



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

##### 1. Name of the Institution

NIT GRADUATE SCHOOL OF MANAGEMENT

Name of the Head of the institution

Dr. Mukesh Patil

Designation

Director (in-charge)

Does the institution function from its own campus?

Yes

Phone no./Alternate phone no.

0919545571000

Mobile no

9923602358

Registered e-mail

mukeshpatil@nitmba.edu.in

Alternate e-mail

director@nitmba.edu.in

Address

Survey No. 13/2, Near Fetri,  
Mahurzari, Katol Road, Nagpur

City/Town

NAGPUR

State/UT

Maharashtra

Pin Code

441501

##### 2. Institutional status

Affiliated /Constituent

Affiliated

Type of Institution

Co-education

Location

Urban

◆Financial Status

Self-financing

◆Name of the Affiliating University

Rastrasant Tukadoji Maharaj  
Nagpur University

◆Name of the IQAC Coordinator

Dr. Vaibhav Bhalerao

◆Phone No.

919545571000

◆Alternate phone No.

◆Mobile

9665975034

◆IQAC e-mail address

vaibhavbhalerao@nitmba.edu.in

◆Alternate Email address

ao@nitmba.edu.in

<http://nitmba.edu.in/AQAR%202020-21/AOAR%20Report%2019-20.pdf>

3. Website address (Web link of the AQAR (Previous Academic Year))

4. Whether Academic Calendar prepared during the year?

Yes

◆If yes, whether it is uploaded in the Institutional website Web link:

<https://nitmba.edu.in/pdf/Academic%20Calender.pdf>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.17	2019	15/07/2019	14/07/2024

6. Date of Establishment of IQAC

14/08/2018

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	2021	0

8. Whether composition of IQAC as per latest NAAC guidelines

Yes

◆Upload latest notification of formation of IQAC

[View File](#)

9. No. of IQAC meetings held during the year 12

Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? Yes

If No, please upload the minutes of the meeting(s) and Action Taken Report

No File Uploaded

10. Whether IQAC received funding from any of the funding agency to support its activities during the year? No

If yes, mention the amount

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

1 Execution for Student Progression and Planning 2 Conduct Academic Review on timely basis 3 Taken innovative approach for Student Development And Career Progression 4 Organized ICT training Programme for Teachers 5 Review Meeting with Students faculty members on Teaching Learning Process.

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

Plan of Action	Achievements/Outcomes
Institute is planning to motivate students to join online learning platforms, use smart phone as a learning tool.	Students and faculty members are registered in online learning platforms like SWAYAM and NPTEL, e-pathshala
Institute is planning to motive students to do maximum field work or field projects	It helps to develop analytical and presentation skill in students they came to know how to do market research
Institute like to organize workshops/seminars and inter collegiate competitions for development of ICT based teaching - learning tools.	it motivate the students and faculty to use ICT tools during teaching and learning
Student satisfaction survey report will be utilized for policy making and implement new plans to help students.	Survey Report has been taken into consideration and send it to the concern department for further approvals
More activities to develop incubation centre for start up	organizing Entrepreneurship Awareness program, IQAC planning to organize faculty development program

13. Whether the AQAR was placed before statutory body? **No**

◆Name of the statutory body

Name	Date of meeting(s)
<b>Nil</b>	<b>Nil</b>

14. Whether institutional data submitted to AISHE

## Part A

## Data of the Institution

<b>1.Name of the Institution</b>	<b>NIT GRADUATE SCHOOL OF MANAGEMENT</b>
◆ Name of the Head of the institution	<b>Dr. Mukesh Patil</b>
◆ Designation	<b>Director (in-charge)</b>
◆ Does the institution function from its own campus?	<b>Yes</b>
◆ Phone no./Alternate phone no.	<b>0919545571000</b>
◆ Mobile no	<b>9923602358</b>
◆ Registered e-mail	<b>mukeshpatil@nitmba.edu.in</b>
◆ Alternate e-mail	<b>director@nitmba.edu.in</b>
◆ Address	<b>Survey No. 13/2, Near Fetri, Mahurzari, Katol Road, Nagpur</b>
◆ City/Town	<b>NAGPUR</b>
◆ State/UT	<b>Maharashtra</b>
◆ Pin Code	<b>441501</b>
<b>2.Institutional status</b>	
◆ Affiliated /Constituent	<b>Affiliated</b>
◆ Type of Institution	<b>Co-education</b>
◆ Location	<b>Urban</b>
◆ Financial Status	<b>Self-financing</b>
◆ Name of the Affiliating University	<b>Rastrasant Tukadoji Maharaj Nagpur University</b>

◆ Name of the IQAC Coordinator	Dr. Vaibhav Bhalerao	
◆ Phone No.	919545571000	
◆ Alternate phone No.		
◆ Mobile	9665975034	
◆ IQAC e-mail address	vaibhavbhalerao@nitmba.edu.in	
◆ Alternate Email address	ao@nitmba.edu.in	
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="http://nitmba.edu.in/AOAR%202020-21/AOAR%20Report%2019-20.pdf">http://nitmba.edu.in/AOAR%202020-21/AOAR%20Report%2019-20.pdf</a>	
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes	
◆ if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://nitmba.edu.in/pdf/Academic%20Calender.pdf">https://nitmba.edu.in/pdf/Academic%20Calender.pdf</a>	
<b>5.Accreditation Details</b>		
<b>6.Date of Establishment of IQAC</b>	14/08/2018	
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>		
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>	Yes	
◆ Upload latest notification of formation of IQAC	<a href="#">View File</a>	
<b>9.No. of IQAC meetings held during the year</b>	12	
◆ Were the minutes of IQAC meeting(s) and compliance to the decisions have	Yes	

<p>been uploaded on the institutional website?</p>		
<ul style="list-style-type: none"> <li>◆ If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	<p>No File Uploaded</p>	
<p><b>10. Whether IQAC received funding from any of the funding agency to support its activities during the year?</b></p>	<p><b>No</b></p>	
<ul style="list-style-type: none"> <li>◆ If yes, mention the amount</li> </ul>		
<p><b>11. Significant contributions made by IQAC during the current year (maximum five bullets)</b></p>		
<p>1 Execution for Student Progression and Planning 2 Conduct Academic Review on timely basis 3 Taken innovative approach for Student Development And Career Progression 4 Organized ICT training Programme for Teachers 5 Review Meeting with Students faculty members on Teaching Learning Process.</p>		
<p><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></p>		
Empty space for plan of action and outcome		

Plan of Action	Achievements/Outcomes
Institute is planning to motivate students to join online learning platforms, use smart phone as a learning tool.	Students and faculty members are registered in online learning platforms like SWAYAM and NPTEL, e-pathshala
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More activities to develop incubation centre for start up	organizing Entrepreneurship Awareness program, IQAC planning to organize faculty development program

<b>13. Whether the AQAR was placed before statutory body?</b>	<b>No</b>
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\* 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	19/03/2022

**15. Multidisciplinary / interdisciplinary**



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

**17.Skill development:**

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

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

**20.Distance education/online education:**

**Extended Profile**

**1.Programme**

1.1

1

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

**2.Student**

2.1

124

Number of students during the year

2.2

60

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

2.3	133
Number of outgoing/ final year students during the year	
<b>3.Academic</b>	
3.1	12
Number of full time teachers during the year	
3.2	12
Number of sanctioned posts during the year	
<b>4.Institution</b>	
4.1	5
Total number of Classrooms and Seminar halls	
4.2	50
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	40
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 institution follows the curriculum designed by RTM Nagpur University. The institute adheres the guidelines given by AICTE/UGC and other relevant regulatory bodies.

