriched Saturday activities.

#### 1. Experiential Learning

##### 1.1. Project work

##### 1.2 Participation in competition at the various level

1.3 Field Visits: The faculty identifies and propose Academically significant Field visits and Surveys for management students

1.4 Industrial Visits: Departments Plan and Organizes the industrial visits for students to provide exposure to corporate work culture.

##### 1.5 Enriched Saturday:

Various Value Addition through sessions by eminent experts from

industry and academics are organized to supplement the teaching process and provide experiential learning.

## 2. Participated Learning

2.1 Roleplay: Teachers adopt the role-play method especially in management courses to supplement Teaching by way of participative learning

2.2 Student Club Activities: SNGIMR organize student's activities to promote the spirit of Teamwork. The activities of various clubs like SNGIMR Carnival, Sports and Cultural program, Tree plantation , Swatch Bharat Abhiyan.

2.4 Project: Practical's & Projects are conducted in groups where students work under the guidance of Mentors.

## 3. Problem-solving Methodology

3.1 Case studies & Quizzes: The case study method is adopted in the teaching-learning process to make the students build their logical thinking and practical knowledge to develop problem solving ability.

3.2 Research paper: To Develop an apt for Research students are also encouraged to write papers under the guidance of Mentors. As SNGIMR is having its own ISSN journal named National journal of Research in the field of management.

File Description	Documents
Upload any additional information	No File Uploaded
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

The objectives of ICT are to connect the gap between the educators and students by prompting viable, cooperative, and

straight forward modes of communication. The presence of Information and Communication Technology (ICT) undoubtedly allows new ways of learning for students and teachers and helps the latter to interact with students. At S.N.G. Institute of Management and Research, by understanding the benefits of incorporating ICT tools in the teaching process, the faculty members have been using the ICT tools such as Projector, Digital Pen & Pad, Digital Classrooms (Zoom, Google Meet, Microsoft Teams, etc) Google Docs, Google Forms, Google Classrooms, Demonstrative Videos (DVD), Digitized Caselets and Macro-Spreadsheets, Microsoft Power point, Blogs, and Youtube.

Institute is having well equipped Computer lab with 50 mbps Internet speed, and Wireless network(Wi-Fi) in the campus. This ICT tools provides a convergence facility to the faculty with the students. The Institute's faculty members have been using this modernized ICT tool, while teaching to engage students in the learning process in this Covid-19 situation. Effective use of Google form for MCQ and subjective Tests. Effective utilization of e-Library for providing references during teaching by teachers.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

### 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

12

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	<a href="#">View File</a>

**2.4 - Teacher Profile and Quality****2.4.1 - Number of full time teachers against sanctioned posts during the year**

12

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

**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**

4

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)	<a href="#">View File</a>

**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**

52

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 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 Institute is affiliated to SPPU and therefore implements curriculum set by the SPPU. The Institute has structured, systematic planning and implementation of the curriculum. The Internal assessment provides feedback on the teaching learning process. As a part of the concurrent evaluation, the learners shall be evaluated on a continuous basis by the Institute to ensure that student learning takes place in a graded manner. Individual faculty members design the concurrent evaluation components based on a variety of assessment tools adhering to the guidelines provided by the SPPU. The Components of internal assessment are selected from the groups provided by SPPU and communicated to students at the beginning of the semester. The faculty has to communicate the parameters of internal assessment with weight-age and submission deadlines or schedule in case of presentation. The rubrics on the basis of which the students will be evaluated have to communicate with the internal assessment schedule.

In SNGIMR internal assessment is conducted through the parameters like Subjective Exam, PPT presentations, oral viva Project report, MCQ tests, and Assignments. Students adhering to the guidelines perform the parameters for each subject. Students are communicated with the remarks and scores after evaluating each internal assessment parameter. In case of low grades, students are given a chance to upgrade themselves by submitting extra assignments or parameters. During the process of internal assessment, it is ensured that each student has been given maximum and equal opportunity to upgrade and score well adhering to the Institute and University guidelines.

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

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



The internal examinations (Online/offline) are conducted at the term end of each semester for the MBA program to provide students with practical exposure to examination and writing. The timetables are circulated prior to the exams with a code of conduct. The internal examination is an important process of academic activity. It is conducted as per the examination policies decided by the SPPU and institute. The internal exams help students to understand their progress and can work upon the weak areas before the final exam. It is mandatory for all the students to appear for the internal exam but at the same time, transparency for grievances is maintained. The cases of grievance for internal examinations are usually few to deal with.