Academic calendar is prepared by IQAC of the beginning of academic year. The deployment of the curriculum is done through monthly meetings which begin at the end of the academic year in the month of July. Teaching plan prepared with respect to each subject. While preparing course file, Program Education Objective (PEO), Program Objective (PO) and course objective (CO) are mapped. This exercise is collaboratively completed by concerned faculty, IQAC coordinator and Director.

The college has a transparent and participatory process of deploying the following action plans. 1 April - End of Academic Session - Annual Program Plan is prepared by department.

May-June - summer vacations - IQAC prepares the academic calendar.

June-July- IQAR is to be prepared by IQAC and presented to LMC

June-July; Preparation of Teaching Plan

July- August; Consultation of IQAC with HODs to adjust Academic Calendar and implementation of Teaching Plan and Annual Program Plans (APPs).

October & January - Periodic review through student feedback and stakeholders' feedback.

March and April - Yearly reporting events by departments and different cells.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://nitmba.edu.in/pdf/Academic%20Calendar.pdf">https://nitmba.edu.in/pdf/Academic%20Calendar.pdf</a>

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

Continuous Internal Evaluation is done by the institution with Academic Calendar

1. Classes time-table - Time table Coordinator prepares the time table as per the guidelines of affiliating university.
2. Course files and Lecture Plan- After the allocation of subjects to faculty, course file of each subject is prepared .
3. Internal Examinations- The dates of Pre-University Exam are mentioned in the academic calendar.
4. Question Paper Setting- The question paper of internal exams is prepared by concerned faculties.
5. Exam sheets evaluation- The answer sheets are cross checked in department to ensure transparent and unbiased evaluation.
6. Assignments and Quiz - Assignments are provided to students on the scheduled dates mentioned in the academic calendar and solutions are submitted by students within three days.
7. University Exams- The tentative dates for university exams are indicated in the academic calendar.
8. Student feedback - At the end of academic session students submit their feedback for each subject.
9. Academic Monitoring- Academic dean maintains a monthly monitoring report on course coverage, student attendance and assignment provided for every subject.
10. Amendments- In case of unseen conditions, academic calendar is modified and revised as per the instructions of Director of the Institute only.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	Nil

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the**

**E. None of the above**

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	No File Uploaded
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)**

1

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

112

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

## 1.3 - Curriculum Enrichment

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

Institution integrates cross cutting issues relevant to professional ethics, gender, human values environment and sustainability into the curriculum

Our Institution integrates Cross-cutting issues of the society like Moral Values, Human Values, Professional Ethics, Ethical Values Gender Equality, Environmental Awareness, which are inseparable part of our curriculum. Students will be able to understand the importance of ethics and values in their personal, social & professional life after studying in our institute.. It is in response to a long- felt and urgent need to integrate value education with decision making skills in their personal, social and professional life.

College celebrates days of National and International importance as Republic day, Women's day, Independence Day, Teacher`s day, Human Right Day, International Yoga Day etc. These celebrations nurture the moral, ethical and social values in the students.

Gender Sensitization The College has Women Grievance Cell and Grievance Redressal Cell to provide counseling to students,

promote gender equity among students and also deal with related issues of safety and security of female students, staff and faculty.

The college campus is secured with CCTV and high level security. Awareness about Environment is necessary for the protection of the environment and survival of human life.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

### 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

129

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

A. All of the above

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

File Description	Documents
URL for stakeholder feedback report	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%201..1.4.1.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%201..1.4.1.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	No File Uploaded
URL for feedback report	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%201..1.4.1.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%201..1.4.1.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**



124

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

103

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

**Yes, the Institute is very serious in assessing the learning level of students. We have a streamlined mechanism for continuous monitoring and evaluation of the students.**

**Students are identified based on:**

1. Performance in Graduation Examination
2. Class Test

**For Slow learners:**

Slow learners are kept in separate section and exams are conducted to them. The student mentor assesses the nature of their problems and then motivates them in a friendly way to reach their academic goals. Remedial classes are organized to clarify doubts, re-explaining of critical topics for improving performance. Appropriate counseling with additional teaching, eventually helps to students to improve.

**For Advance Learners:**

Advance learners are identified through their performance in examinations, interaction in class room and during interactive session, their fundamental knowledge, concept understanding and expression abilities etc. The Institute promotes independent learning that contributes to their academic and personal growth.

Strategies adopted for student improvement:

1. Remedial classes are organized to clarify doubts.
2. Re-explaining of critical topics for improving performance.
3. Motivational classes are conducted to improve the mental ability of student to analyze problems and to encourage student to regularly attend classes.
4. Students can discuss their personal issues with teachers for proper guidance.

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
254	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

Student centric learning is focused on the needs of students, their abilities, interests and learning styles where the teacher acts as a facilitator. A mentor is allocated to each student who guides the individual student.

The following participatory teaching-learning activities are undertaken:

Student centric methods are used to enhance the learning experiences:

1. **Experiential learning** - Students undertake internships in industries and participate in industry sponsored non-sponsored projects and field work. Students are sent in the companies for operational workouts and live projects too.
  
1. **Participative Learning:** Several curricular activities like report writing, seminars, quizzes, debates, group discussions, group mini projects encourage participative learning.
  
1. **Problem solving Methodologies** - students solve the subject related Case studies, simulation games and role plays which enhance their learning experiences.

Sr. No.

Learning method

Experimental Learning

Participative Learning

Problem Solving Learning

1

Summer Internship Project

Case Study discussion

Club Activity

2

Dissertation

PPT presentation by student

Case Studies

3

**Assignments**

Group discussion

Questionnaire

4

Industrial Visit

Debates

Subject Related Studies

5

Management Lesson

Role Play activity

6

Movies

Team Study

7

Guest Lectures

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

Today, it is essential for the students to learn and master the latest technologies in order to be corporate ready. As a consequence, teachers are combining technology with traditional mode of instruction to engage students in long term learning. College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following ICT tools are used:

Projectors, Desktop and Laptops- Arranged at Computer Lab and Faculty cabins all over the campus.

Printers- They are installed at Labs, HOD Cabins.

Seminar Hall - seminar hall are equipped with all digital facilities.

Online Classes through Zoom, Google Meet, Microsoft Team, Google Classroom)

MOOC Platform (NPTEL, Coursera, SAP, Udemy, Edx etc)

Digital Library resources

Use of ICT By Faculty

PPT- Faculties are encouraged to use power-point presentations  
Industry Connect- Seminar and Conference room are digitally equipped where guest lectures, expert talks and various competitions are regularly organized for students.

Online competitions- Various technical events and management events such as Poster making, Ad-mad show, Project presentations, Business quiz, Debates, paper presentations. are being organized with the help of various ICT Tools.

Workshops- Teachers use various ICT tools for conducting workshops on latest methods such as SPSS, simulations.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
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	<a href="#">View File</a>
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	<b>No File Uploaded</b>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

#### 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

0

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

59

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.

In 2019-20 the RTMNU University adopted the Choice Based Credit System (outcome Based) for MBA program. The institute is responsible to provide the internal assessment marks for MBA, the End Semester Examination for the course is conducted Institute, and the university has specified norms for the conduct for these evaluations, which are strictly followed by the institute.

#### Internal Examination System:

The Institute conducts the internal examination on the university exam pattern.