Some of the common grievances and the policies to deal with are: If any grievance is being raised by the student related to the exam and its evaluation, examination committee looks into it and takes decisions according to University norms. If the grievance is regarding malpractice during the examination the decision is taken by the examination committee in concern with the invigilator and Director. If any of the students are not able to attend the exam due to medical or personal emergency the application for the same is being taken with necessary proof. The decision regarding permission is being taken by the examination committee with concerns of higher authority. If students are having issue regarding the marks secured, they are allowed to contact respective subject faculty for the reassessment. The decision from respective subject faculty is considered as final decision.

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.

The Institute has clearly stated learning outcomes of MBA Program. The following mechanism is followed by the institution to communicate the learning outcomes to the faculty and students. The Program Outcomes (POs) and Course Outcomes (COs) are framed



by the Savitribai Phule University (SPPU). All POs and COs are widely propagated and publicized through various means such as display and/or communication specified hereunder. Institute's Website , Department Notice Boards ,Computer Lab, Student Induction Program, Library Premises While addressing the students, the HODs create awareness on POs and COs. The faculty members, class coordinators and mentors also inform the students and create awareness and emphasize the need to attain the outcomes.

Program Outcomes (POs) are broad statements that describe the professional accomplishments which the program aims at, and these are to be attained by the students by the time they complete the MBA program. Pos incorporate many areas of inter-related knowledge, skills and personality traits that are to be acquired by the students during their post-graduation. Course Outcomes (COs) are direct statements that describe the essential and enduring disciplinary knowledge, abilities that students should possess and the depth of learning that is expected upon completion of a course. They are clearly specified and communicated. The Course coordinator ensures that the stated Course Outcomes are achieved at end of the semester. The POs and COs of MBA programme are published through electronic media on the Institute website

-<http://www.sngimr.in/imagesnew/accreditation/CO%20PO%20&%20PSO.pdf>

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="http://www.sngimr.in/imagesnew/accreditation/CO%20PO%20&amp;%20PSO.pdf">http://www.sngimr.in/imagesnew/accreditation/CO%20PO%20&amp;%20PSO.pdf</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

1. The curriculum of the MBA program at SNGIMR is provided by the Savitribai Phule Pune University, Pune, under faculty of Management. It is a two-year post graduation degree program conducted in 4 semesters. 2. Currently Choice Based Credit System is followed from the academic year 2019-2020 Program Outcomes, Course outcomes are defined by SPPU for MBA programme 3. Choice Based Credit System comprises of two parts internal assessment and written examination External Assessment. 4. The Teaching &

Examination Scheme specifies the duration and maximum marks of both Internal and External Theory. 5. As per curriculum: a. The internal assessment exam constitutes continuous assessment for both theory and concurrent evaluation is conducted separately by the Institute. b. The external exam constitutes end semester examination comprising of theory conducted separately by Savitribai Phule Pune University, Pune.(Online in this Covid-19 pandemic) 6. Course attainments are calculated after the completion of the end semester examination and Program outcome attainments are calculated after the completion of all the course attainment of each semester. The faculty announces in advance the units based on which each concurrent. Marks for the concurrent evaluation are communicated by the Institute to the University as per the schedule declared by the University. A detailed record of the Concurrent Evaluation is maintained by the Institute. 7. Program Attainments is assigned to each course outcome for each course per year. The PO matrix with the course outcomes is mapped by the concerned faculty. Each PO is rated as either high (3), or moderate (2), or slight (1) attainment levels. These are assigned based on the feasibility of assessment and their content in the context of the course details. Each faculty member has studied the PO's thoroughly and mapped them with Cos as Correlation levels 1, 2, or 3. POA level will be based on attainment levels of direct assessment and indirect assessment. The program may have different weight ages with appropriate justification. The program is already set Course Outcome attainment levels for all courses and attainment levels have been set considering average performance levels in the university examination or any higher value set as a target for the assessment years. Attainment level is to be measured in terms of student performance in internal assessments with respect to the Course Outcomes of a course in addition to the performance in the University examination.

File Description	Documents
Upload any additional information	No File Uploaded
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

98

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

## 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)

<http://www.sngimr.in/imagesnew/accreditation/AOAR%202020-21/Student%20Satisfaction%20Survey%202020-2021.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)

00

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

#### 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

02

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

### 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

00

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
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

The institute has created Research and Publication Committee and Entrepreneurship Development cell for making innovative ecosystem so as to transfer the business as well as research knowledge to the students.

Through summer internship projects, our institute develops a practical approach of research from an industry perspective for the Students. The Institute encourages optimal usage of various research facilities. Periodic training sessions are conducted for students and faculty, for e.g.

1. Training session about use of statistical tools in Research.

2. The subject teachers are involved in research based components in the CIE. This also helps in ensuring optimum use of Research facilities E.g.- Research Cell, Library, Previous project reports and Dissertations, Research Journals etc.

3. Ph.D. scholars of our Institute can use the Library facilities for their research work.

4. The institute can also provide free access to its library facilities for the Ph.D. scholars pursuing doctoral research at other research centers if they apply.

5. With the initiation taken by Director and Faculty members our Institute publishes National Journal of Research in Marketing, Finance and HRM bearing ISSN No. 2455 - 5398 from the year 2016.

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

00

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 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

02

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
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

14

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

### 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

33

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 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

To sensitize students to the social & environmental issues that affect our country and the world beyond the marked economy and

how these problem are directly & indirectly related to them.

- To help students look at social change from as a managers and a strategists point of view
- Help students to create low resource but high impact socially relevant projects which are replicable, & sustainable for society, helping girl child through awareness programs.
- Establish parameters which will help students in executing these projects well.

Sr. No.

Academic Year

Name of Activity

Coordinator

1

2020-21

Tree Plantation

Prof. Sudam Shinde

Initiatives that focus on Energy & Environment:

- Plastic Free campus throughout the year.
- Tree plantation in Institute campus.

The committee for Student Welfare and Activities of Institute made an attempt to create a plastic free environment. The students & Faculty members of committee club heartily participated in the initiative.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**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**

00

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
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**

00

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

**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**

00

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 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

00

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 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

00

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

**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.

S.N.G. Institute of Management and Research is committed to provide good infrastructure complying the requirements of management students as defined by our vision, mission and industry expectations. New technology is adopted to meet the mutable business environment and industrial expectations. It is necessity every student and teacher will accustom to the upcoming technology.

Institute has adequate infrastructure which fulfills the requirements of statutory body.

The institute has four classrooms of 76.58 sqm each, all having LCD projectors and Computer for smart teaching. The institute also has 2 tutorial rooms and a seminar hall with LCD projector.

Institute has 80 computers with internet facility. 45 computers are provided for the students in the computer lab, 10 in Language lab and 5 in library. The carpet area of Computer lab is 155.29 sqm.

Institute has well equipped Library with learning material such as journals, e-journals, e-books, audio books, CDs etc. The area of reading hall is 150.32 sqm. As per the syllabus books are made available for various subjects.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.sngimr.in/infrastructure.html">http://www.sngimr.in/infrastructure.html</a>

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

SNGIMR understands the need of healthy and competitive attitude with sound mind. A good manager should be individual as well as team player. It is done as a part of development along with yoga

and indoor games. Institution students have participated in various types outdoor sports such as Kabaddi, Cricket, Running, Long Jump, Iron ball throwing, etc.

Spacious playgrounds for Cricket and Kabaddi are available. Further dedicated for indoor area chess, table tennis and carom is available. Regular cultural activities are celebrated to experience oneness amongst Students though fresher's welcoming, farewell, yoga day, international women day, state and national festivals.

File Description	Documents
Upload any additional information	No File Uploaded
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.

Classrooms-4, Seminar hall-1

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 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)

Nil

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

S.N.G. Institute of Management and Research uses automated integrated library management System. Name of the integrated library management system is Pollengrain software and the system is partially automated. This software helps users for searching books (OPAC system). Various reports can be generated by using this software.

The library plays a pivotal role in the teaching -learning process of the college. The more than 150.34 square Meter well ventilated, intelligently lighted up and comfortably furnished, automated library.

Availability of searching facility is one of the salient features of the library software.

For book processing system library follows Dewey decimal classification (22nd Ed.)

Details of ILMS Software-

Name of ILMS software - Creative Software,(Pollengrain)

Nature of automation- Fully

Version - Web base 2019

Year of Automation - 2020

Availability of searching facility is one of the salient features of the library software.