Question papers for internal exams are prepared by the concerned subject faculty and it is submitted to the HOD for conducting the actual Exam.

Marks for internal assessment awarded on the basis of tests, assignment, active participation in class, attendance and overall conduct, as determined by the faculty in the respective subject and moderated by the Director as per the directions of the University. Institute sends students for summer internship project for 45days after second semester.

The Institute takes efforts to have transparency in the internal assessment. The test answers and model papers are given to the students. Student gets opportunity to discuss the performance in the tests with the concerned teachers.

Institute displays the internal marks obtained by students on the notice boards.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	<a href="https://www.nagpuruniversity.ac.in/links/Syllabus/Faculty_of_Commerce/MBA_Direction_37_of_2019_190819.pdf">https://www.nagpuruniversity.ac.in/links/Syllabus/Faculty_of_Commerce/MBA_Direction_37_of_2019_190819.pdf</a>

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

The institute has the following mechanism for redressal of grievances with reference to evaluation both at the institute level and University level, the details of which are given as under:

**Institute level Internal Class Test:**

College evaluation system is very transparent and grievances are rare. Answer sheet of internal assessment are shown to the students.

The answer scripts of the examinations are shown to the students soon after evaluation. If there is any discrepancy, the teacher concerned makes necessary correction, if justified.

If the problem is not solve at the faculty end then student can approached to the Head of the Department who then resolves the problem by discussion with subject experts.

Faculty is very open to discuss any problems encountered and solve



them on their level.

University level: External End Semester Examination

The University has its own grievance redressal mechanism for evaluation.

In case any student has an objection about the marks awarded, he/she has the facility to apply for revaluation within a specified time with the prescribed fee.

The university revalues the answer scripts and takes corrective action.

The facility of revaluation is available for all students

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

NITGSM is affiliated to Rashtrasanta Tukdoji Maharaj University Nagpur for MBA program. The program outcomes, program specific and course outcome of the institute are designed and deliberated in line with RTMNU guidelines.

These are being communicated at various point of time such as induction program, first session of the semester and mentor mentee level.

COs are in line with the course of MBA program which is defined by RTMNU.

The offered MBA course and the programs arranged for the enrichment of the students along with the POs and COS of all programs are stated and displayed on website and communicated to teachers and students.

These learning outcomes are communicated to the students and the staff through the teaching plans prepared by the group of

faculties of each course and the faculty incharge of each activity at the beginning of the course and activity and through the student guides.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://nitmba.edu.in/pdf/MBA%20PO%20&amp;%20PSO.pdf">https://nitmba.edu.in/pdf/MBA%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.

The process of course outcome assessment is based on unit test, pre university examination and through various curricular and extra curricular activities. As per the academic calendar every program is arranged with an objective and the program outcome is evaluated is a continuous process.

Following measures are adopted by the institute to ensure monitoring and achievement of learning outcomes:

1. Unit Test: This type of performance assessment is carried out during the examination sessions which are held ones a semester. Each and every exam is focused in attaining the course outcomes.

ii) Preuniversity Examination: Preuniversity Examination is a metric for assessing whether all the course outcomes are attained or not. Examination is more focused on attainment of course outcomes and program outcomes using a descriptive exam.

iii) Assignment: Each and every student is assigned with course related tasks during every course work and assessment will be done based on their performance. Grades/Marks are assigned depending on their attainment and submission of assignment

iv) Rubrics are formulated for the assessment of Library, quiz, classroom presentations, activities held under various cells and Internship & Final Project work courses Record the attainment of Course Outcomes of all courses with respect to set attainment levels.

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

24

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	<a href="#">View File</a>
Paste link for the annual report	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%206/Annual%20Report%20-%20NIT%20GSM%202020-21.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%206/Annual%20Report%20-%20NIT%20GSM%202020-21.pdf</a>

### 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.nitmba.edu.in/AQAR%202020-21/Point%202.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)

0

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

4

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

0

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

Research ecosystem is an approach and an applied frame work for sustainable growth for the students and teachers. NIT Graduate

School of Management has a healthy and sustainable research echo system which provides opportunities to the students to create think and innovate, it provides a entrepreneur mindset to the students for creating an availing earn and learn opportunities. Being a management college its helps students and faculties to fill gap and transition in the mid carrier it also makes spare and balance appraisal of proposal by senior researchers without overvaluing or undervaluing the potential.

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

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

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

1

File Description	Documents
Report of the event	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

0

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

1

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

0

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

Extension activities are initiatives to bring out the quality of participation normally and human sensitivity it includes various activates under the heads of seminar workshops experts lectures

and skilled experiences.

NIT Graduate School of management took these initiatives by engaging their students in to various activities which stimulates the above mention qualities.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<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

4

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	<b>No File Uploaded</b>
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**

**4**

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<b>No File Uploaded</b>
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**

**2**

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<b>No File Uploaded</b>
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

1

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
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.

NIT GSM constituents of a huge campus spread over sprawling area of 26 Acres of lushgreenland.

A well equipped IT Lab with adequate number of computers, each of it is a Pentium IV, comprising of licensed version of Microsoft Windows 7, Antivirus, Scanner and Printer Connection. A dedicated lease - line internet connection with a bandwidth of 50 MBPS ensures effective utilization of IT resources. The entire campus connected with a WI-FI.

The academic block consists of 4 aesthetically designed classrooms and a lecture hall equipped with computers, projectors, internet facility, modern sound system and other audio-visual tools.

The college has 24X7 security guards at the entrance gate to check identity of visitors on the campus to ensure harmony is maintained in the college premises.

Wide and excellent network of transport to facilitate the accessibility of students from adjoining areas. Tutorial Rooms for combined studies GD-PI room dedicated for Training and Placement

activities. Tower room for students Get-togethers. Round the clock uninterrupted power supply State of the art Auditorium for Guest Lectures, seminars, development programs, cultural programs etc. Strong room to ensure that all students' records are kept safely in the college premises.

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

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

This is the place where students and faculties unwind after day's hard work. The cricket ground owned by NIT Campus is maintained by VCA to facilitate efficient sports activities for the students. Aarambh is a sport event organized for all MBA students. All the institutes will get together to organize the event that marks the beginning of the journey for every NIT GSM student. All institutes will put their best foot for success of event. Urging all of you to participate in Aarambh and share happiness along with us. To develop an understanding of the importance of sport in the pursuit of a healthy and active lifestyle at the College and beyond. To provide the opportunity to be inventive and creative in sporting activities. To promote an awareness of and an ability to appreciate the aesthetic qualities of sporting performance and movement. To develop an appreciation of the concepts of fair play, honest competition and good sportsmanship. To develop the capacity to maintain interest in a sport or sports and to persevere in order to achieve success. To prepare each student to be able to participate fully in the competitive, recreational and leisure opportunities offered outside the college environment.

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.

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)

4.39

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	<a href="#">View File</a>
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)

Not Available

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

D. Any 1 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)

32.27

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

5

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	<a href="#">View File</a>

### 4.3 - IT Infrastructure

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

A well equipped IT Lab with adequate number of computers, each of it is a Dual core, comprising of licensed version of Microsoft Windows 7, Antivirus, Scanner and Printer Connection. A dedicated lease line internet connection with a bandwidth of 50 MBPS ensures effective utilization of IT resources. The entire campus connected

with a WI-FI. We are equipped with 3 access point with a data transferring capacity up to 100 mbps. We have a well equipped computer lab with 40 occupants. We have UPS back facility with 12kv. We are equipped with MS office for students practical work and assignment completions activities. It helps the students to work on their projects and complete their task on time. We are equipped with Acrobat Reader to for enabling students to view the pdf files. Its help for conducting exams with security and secrecy.