For book processing system library follows Dewey decimal

classification (22nd Ed.)	
File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	Nil
<b>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</b>	<b>A. Any 4 or more of the above</b>
File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>
<b>4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)</b>	
<b>4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)</b>	
220660	
File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>
<b>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)</b>	
<b>4.2.4.1 - Number of teachers and students using library per day over last one year</b>	
35	

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

### 4.3 - IT Infrastructure

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

S.N.G. Institute of Management and Research campus computers are well connected with LAN, Wi-Fi and internet connectivity with 50 MBPS. Wi-Fi and internet access is available for the staff and students. Classrooms are accessible with internet through LAN and Wi-Fi. An IT vendor is contacted on call basis for maintenance and updating of IT related issues. Computer lab in-charge takes care of regular software and hardware maintenance. Wi-Fi facility updating is decided on the basis of total strength of the students and faculties in institute. Network updation is done by System administrator. Institute maintains security for accessing the network and also limited sites which can be operated. Students can use this facility for only education purpose.

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

#### 4.3.2 - Number of Computers

80

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	No File Uploaded

#### 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	<a href="#">View File</a>

#### 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)

603975

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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.

S.N.G. Institute of Management and Research has well developed mechanism for maintenance of the facility. All physical facilities like Laboratories, Classrooms and Computers are made available to students. Institute keeps the record for maintaining and utilizing physical facilities, academic facilities and support facilities. Classrooms, boards and furniture facilities are utilized regularly by the students. Provision of budget for library maintenance is provided by college management. The college has centralized maintenance department for the building maintenance. Maintenance regarding carpentry, plumbing, civil, electrician, gardening, sports work is carried out by in - house personnel from maintenance department. Administration plans and takes decision on major infrastructure issues like painting, infrastructure changes to meet the University requirements. The procedure of daily cleaning, maintenance is followed and looked after by the housekeeping. Staff members are assigned duties to

see that the campus is maintained properly. Institution has a generator / backup system for any electricity supply failure or voltage fluctuation.

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

204

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
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)	<a href="#">View File</a>

#### 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

0

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)	<a href="#">View File</a>
<b>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</b>	<b>E. none of the above</b>
File Description	Documents
Link to Institutional website	Nil
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	No File Uploaded
<b>5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>	
0	
<b>5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>	
0	
File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	No File Uploaded
<b>5.1.5 - The Institution has a transparent mechanism for timely redressal of student</b>	<b>A. All of the above</b>

**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**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

## 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

19

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

### 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

0

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

**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.**

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
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)	No File Uploaded

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 )

SNG Institute of Management Research has number of committees to support the academic activities to enhance student involvement and participation. It provides platform for the students to participate in various activities. The institute had formed various committees like College Development Committee, Anti-Ragging Committee, Training and Placement Committee, Student Grievance Committee, Cultural Committee, Alumni Association, Women Grievance Committee, etc. The responsibilities of these committees include developing educational and community initiatives, the planning of various social events, addressing student concerns. Cultural Committee: - The Committee is responsible for the smooth conduction of various events organized at the Institute throughout the academic year. The committee members participate in the planning, budgeting, organizing, conducting, review reporting of various Events such as Seminars, Guest Lectures, Conferences, Cultural Sporting activities. Training and Placement Committee: This committee is responsible for building and strengthening corporate relations and facilitating the placement process including summer internships and final placements. Committee members participate in the building of Student Portfolios, and arrange for scheduling coordinating Interviews / recruitment drives by corporate. Anti-Ragging Committee:- The committee has been constituted for the prohibition and prevention of ragging by the students whether by words spoken or written or by an act on freshers. Academic Committee: This Committee is responsible for keeping track of the progress of the academic programs, meeting of course objectives and out comes, and in providing constructive feedback review on the content delivery. The Committee members participate in the identification of relevant subject matters / current issues which

can add value in the in-depth understanding any theoretical course and provide inputs for the arrangement of Guest Lectures, and Seminars etc. Grievance Reddressal Committee: The College has a Students Grievance Redressal Cell. (In order to ensure transparency, in admissions and with paramount objective of preventing unfair practices and to provide a mechanism to innocent students for redressal of their grievances. Library Committee: Library Committee had been constituted for the purpose of smooth functioning of the library and coordination with all Heads of the Department, faculty members, students and the management Alumni Association: Institute has its reputation established on the achievements of its alumni, faculty and students. Alumni Student Committee strives to develop connections among alumni, current students, faculty and management laying the platform for all stakeholders to share knowledge, gain focus, improve and develop. We offer services that stimulate interaction and maintain support mechanisms for Alumni networking. Admission Committee: Team Admissions are involved in identifying ways of improving the quality of future batches in terms of profiles and demographics of the students. We serve as the interface between our institute and the aspirants, thus helping them with all the information they need about our institute. Research Publication Committee: The committee serves to promote research and publication for the benefit of its members and the profession. The Publication Committee is responsible for identifying opportunities for publishing work derived from the Society's activities.