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

#### 4.3.2 - Number of Computers

40

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	<a href="#">View File</a>

#### 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)

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.

NIT GSM has established transparent and robust procedures for the utilization and maintenance of all physical, academic and support facilities and is well communicated among all the concerned stakeholders. The detailed procedures and related policies are as follows: Policy Statement: NIT GSM has numerous resources that are utilized for the benefit of faculty, students and staff. The policy at the institution calls for efficient and maximum utilization of all its resources. Resource in charges is responsible to ensure that 1. Resources are ready and made available whenever required 2. Resources are repaired, calibrated, maintained and upgraded at optimal levels 3. Resource utilization is tracked and records maintained 4. The availability of the resource is made Known to NIT GSM and campus community 5. Notify the Director in case a resource is underutilized or not utilized below is a no comprehensive list of all the major resources of the institute: Utilization of Resources:

1. Availability of resource is verified with the concerned In Charge.
2. Permission for the utilization is taken from the respective authorities.
3. It is communicated in written to the In Charge so as to make the resource available.
4. It becomes duty of the person who has generated the query to take care of the belongings. Procedure for Repairs and Maintenance of Resources:
5. Every In Charge regularly checks the resource available in their custody and verifies its working condition.
6. Accordingly report of nonworking material is communicated to the Director.
7. Director complies all the complaints and segregates them in urgent and annual maintenance categories.

8. The follow up of the urgent maintenance equipment or resources is taken immediately after the approval of the Director.
9. The annual maintenance resources are forwarded at the end of every academic year after thorough inspection of the equipment.
10. Also, depending upon the cost of equipment and its maintenance requirement the quotations are invited and the detailed procedure is followed through purchase committee.
11. After the maintenance of particular resource it is informed and satisfactory remark is taken from the concerned In Charge. After getting the remark from all the concerned the authority approves the bill for payment and accordingly payment is released. List of the in charges is provided in detail on website in the following link

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**

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 benefitted 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**

A. All of the above

File Description	Documents
Link to Institutional website	<a href="http://www.nitmba.edu.in/20-%205.1.3/">http://www.nitmba.edu.in/20-%205.1.3/</a>
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>



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

174

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

174

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

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

**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**

32

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
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	<a href="#">View File</a>

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

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

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 )

As per Rashtrasant Tukdoji Maharaj Nagpur University Direction student council should be formed and made functional in every institute affiliated to the University. The students representative are nominated as the members of different academic administrative bodies/committees of the institution :- IQAC: Student members of IQAC help to propagate quality policies adopted by the institution among the student fraternity and also help in projecting the student view point while taking any quality policy decision.

Class Review Committee : Student members of Class Review Committee assist the College Academic Committee in the process of academic plan implementation.

Students Professional Societies: Most of these societies are maintained completely by students under the guidance of faculty members according to a plan of activity.

Alumni Association: The alumni association provides MBA students with a career counseling service.

Students are also representative & nominated in different college development committees & cells like Library Committee , Student Grievance Redressal Committee , Prevention of Sexual Harassment Committee , Anti-Ragging Committee , Cultural Committee , Language Creativity Club , Environment Protection Cell & Social Activity Cell . NIT GSM is having College Development Cell(CDC) which is also having students representation.

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

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

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

14

File Description	Documents
Report of the event	<a href="#">View File</a>
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

Alumni Association has been formed by NIT Graduate School of Management with prime motives to facilitate students movement towards developing better personalities, developing good liaison with industry and trade, developing entrepreneurial skills, extend help to follow students for placement.

Alumni Association of our institute works as a conduit between the

alumni & the institute both at the corporate & personal level. The alumni are our best emissaries in the corporate world & a vital link in the Industry-Institute relationship.

The Alumni Association plays an important role in helping to shape the future of our NIT Graduate School of Management students by representing the views of its members & contributing to building an engaged & supportive alumni community.

Our alumni hold prominent positions in various sectors & are always on the fore-front to mentor/counsel/guide our current students.

This is done in a structured pattern with Alumni Association as follows

- ◆ Mock GD & Personal Interview's
- ◆ Grooming Sessions by alumni
- ◆ General Interaction & Counseling
- ◆ Preparatory Activities
- ◆ Entrepreneurship Workshops
- ◆ Assistance towards procuring SIP projects & final placements.
- ◆ Ensuring networking & contact between Alumni & current regular students

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

NIT GSM has a vision of being recognized as amongst the leading management institutions imparting quality education; to reduce world class professionals who possess knowledge, skills and necessary values that help them take challenges at a Global level

## Mission

We believe in imparting quality management education which is in line with the latest global requirements & development of all round abilities of the students.

## Nature of Governance:

The institution follows a democratic and participatory mode of governance with all stakeholders participating actively in its administration. The Governing Body delegates authority to the Secretary and Principal who, in turn share it with the different levels of functionaries in the college. The HOD, the Conveners of various committees and cells along with the staff representatives on higher decision-making bodies play an important role in determining the institutional policies and implementing the same.

## Perspective/Strategic Plan

The institution has a Perspective/Strategic Plan in place to help it develop in a systematic, well-thought-out and phased manner

## Participation of Teachers in Decision-Making Bodies.

Heads of Departments enjoy considerable administrative and academic autonomy in running their disciplinary units.

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

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

The institution practises decentralization and participatory management in keeping with its belief in collective leadership and

democratic traditions. A particular reflection of this practice may be seen in the extensive delegation of authority to the Heads of the various Departments in the college.

The Ways in which Heads of Departments participate in the Management Process:

The Head of the Department oversees the Teaching Plans of his/her departmental members.

- He/she is empowered to make adjustments in the routine, and to allot teaching assignments and evaluation duties.

- He/she enjoys the privilege of convening departmental meetings where the programmes for the entire term are decided.

- He/she often takes the lead in planning seminars, workshops, career counseling sessions, remedial measures, inter-

departmental or/and inter-college exercises, departmental excursions and study tours.

- He/she is at liberty to introduce creative and innovative measures for the benefit of his/her students.

- Heads of Departments plan, prepare and publish the magazine or working paper in consultation with his/her colleagues.

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

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Core Values of our Institution

? Excellence in Teaching and Learning

? Involvement of all Stakeholders of the Institution in Decision-making

? Community Engagement

? Respect and Commitment

? Holistic Development of Students

### Objectives of Perspective Plan

While preparing the present perspective plan, the IQAC has considered following main objectives:

- ◆ To ensure top quality standards in higher education
- ◆ Contributing to National Development
- ◆ Developing requisite competencies amongst students of the college
- ◆ Inculcating a Value System among the Students
- ◆ ICT-based teaching and learning.

### Perspective Plan:

- ◆ To maintain continuously good academic performance
- ◆ To develop and execute effective teaching- learning process
- ◆ To encourage research culture in faculty and students
- ◆ To develop a comprehensive system of student mentoring and student support and ensure transparency in evaluation process of students
- ◆ To empower faculty about emerging trends in their profession for academic advancement
- ◆ To facilitate a friendly, efficient and flawless administrative set up ensuring a smooth day to day functioning

### ◆ Focus of Strategic Plan

To make students more employable

Apart from these, we also plan to conduct the following in future:

To encourage research culture among faculty and students

To empower faculty about emerging trend in their profession for academic advancement



File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%206.2.2Strategic%20Plan%20And%20Deployment.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%206.2.2Strategic%20Plan%20And%20Deployment.pdf</a>
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.