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

0



File Description	Documents
Report of the event	No File Uploaded
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)	<a href="#">View File</a>

#### 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

The alumni association has been registered on 19/10/2018 and functional since then. The aims and objectives of the association are as follows: -To reach, engage and serve all alumni and present students by networking with one another to foster a life intellectual and emotional connection. -To serve the need of alumni for leadership, voluntary commitment, goodwill, financial support. -To enhance industry academic collaboration and communications including public relations. -To encourage the students for social welfare activities. -To organize personality development programs and value addition programs for students. On account of social responsibilities and humanity, association will also help victims areas of natural calamity and disasters like earth quakes, floods, storms, malnutrition, fire and violence. -To encourage and help the students for entrepreneurship. On account of social responsibilities and humanity, association work for environment conservation, anti pollution activities against air, water and sound pollution, by slide shows, street plays, demos, handbills and all possible ways of social awareness. -To help and promote economically backward students in studies and through scholarships. -To help and promote anti-drug, anti-druggist activities. -To promote computer literacy by arranging workshops for different classes of society. -To publish periodicals for students interests. -To help and guide differently abled through fund rising schemes. Generally to do all such other lawful acts deeds or things are as incidental or conducive to the attainment of any/or all of the above aims and objectives of the society. And generally do and cause to be done all such lawful things as may be required for all or any of the

above objectives from time to time.

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

**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

**Vision Statement....**

- To create the niche in the field of Management Education.

**Mission Statement....**

- Inculcating the concept of E.L.P. -Entrepreneurship, Leadership & professionalism amongst the participants during their Management program.
- Exploring and honing the core-competencies of the participants.
- Enhancing the employability of the participants by invoking real-life situations during their learning.

**Core Values:**

Built on the vision that management education serves as a keystone in improving society and building better futures for all, we commit to our core values of:

- Excellence.
- Ethics and Dignity.
- Student Focus.
- Collaboration and Public Engagement.

Leadership of the Governing Body of S.N.G. Institute of Management and Research is committed on creating Niche in the fields Management Education to all students who wish to pursue management education and providing equal opportunity to economically and socially backward classes of the society as well.

S.N.G. Institute of Management and Research has witnessed the change and gauged the need of the society and industry today and hence revised the Vision & Mission statements of the Institute by taking into consideration the suggestions by the Teachers in IQAC & College Development Committee.

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.

1. Participative management involves College Development Committee (CDC - former Local Managing Committee), Director, Faculty members, Administrative Staff and Students and they are involved in the policy formulation, budgeting and execution for planning and conducting programs and events under various committees.
2. Administrative Staff and Students and they are involved in the policy formulation, budgeting and execution for planning and conducting programs and events under various committees.
3. The internal committees meet to review and monitor the execution of their planned work, problem solving etc. referring to students, external resource persons, for organizing functions and events.
4. Student participation is ensured through Class representatives, Students Council, various committees and their activities etc. Student Representatives communicate the decisions taken by CDC, the Director and Committees to the student body.
5. At the top in the Internal Governance is the CDC, which among its various sanctioning and approving functions, also

sanctions the yearly budget and the yearly Auditor's report as presented by the Director and Staff Representatives.

6. The Director is Ex-officio Chairman of all internal committees under him and a faculty In-Charge and faculty members of the committee are looking Activity Planning and Executions.

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

The Institute strives in achieving high standards for teaching, and development of the student by encouraging its staff to work as a team and to update their knowledge and skills to meet any problems in the field successfully as per the guidelines of Savitribai Phule Pune University.

The policy making & budget approvals, recruitments, perspective plans, academic reviews etc. are the prerogatives of the College Development Committee. Operational decision making is within the purview of the Director. Faculty In-charge of various internal committees proposed their committees plan of action during the academic year and the same are supervised by the Director. The Staff is involved in various internal decisions through various committees. Students are involved as representative on important internal committees.

If any important problem raises, the College Development Committee, the Director and the relevant internal committee took action immediately and adequately for solving problem. E.g. - A particular demand of the students is first handled by the related committee members and students representatives, which notifies the further necessary action to the Director.

#### Perspective plans for the AY 2022-23

- Permanent Affiliation of Savitribai Phule Pune University
- 
- More MoUs with Industries

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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.