#### NITGSM Management

The College is managed by Shri Sai Shikshan Sanstha , Nagpur.

#### CDC

The College Development Cell comprises of Chairman, Secretary and/or representative of Management, Director, Dean and nominated representatives of teaching and non-teaching staff.

#### Director and Dean Academics

The Director and Dean Academics are involved in the implementation of the perspective plans of the College.

#### IQAC

IQAC has been established in the college, which meets regularly to assess the quality deliverance of Management education in the institute.

#### Dean (s)

Dean(s) ensure the effective functioning of student related activities and problems and promotion of R & D as per the college perspective plan and instructions of the principal.

#### HOD (S)

The Heads of Departments ensure that the academic calendar provided by the university/college is implemented properly and efficiently.

### Committees

Various academic and administrative committees are constituted at the beginning of the year or as and when required and specific task is allotted to it as per the academic and administration plans of the college.

### Administrative Officer

Administrative Officer is the head of Non-Teaching and Non-Technical staff and ensures the administration of various sections runs properly and efficiently.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%206.2.2Organogram%20of%20the%20Institute.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%206.2.2Organogram%20of%20the%20Institute.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 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	No File Uploaded
Any additional information	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	No File Uploaded



## 6.3 - Faculty Empowerment Strategies

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

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

Yes, the institution has welfare measures for both teaching and non-teaching staff.

Welfare measures for Teaching Staff:

- Option to join Group Insurance.
- Festival advance.
- Festival bonus.
- Prompt facilitation of Provident Fund

loans. Welfare measures for Non-Teaching

Staff:

- Membership of Group Insurance
- Financial contribution by college to the Non-Teaching Staff Association Fund.
- Festival advance.
- Festival bonus.
- Prompt facilitation of Provident Fund loans.
- Help with facilitation of bank loans.
- Crash Course in Computer Basics for Supporting Staff.
- Renovation of living quarters of hostel support staff.

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

**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**

0

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**

0

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	<b>No File Uploaded</b>
Reports of Academic Staff College or similar centers	<b>No File Uploaded</b>
Upload any additional information	<b>No File Uploaded</b>
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**

0

File Description	Documents
IQAC report summary	<b>No File Uploaded</b>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	<b>No File Uploaded</b>
Upload any additional information	<b>No File Uploaded</b>
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**

**NIT Graduate School of Management strictly follows the Government Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Colleges and Measures for the Maintenance of Standards in Higher Education, for its teaching and**

non-teaching staff.

The performance of each employee is assessed annually after completion of one year of service. The objective is not only to objectively evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

The salient features of the performance appraisal system are attached here

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

#### 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

Upload an enumeration on the various external financial audits carried out during last five years with the mechanism for settling audit objections

Enumeration of Internal and External Audits carried out in the last 5 years:

Statutory audit of the institution: 2020-21, 2019-20, 2018-19, 2017-18.

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

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

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

0

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

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

NA

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

## 6.5 - Internal Quality Assurance System

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

The IQAC has consistently striven to institutionalize quality assurance strategies and processes at every level of the institution's functioning. From devising strategies to improve the teaching-learning process through increased use of ICT, expanding the scope of the library, transforming it into a multivalent knowledge portal and establishing contact with research institutes to re-defining the boundaries of a vitalizing, meaningful and holistic education the IQAC has been a proactive player in the overall benchmarking process.

The IQAC has regularly convened meetings; it has submitted the AQARs to NAAC in a timely manner; it has collected feedback in appropriate forms from different stakeholder categories, analysed the same and used it for qualitative improvement; it has organized Academic and Administrative Audit and has initiated follow-up action as per the suggestions and recommendations of the eminent evaluators.



Upload two examples of best practices institutionalized as a result of IQAC initiatives

Two best practices institutionalized as a result of IQAC initiatives.

1. Mentor and Mentee interaction.
2. Stakeholders Feedback, Analysis and Action taken Report

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

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

After establishing the IQAC in the college, started working towards quality education and inculcating quality culture among the students and staff. The IQAC has also contributed towards institutionalizing the quality assurance strategies and developed various processes as follows:

Promote industrial involvement in academic practices by organizing industrial training, industrial visits, workshops, and guest lecturers from industry experts, etc.

Implementation of interactive learning education in program.

Introduces the aptitude classes and soft skill classes for students to enhance personality and employability.

Conducting quality programs i.e., seminars, webinars, guest lectures, conferences, etc.

Establishment of various processes to take feedback/surveys from various stakeholders.

To implement and enhance the use of ICT tools to strengthen the

teaching-learning process.

Establishment of the Mentor-mentee process and its effective implementation.

To institutionalize the best efforts to make the campus ragging-free and develop the discipline in the students along with the establishment of grievance redressal cell.

Other than these initiatives IQAC works on improving the teaching-learning process in programs of college gradually. A result-oriented, performance-based model is adopted at NIT Graduate school of Management that emphasizes accountability based on student learning. Outcome-based education aims to create a student-centric learning environment at the course level including curriculum and training.

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

**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)**

**C. Any 2 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%206/Annual%20Report%20%20-%20NIT%20GSM%202020-21.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%206/Annual%20Report%20%20-%20NIT%20GSM%202020-21.pdf</a>
Upload e-copies of the accreditations and certifications	<b>No File Uploaded</b>
Upload any additional information	<b>No File Uploaded</b>
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 institution has initiated several measures in gender equity & sensitization in curricular can be seen from the courses introduced by the institution. The institution promotes gender sensitization through co-curricular activities like workshops, seminars, guest lectures, street plays, poster exhibitions, counseling etc. Awareness programs like importance of human rights, Rights of Women in Domestic problems, Cyber security awareness programs related to the safety and security of women employees and students are conducted periodically.

The institution provides safety and security facilities for the staffs and students such as CCTV Surveillance throughout the campus and security arrangement. Students wear ID cards at all times and outsiders are checked by security staff before allotting visitor IDs. The institution has a dedicated Counseling Centre and good mentoring system for the students to take care of their academic, emotional, social and cognitive development. Personal Counseling is provided to the students at different levels.

File Description	Documents
Annual gender sensitization action plan	<a href="http://nitmba.edu.in/AOAR%202020-21/Point%207/Annual%20Gender%20Sensitization%20Action%20Plan%207.1.1.pdf">http://nitmba.edu.in/AOAR%202020-21/Point%207/Annual%20Gender%20Sensitization%20Action%20Plan%207.1.1.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	<a href="http://nitmba.edu.in/AOAR%202020-21/Point%207/Specific%20Facilities%20provided%20for%20women%207.1.1.pdf">http://nitmba.edu.in/AOAR%202020-21/Point%207/Specific%20Facilities%20provided%20for%20women%207.1.1.pdf</a>

D. Any 1 of the above

**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**

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

NA

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	No File Uploaded

D. Any 1 of the above

**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**

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**

C. Any 2 of the above

**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

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
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**

E. None of the above

**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**

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

C. Any 2 of the above

**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**

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).

**Institutional Efforts in providing an inclusive environment i.e tolerance and harmony towards cultural, regional ,linguistic, communal socioeconomic and other diversities. NIT GSM is undertaking various initiatives in the form of celebration of days of Eminent personalities National Festivals, and other such**

activities to provide for an inclusive environment by bringing students and teachers with diverse background on single platform for creating inclusive environment ,These functions help in developing tolerance harmony towards culture ,region and linguistics and also communal social economics and other diversities. The subject Constitution of India and professional ethics is made mandatory to all students across disciplines. Convocation ceremony is conducted every year, where the convocation address is delivered to inspire and motivate the students for future journey.

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex. NIT Graduate School of Management sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen. To equip students with the knowledge, skill, and values that are necessary for sustaining one's balance between a livelihood and life by providing an effective, supportive, safe, accessible, and affordable learning environment. These elements are inculcated in the value system of the college community. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programs and involved students. The college establishes policies that reflect core values. Code of conduct is prepared for students and staff and everyone should obey the conduct rules.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%207/Sensitization%20of%20students%20and%20employees%20of%20the%20Institution%20to%20the%20constitutional%20obligations%207.1.9.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%207/Sensitization%20of%20students%20and%20employees%20of%20the%20Institution%20to%20the%20constitutional%20obligations%207.1.9.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	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

**Institution celebrates/ organizes national and international commemorative days, events and festivals. National festivals play an important role in planting seed of Nationalism and Patriotism**



among people of India. Our institution celebrates these events with great enthusiasm to commemorate the ideology of nationalism and to pay tribute to our great National Leaders. The Faculty, Staff and Students of the institution all come together under one

umbrella to celebrate these occasions and spread the message of Unity, Peace, Love and Happiness throughout.

Republic day- The institution celebrates Republic day on 26th January every year, commemorating the adoption of Indian constitution and spreading the message that India is the largest democratic country in the world.

Independence Day is celebrated every year on 15th of August, parades and flag hoisting is organized and is celebrated to mark freedom of India from British rule.

Gandhi Jayanti is celebrated every year on 2nd October to understand the ideology of our great leader Mahatma Gandhi wherein pledge is taken by students and staff.

International Yoga day is celebrated on 21st June every year.

Voters Day is celebrated on 25th January wherein the students are given awareness on their duties and rights as a loyal citizen.

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

A best practice is a method or technique that has been generally accepted as superior to any alternatives because it produces results that are superior to those achieved by other means or because it has become a standard way of doing things.

There are many best practices institute follows for leading to quality sustenance and enhancement. Some of them are enlisted as under

### 1. Mentorship program

2. ICT enabled teaching learning
3. Teachers participation in faculty development, syllabus restructuring, evaluation, examination reforms etc.
4. Holistic student centric practices in the college.
5. Gender sensitization programs in college.
6. Student wall magazine and annual issue of the college. 7. Clean and environment friendly campus.
8. Contribution of alumni in college development
9. Celebration of important days in the college like International Women Day, Gandhi Jayanti, etc.
10. Outreach programs conducted at individual, departmental and college level.

Out of these two best practices of the college highlighted are as under

1. Mentorship Program
2. Stakeholder Feedback

File Description	Documents
Best practices in the Institutional website	<a href="http://nitmba.edu.in/AQAR%202020-21/Point%207/Best%20Practices%207.2.1.pdf">http://nitmba.edu.in/AQAR%202020-21/Point%207/Best%20Practices%207.2.1.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 College has provided tremendous thrust and priority to its Program of Diversity Inclusion and Integration - an area distinctive to the Vision of the College. The Vision of the College is to educate, enable and empower rural and underprivileged students, from different rural area near by institute. To acclimatize the diversified students and bridge the knowledge and language gap, communication classes are organized by

the College for them through Students Desk. The College emphasizes the need to mainstream the marginalized and weaker sections of students to ensure justice and equity in society. The Mission is to steer the education it offers not only towards the pragmatic goal of employability, but also to build a life of the mind and sensitize and orient its students to the service of the community, in the quest for a better life for society and the world that we inhabit. The College organizes courses in the teaching-learning of English Language and ICT skills for Economically Weaker Sections, skill training courses, computer literacy and skilled based training program for students. Pursuing its vision of Diversity Inclusion and Integration, the College provided financial assistance to several students with partial fee waivers.

## 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 institution follows the curriculum designed by RTM Nagpur University. The institute adheres the guidelines given by AICTE/ UGC and other relevant regulatory bodies.

Academic calendar is prepared by IQAC of the beginning of academic year. The deployment of the curriculum is done through monthly meetings which begin at the end of the academic year in the month of July. Teaching plan prepared with respect to each subject. While preparing course file, Program Education Objective (PEO), Program Objective (PO) and course objective (CO) are mapped. This exercise is collaboratively completed by concerned faculty, IQAC coordinator and Director.

The college has a transparent and participatory process of deploying the following action plans. 1 April - End of Academic Session - Annual Program Plan is prepared by department.

May-June - summer vacations - IQAC prepares the academic calendar.

June-July- IQAR is to be prepared by IQAC and presented to LMC

June-July; Preparation of Teaching Plan

July- August; Consultation of IQAC with HODs to adjust Academic Calendar and implementation of Teaching Plan and Annual Program Plans (APPs).

October & January - Periodic review through student feedback and stakeholders' feedback.

March and April - Yearly reporting events by departments and different cells.

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

Continuous Internal Evaluation is done by the institution with Academic Calendar

1. Classes time-table - Time table Coordinator prepares the time table as per the guidelines of affiliating university.
2. Course files and Lecture Plan- After the allocation of subjects to faculty, course file of each subject is prepared .
3. Internal Examinations- The dates of Pre-University Exam are mentioned in the academic calendar.
4. Question Paper Setting- The question paper of internal exams is prepared by concerned faculties.
5. Exam sheets evaluation- The answer sheets are cross checked in department to ensure transparent and unbiased evaluation.
6. Assignments and Quiz - Assignments are provided to students on the scheduled dates mentioned in the academic calendar and solutions are submitted by students within three days.
7. University Exams- The tentative dates for university exams are indicated in the academic calendar.
8. Student feedback - At the end of academic session students submit their feedback for each subject.
9. Academic Monitoring- Academic dean maintains a monthly monitoring report on course coverage, student attendance and assignment provided for every subject.
10. Amendments- In case of unseen conditions, academic calendar is modified and revised as per the instructions of Director of the Institute only.



<b>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</b>	<b>E. None of the above</b>
<b>1.2 - Academic Flexibility</b>	
<b>1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented</b>	
<b>1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented</b>	
<b>1</b>	
<b>1.2.2 - Number of Add on /Certificate programs offered during the year</b>	



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

1

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

112

### **1.3 - Curriculum Enrichment**

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

Institution integrates cross cutting issues relevant to professional ethics, gender, human values environment and sustainability into the curriculum

Our Institution integrates Cross-cutting issues of the society like Moral Values, Human Values, Professional Ethics, Ethical Values Gender Equality, Environmental Awareness, which are inseparable part of our curriculum. Students will be able to understand the importance of ethics and values in their personal, social & professional life after studying in our institute.. It is in response to a long- felt and urgent need to integrate value education with decision making skills in their personal, social and professional life.

College celebrates days of National and International importance as Republic day, Women's day, Independence Day,

Teacher`s day, Human Right Day, International Yoga Day etc. These celebrations nurture the moral, ethical and social values in the students.

Gender Sensitization The College has Women Grievance Cell and Grievance Redressal Cell to provide counseling to students, promote gender equity among students and also deal with related issues of safety and security of female students, staff and faculty.