Yes,

The Director is the head of the institute. A staff committee which includes all faculty members gives suggestion to the Director on all academic matters as well as on the maintenance of discipline. The management representatives visit frequently and discuss the with the institute's development, administration, staff appointment and infrastructural needs. The Director and faculty provide information and suggestions regarding academic and infrastructural development with the College Development Committee (CDC).

The Functions of Governing Body:

- The governing body is the apex body of the Institute, which is constituted by Mahatma Jyotiba Phule Education Trust and the representative from statutory bodies
- The GB meets once in six months to provide insights on priorities and focus areas for the Institute.

The Functions of CDC are as under:

- Discuss the budgetary provision and get the approval from Governing Body.
- Discuss the performance appraisal of faculty and staff for promotion and suitable rewards.

The Functions of Director as under:

- Director acts as a liaison between top management and staff members. He is responsible for the execution of academics by allocating the tasks to the faculty members and administrative function of the institute.

- All the decisions rest in the hands of the director.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
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

A. All of the above

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

### 6.3 - Faculty Empowerment Strategies

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

There are many welfare schemes available in the Institute. Some of them are as below:

- Provision of PF for all teachng and non teaching staff.
- Provision of travel grants for faculty members for attending academic conference, workshops and seminars etc.
- Provision of medical allowances (Mediclaim) and medical leaves as well as maternity
- Provision for reimbursement of Research paper publication fees for faculty members in journal with UGC care / Scopus / ABDC etc.
- Active and separate women cell for the over-all welfare and grievances handling for female staff members.
- Accidental insurance facilities for the staff members to



ensure safety.

- Provision of various types of leaves like Casual, medical and Academic leaves for the staff members as per the rules.
- Provision of OD leaves for the staff members regarding the research work and Ph.D.
- Organising recreational activities for staff members like Faculty Entertainment Program during "Carnival" - the annual cultural Gathering, Outbound program, Sports etc.
- Canteen Facility is available for all staff and non-teaching staff.

All the faculties who applied and where applicable the faculty and non-teaching staff has made use of the welfare facilities.

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

00

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)	<a href="#">View File</a>

### 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

00



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)	<a href="#">View File</a>

**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**

05

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)	<a href="#">View File</a>

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

The Institutions performance appraisal system for the teaching & non-teaching-staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.

The institute maintains the service record of every staff member and also has standard performance appraisal forms for them. The format is comprehensive and captures actual data about various aspects regarding roles and responsibilities. Performance appraisal of staff members is carried out annually. There is one-to-one discussion between the Director and teaching & non-teaching staff. Areas of improvement and training needs are identified. Performance is assessed by the Director and forwarded to governing body every year.

When the management of the Institute reviews the performance appraisal reports of the teaching and non-teaching staff, it may take one or more of the following decisions.

#### Regular Annual Increments of teaching and non-teaching staff

- Counseling on poor and weak performance of teaching and non-teaching staff
- Warning poor performers through memos in extreme situations
- Permission and support for professional development to every teaching and non-teaching staff
- Appreciating the high performers through letter(s) of appreciation of teaching and non-teaching staff

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

Institute conducts regulatory statutory audit. As per the provision of Income Tax Act, we appoint statutory auditor for our institute/ trust. Management compares its budget with balance sheet and the necessary steps towards the same.

The accounts department takes previous financial year income and expenditure adds 10 to 15% rise. Books of accounts are prepared

as per statutory requirement. Generally statutory financial audit is conducted in the month of May / June for the period of April to March. Finalization of accounts is completed in May and audited statements are prepared in June duly signed by the Director and the Chartered Accountant (Auditor).

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)

00

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)	<a href="#">View File</a>

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

The Institute has laid down procedures to ensure effective and optimal utilization of financial resources for academic, administrative and development purposes. The Director reports to the Managing Trustee /Chairman.

Fees are decided by the Shikshan Shulka Samiti (SSS) / Fees Regulating Authority (FRA) of the state government Fees from students are collected accordingly.

Accounts section monitors the fees outstanding in any. Receivables from Samaj Kalyan are also monitored. Except for student activities, placement activities and minor consumables / maintenance expenses, cash expenses are discouraged.

Budget utilization is periodically reviewed by the management and corrective measures are initiated, if required.

The Institute have major sources of receipts/funding and its policy to manage deficits -The major sources of institutional receipts are tuition fees and development fees of MBA Student.

Other sources of institutional receipts are:

- Tuition fees
- Other fee such as Development Fees
- Interest on bank accounts of the Institute etc.

Scholarship and Free ships to the students from the government are periodically received and the share of tuition fees and other fees get deposited in the bank account of the institute. The reserve funds are maintained by the Parent Body as per the SPPU, DTE and AICTE norms.

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 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 shall evolve mechanisms and procedures for:

- Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks;
- The relevance and quality of academic and research programmes;
- Equitable access to and affordability of academic

programmes for various sections of society;

- Optimization and integration of modern methods of teaching and learning;

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;
- Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;
- Preparation of the Annual Quality Assurance Report (AQAR) as per guidelines and parameters of NAAC, to be submitted to NAAC.

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 Internal Academic Audit of the academic provisions and its outcomes used to improve the institutional activities. The Director conducts the Academic Audit of teaching.

The outcomes are used to improve the Academic activities in the following manner:

- Timely Corrective & Preventive Actions so that there is not complaint or grievances from the students related to teaching and completing the syllabus.
- Prepare action on opportunities for Academic Improvement of the students and faculties.

- Actions are taken by faculty members and Director on suggestions / recommendations of CDC.

Institutional mechanisms to continuously review the teaching learning process of the Institute. Institutional review mechanisms have the purpose of quality assurance & maintenance at the institute level (not at the CDC level) before the formation of IQAC.

The Academic Committees in various functional areas have also contributed to the improvement in teaching - learning process.

- Inputs pertaining to appropriate choice of half credit electives
- Conceptualizing the CIE pattern as per norms of SPPU
- Concept notes for half credit courses and CIE components
- Guidelines for Summer Internship Project (SIP)
- Suggesting various innovative pedagogical approaches
- Motivating faculties to pursuing Ph.D. and research papers etc

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)**

D. Any 1 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## 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

The SNGIMR constituted the following committees as per norms laid by University/AICTE: Institution Grievance Redressal Committee, Anti-Ragging, Sexual harassment prevention cell (ICC), Students' Disciplinary Committee, SC /ST Students Welfare Committee. The functions of these committees are displayed on the website of the institution and information is being disseminated to the students through orientation and induction programs. The ICC ensures that notices promoting gender equity & sensitization are placed on the Notice Boards. A Complaint Box is placed outside the Admin office. Telephone / Mobile numbers of the ICC Chairperson and members are made available on the Notice Board. As usual Programs are organised to promote gender equity like Celebrations of International Women's Day, Beti Bachao -Beti Padhao Rally .



File Description	Documents
Annual gender sensitization action plan	<a href="http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Gender%20Equity%20Program.pdf">http://www.sngimr.in/imagesnew/accreditation/AQAR%202020-21/Gender%20Equity%20Program.pdf</a>
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 conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment**

E. None of the above

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
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**

**Solid Waste Management:** For collecting of solid waste dustbins are placed at suitable places in the campus for collecting bio degradable and non- bio degradable waste. Daily garbage and waste is collected through the trolley and disposed without polluting the environment. Paper waste, cardboards, carton boxes, used files etc. are sold to external agency for recycling after frequent intervals. **Liquid Waste Management:** Liquid waste is the waste water that is collected through network of sewer pipes. The institute has spent for underground sewage pipeline, which connects to the main sewage line of Grampanchayat.

**Biomedical waste management:** Actually not generated in the campus. **E-Waste Management:** Hazardous waste is not generated on the campus due to experimentation or otherwise. As far as possible, the institute tries to inculcate the sense to reduce, restore, recycle and reuse principles in students and staff to

minimize waste generation. Inverter batteries are returned to the supplier for recycling. Printer Cartridges are generally refilled and not disposed. Wherever refilling is not possible, the cartridge is returned to the vendor. Moreover at the end of using and reusing, whatever the e-waste remains is handover / sold to Kuldeep E-Waste Disposals, Maharashtra Pollution Control Board Authorised ewaste Management company.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	<a href="#">View File</a>

**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**

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**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

C. Any 2 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
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

**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**

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
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).

Institution provides an inclusive environment for everyone with tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. Different sports and cultural activities organized under the program " SNGIMR Carnival" to promote harmony towards each other. Special days like Women's day, Yoga day, World health day. Many regional festivals like Ganpati Festival , Shiv jayanti and Makarsankranti are celebrated in the institute. Events like "Tree Plantation", on occasion of World Environment Day is celebrated to create the awareness amongst the student and staff regarding conserving of environment. There are different grievance redressal cells in the Institute like Student grievance redressal cell, Women grievance redressal cell which deal with grievances without considering anyone's racial or cultural background. Institute has set standards, rules and guidelines for students (code of conduct) which have to be followed by them to maintain the discipline.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
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

To inculcate the values, Rights, duties and Responsibilities amongst the students and staff of the institute various programs and initiatives are being taken. To inculcate the Constitutional Values Days like Independence Day, Republic Day is celebrated, where the staff and students participate actively. The institute has organized the various events like Swatch Bharat Abhiyan, Tree Plantation Drive; Rural School visit, etc. In Such type of activity the students and staff participates actively for the success of events. We have also created awareness through Majhi Vasundhara Pledge, Vigilance Awareness, Unity Day Oath, such type of activity make our students and staff aware about their duties as a citizen of this country.