The college campus is secured with CCTV and high level security. Awareness about Environment is necessary for the protection of the environment and survival of human life.

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

1

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

129

**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**

**A. All of the above**

**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**

**TEACHING-LEARNING AND EVALUATION**

**2.1 - Student Enrollment and Profile**

**2.1.1 - Enrolment Number Number of students admitted during the year**

<b>2.1.1.1 - Number of students admitted during the year</b>
124
<b>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)</b>
<b>2.1.2.1 - Number of actual students admitted from the reserved categories during the year</b>
103
<b>2.2 - Catering to Student Diversity</b>
2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners
<p>Yes, the Institute is very serious in assessing the learning level of students. We have a streamlined mechanism for continuous monitoring and evaluation of the students.</p> <p>Students are identified based on:</p> <ol style="list-style-type: none"><li>1. Performance in Graduation Examination</li><li>2. Class Test</li></ol> <p>For Slow learners:</p> <p>Slow learners are kept in separate section and exams are conducted to them. The student mentor assesses the nature of their problems and then motivates them in a friendly way to reach their academic goals. Remedial classes are organized to clarify doubts, re-explaining of critical topics for improving performance. Appropriate counseling with additional teaching, eventually helps to students to improve.</p>

**For Advance Learners:**

Advance learners are identified through their performance in examinations, interaction in class room and during interactive session, their fundamental knowledge, concept understanding and expression abilities etc. The Institute promotes independent learning that contributes to their academic and personal growth.

**Strategies adopted for student improvement:**

1. Remedial classes are organized to clarify doubts.
2. Re-explaining of critical topics for improving performance.
3. Motivational classes are conducted to improve the mental ability of student to analyze problems and to encourage student to regularly attend classes.
4. Students can discuss their personal issues with teachers for proper guidance.

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

**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

Student centric learning is focused on the needs of students, their abilities, interests and learning styles where the teacher acts as a facilitator. A mentor is allocated to each student who guides the individual student.

The following participatory teaching-learning activities are undertaken:

Student centric methods are used to enhance the learning experiences:

1. **Experiential learning** - Students undertake internships in industries and participate in industry sponsored non-sponsored projects and field work. Students are sent in the companies for operational workouts and live projects too.
  
1. **Participative Learning:** Several curricular activities like report writing, seminars, quizzes, debates, group discussions, group mini projects encourage participative learning.
  
1. **Problem solving Methodologies** - students solve the subject related Case studies, simulation games and role plays which enhance their learning experiences.

Sr. No.

Learning method

Experimental Learning

Participative Learning

Problem Solving Learning

1

Summer Internship Project

Case Study discussion

Club Activity

2

Dissertation

PPT presentation by student

Case Studies

3

Assignments

Group discussion

Questionnaire

4

Industrial Visit

Debates

Subject Related Studies

5

Management Lesson

Role Play activity

6

Movies

Team Study

7

Guest Lectures

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

Today, it is essential for the students to learn and master the latest technologies in order to be corporate ready. As a consequence, teachers are combining technology with traditional mode of instruction to engage students in long term learning. College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following ICT tools are used:

Projectors, Desktop and Laptops- Arranged at Computer Lab and Faculty cabins all over the campus.

Printers- They are installed at Labs, HOD Cabins.

Seminar Hall - seminar hall are equipped with all digital facilities.

Online Classes through Zoom, Google Meet, Microsoft Team, Google Classroom)

MOOC Platform (NPTEL, Coursera, SAP, Udemy, Edx etc)

Digital Library resources

Use of ICT By Faculty

PPT- Faculties are encouraged to use power-point presentations  
Industry Connect- Seminar and Conference room are digitally equipped where guest lectures, expert talks and various competitions are regularly organized for students.

Online competitions- Various technical events and management events such as Poster making, Ad-mad show, Project presentations, Business quiz, Debates, paper presentations. are being organized with the help of various ICT Tools.



Workshops- Teachers use various ICT tools for conducting workshops on latest methods such as SPSS, simulations.

**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

**2.4 - Teacher Profile and Quality**

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

12

**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**

0

**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**

59

**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.

In 2019-20 the RTMNU University adopted the Choice Based Credit System (outcome Based) for MBA program. The institute is responsible to provide the internal assessment marks for MBA, the End Semester Examination for the course is conducted Institute, and the university has specified norms for the conduct for these evaluations, which are strictly followed by the institute.

**Internal Examination System:**

The Institute conducts the internal examination on the university exam pattern.

Question papers for internal exams are prepared by the concerned subject faculty and it is submitted to the HOD for conducting the actual Exam.

Marks for internal assessment awarded on the basis of tests, assignment, active participation in class, attendance and overall conduct, as determined by the faculty in the respective subject and moderated by the Director as per the directions of the University. Institute sends students for summer internship project for 45days after second semester.

The Institute takes efforts to have transparency in the internal assessment. The test answers and model papers are given to the students. Student gets opportunity to discuss the performance in the tests with the concerned teachers.

Institute displays the internal marks obtained by students on the notice boards.

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

The institute has the following mechanism for redressal of grievances with reference to evaluation both at the institute level and University level, the details of which are given as under:

Institute level Internal Class Test:

College evaluation system is very transparent and grievances are rare. Answer sheet of internal assessment are shown to the students.

The answer scripts of the examinations are shown to the students soon after evaluation. If there is any discrepancy, the teacher concerned makes necessary correction, if justified.

If the problem is not solve at the faculty end then student can approached to the Head of the Department who then resolves the problem by discussion with subject experts.

Faculty is very open to discuss any problems encountered and solve them on their level.

University level: External End Semester Examination

The University has its own grievance redressal mechanism for evaluation.

In case any student has an objection about the marks awarded, he/she has the facility to apply for revaluation within a specified time with the prescribed fee.

The university revalues the answer scripts and takes corrective action.

The facility of revaluation is available for all students

## **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.

NITGSM is affiliated to Rashtrasanta Tukdoji Maharaj University Nagpur for MBA program. The program outcomes, program specific and course outcome of the institute are designed and deliberated in line with RTMNU guidelines.

These are being communicated at various point of time such as induction program, first session of the semester and mentor mentee level.

COs are in line with the course of MBA program which is defined by RTMNU.

The offered MBA course and the programs arranged for the enrichment of the students along with the POs and COS of all

programs are stated and displayed on website and communicated to teachers and students.

These learning outcomes are communicated to the students and the staff through the teaching plans prepared by the group of faculties of each course and the faculty incharge of each activity at the beginning of the course and activity and through the student guides.

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

The process of course outcome assessment is based on unit test, pre university examination and through various curricular and extra curricular activities. As per the academic calendar every program is arranged with an objective and the program outcome is evaluated is a continuous process.

Following measures are adopted by the institute to ensure monitoring and achievement of learning outcomes:

1. Unit Test: This type of performance assessment is carried out during the examination sessions which are held ones a semester. Each and every exam is focused in attaining the course outcomes.
- ii) Preuniversity Examination: Preuniversity Examination is a metric for assessing whether all the course outcomes are attained or not. Examination is more focused on attainment of course outcomes and program outcomes using a descriptive exam.
- iii) Assignment: Each and every student is assigned with course related tasks during every course work and assessment will be done based on their performance. Grades/Marks are assigned



depending on their attainment and submission of assignment

iv) Rubrics are formulated for the assessment of Library, quiz, classroom presentations, activities held under various cells and Internship & Final Project work courses. Record the attainment of Course Outcomes of all courses with respect to set attainment levels.