SNGIMR always want our staff and each of our students who passed out from the institute to imbibe the values and their duties towards the betterment of our nation.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://www.sngimr.in/imagesnew/accreditation/AOAR%202020-21/Responsible%20Citizen.pdf">http://www.sngimr.in/imagesnew/accreditation/AOAR%202020-21/Responsible%20Citizen.pdf</a>
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**

**D. Any 1 of the above**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
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

Either National or International commemorative days out of which some are highly important and recognizable. We at SNG Institute of Management and Research, Pune organizes and celebrates national and international commemorative days, events and festivals as it is an integral part of learning. It helps to build the strong cultural belief and values amongst the students as well as staff of the Institute.

These Days helps students to learn about the great personalities and inspires them to be a like. Some of the days creates the values and make them understand constitutional rights and duties. Festivals lead towards the learning's of cultural values and inculcate beliefs amongst the students and staff.

The institution organizes all these activities throughout the academic year. The Days Independence Day, Republic Day, International Women's Day, International Day of Yoga, World Environment Day, Unity Day, Library Day,, Shivaji Maharaj Jayanti etc. The birth anniversaries of Dr. Sarvapalli Radhakrishnan (Teacher's Day) and Swami Vivekanand (Youth Day) are celebrated by organizing the events where students have to take active participation.



File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	No File Uploaded
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

1) **Title of the Practice: Free Hostel Facility for Needy Students and free Bus facility for girls from Rajgurunagar Bus stop to Institute.** Objectives of the Practice To provide maximum possible support to help the needy and deserving students (from financially poor family backgrounds) in the form of free hostel facility and bus facility to girls students.

3) Institute provides the hostel facility to Boys and the girls. Boy's hostel is located in the campus area where as girls hostel is made available in Rajgurunagar city area considering the safety and security. For girl students free bus facility is made available from Rajgurunagar to Institute. The occupancy capacity of boy's hostel is around 40 and for girls it is around 20. The solar water heater is provided for getting hot bath water. 22 seater bus is made available by MJPET.

File Description	Documents
Best practices in the Institutional website	<a href="http://sngimr.in/imagesnew/accreditation/AOAR%202020-21/Two%20Best%20Practices%2020.pdf">http://sngimr.in/imagesnew/accreditation/AOAR%202020-21/Two%20Best%20Practices%2020.pdf</a>
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

The Founder President Shree.S.N.Ghumatkar of Mahatma Jyotiba Phule Education Trust belongs to rural background. He believes



that rural youths are in no way are different from the Urban youths. The only difference is that rural youths do not have enough career guidance. With proper career counseling rural youths would be able to achieve great heights in their career. The institute believes that, the best way to empower the rural people is by providing them guidance on higher education, job opportunities, and Government initiatives for rural self-employment. To achieve these objectives the institute conducts sessions for guiding the students on various aspects such as importance of higher education, Career and business opportunities in different sectors. The institute conducts career guidance sessions in different areas of Pune. The rural areas where these sessions are conducted are Manchar, Pabal, Narayangaon, and Ghodegaon. The institute has signed MoU's with some of the colleges in these rural areas. The faculty members of this institute visit and conduct career guidance sessions for the college students in these areas. The topics covered in these sessions are related to- A) Careers after graduation B) Job avenues after graduation C) Higher education opportunities D) Job opportunities for postgraduates.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	No File Uploaded

### 7.3.2 - Plan of action for the next academic year

Only class room knowledge is no longer enough to develop employability skills of the students as per the industry requirements in today's era of huge competition.

Focus will be given to increase MoUs with the different industries/ companies so that students will be benefitted.

To get actual knowledge and to know its implementation requires the blend of theory with practical.

Considering the demand for course from students, application will be forwarded for increase in intake.

The number of student centric programs will be increased to make them socially responsible. The platform will be made available to students to enhance their soft skill knowledge. Students will be encouraged to accomplish equilibrium between theory and practical

knowledge.

NAAC