### 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

24

### 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.nitmba.edu.in/AQAR%202020-21/Point%202.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)**

0

**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**

4

**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**

0



### 3.2 - Innovation Ecosystem

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

Research ecosystem is an approach and an applied frame work for sustainable growth for the students and teachers. NIT Graduate School of Management has a healthy and sustainable research echo system which provides opportunities to the students to create think and innovate, it provides a entrepreneur mindset to the students for creating an availing earn and learn opportunities. Being a management college its helps students and faculties to fill gap and transition in the mid carrier it also makes spare and balance appraisal of proposal by senior researchers without overvaluing or undervaluing the potential.

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

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

1

### 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

0

**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**

1

**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**

0

### **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

Extension activities are initiatives to bring out the quality of participation normally and human sensitivity it includes

various activates under the heads of seminar workshops experts lectures and skilled experiences.

NIT Graduate School of management took these initiatives by engaging their students in to various activities which stimulates the above mention qualities.

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

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

0

**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**

4

**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**

4

**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**

2

### 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

1

## 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.

NIT GSM constituents of a huge campus spread over sprawling area of 26 Acres of lushgreenland.

A well equipped IT Lab with adequate number of computers, each of it is a Pentium IV, comprising of licensed version of Microsoft Windows 7, Antivirus, Scanner and Printer Connection. A dedicated lease - line internet connection with a bandwidth of 50 MBPS ensures effective utilization of IT resources. The entire campus connected with a WI-FI.

The academic block consists of 4 aesthetically designed classrooms and a lecture hall equipped with computers, projectors, internet facility, modern sound system and other audio-visual tools.

The college has 24X7 security guards at the entrance gate to check identity of visitors on the campus to ensure harmony is maintained in the college premises.

Wide and excellent network of transport to facilitate the accessibility of students from adjoining areas. Tutorial Rooms

for combined studies GD-PI room dedicated for Training and Placement activities. Tower room for students Get-togethers. Round the clock uninterrupted power supply State of the art Auditorium for Guest Lectures, seminars, development programs, cultural programs etc. Strong room to ensure that all students' records are kept safely in the college premises.

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

This is the place where students and faculties unwind after day's hard work. The cricket ground owned by NIT Campus is maintained by VCA to facilitate efficient sports activities for the students. Aarambh is a sport event organized for all MBA students. All the institutes will get together to organize the event that marks the beginning of the journey for every NIT GSM student. All institutes will put their best foot for success of event. Urging all of you to participate in Aarambh and share happiness along with us. To develop an understanding of the importance of sport in the pursuit of a healthy and active lifestyle at the College and beyond. To provide the opportunity to be inventive and creative in sporting activities. To promote an awareness of and an ability to appreciate the aesthetic qualities of sporting performance and movement. To develop an appreciation of the concepts of fair play, honest competition and good sportsmanship. To develop the capacity to maintain interest in a sport or sports and to persevere in order to achieve success. To prepare each student to be able to participate fully in the competitive, recreational and leisure opportunities offered outside the college environment.

**4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart**

class, LMS, etc.

4

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)

4.39

4.2 - Library as a Learning Resource

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

Not Available

4.2.2 - The institution has subscription for the following e-resources e-journals e-

D. Any 1 of the above

<b>ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources</b>	
<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>	
<b>32.27</b>	
<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>	
<b>5</b>	
<b>4.3 - IT Infrastructure</b>	
<b>4.3.1 - Institution frequently updates its IT facilities including Wi-Fi</b>	
<b>A well equipped IT Lab with adequate number of computers, each</b>	



of it is a Dual core, comprising of licensed version of Microsoft Windows 7, Antivirus, Scanner and Printer Connection. A dedicated lease line internet connection with a bandwidth of 50 MBPS ensures effective utilization of IT resources. The entire campus connected with a WI-FI. We are equipped with 3 access point with a data transferring capacity up to 100 mbps. We have a well equipped computer lab with 40 occupants. We have UPS back facility with 12kv. We are equipped with MS office for students practical work and assignment completions activities. It helps the students to work on their projects and complete their task on time. We are equipped with Acrobat Reader to for enabling students to view the pdf files. Its help for conducting exams with security and secrecy.

#### 4.3.2 - Number of Computers

40

#### 4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

#### 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)**

4.39

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.

NIT GSM has established transparent and robust procedures for the utilization and maintenance of all physical, academic and support facilities and is well communicated among all the concerned stakeholders. The detailed procedures and related policies are as follows: Policy Statement: NIT GSM has numerous resources that are utilized for the benefit of faculty, students and staff. The policy at the institution calls for efficient and maximum utilization of all its resources. Resource in charges is responsible to ensure that 1. Resources are ready and made available whenever required 2. Resources are repaired, calibrated, maintained and upgraded at optimal levels 3. Resource utilization is tracked and records maintained 4. The availability of the resource is made Known to NIT GSM and campus community 5. Notify the Director in case a resource is underutilized or not utilized below is a no comprehensive list of all the major resources of the institute: Utilization of Resources:

1. Availability of resource is verified with the concerned In Charge.
2. Permission for the utilization is taken from the respective authorities.
3. It is communicated in written to the In Charge so as to make the resource available.
4. It becomes duty of the person who has generated the query to take care of the belongings. Procedure for Repairs and Maintenance of Resources:

5. Every In Charge regularly checks the resource available in their custody and verifies its working condition.
6. Accordingly report of nonworking material is communicated to the Director.
7. Director complies all the complaints and segregates them in urgent and annual maintenance categories.
8. The follow up of the urgent maintenance equipment or resources is taken immediately after the approval of the Director.
9. The annual maintenance resources are forwarded at the end of every academic year after thorough inspection of the equipment.
10. Also, depending upon the cost of equipment and its maintenance requirement the quotations are invited and the detailed procedure is followed through purchase committee.
11. After the maintenance of particular resource it is informed and satisfactory remark is taken from the concerned In Charge. After getting the remark from all the concerned the authority approves the bill for payment and accordingly payment is released. List of the in charges is provided in detail on website in the following link

## **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**

**241**

**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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year**

0

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

**A. All of the above**

<b>5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>	
174	
<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>	
174	
<b>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</b>	<b>A. All of the above</b>
<b>5.2 - Student Progression</b>	
<b>5.2.1 - Number of placement of outgoing students during the year</b>	
<b>5.2.1.1 - Number of outgoing students placed during the year</b>	

32

**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

**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

### 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

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 )

As per Rashtrasant Tukdoji Maharaj Nagpur University Direction student council should be formed and made functional in every institute affiliated to the University. The students representative are nominated as the members of different academic administrative bodies/committees of the institution :-  
IQAC: Student members of IQAC help to propagate quality policies adopted by the institution among the student fraternity and also help in projecting the student view point while taking any quality policy decision.

Class Review Committee : Student members of Class Review Committee assist the College Academic Committee in the process of academic plan implementation.

Students Professional Societies: Most of these societies are maintained completely by students under the guidance of faculty members according to a plan of activity.

Alumni Association: The alumni association provides MBA

students with a career counseling service.

Students are also representative & nominated in different college development committees & cells like Library Committee , Student Grievance Redressal Committee , Prevention of Sexual Harassment Committee , Anti-Ragging Committee , Cultural Committee , Language Creativity Club , Environment Protection Cell & Social Activity Cell . NIT GSM is having College Development Cell(CDC) which is also having students representation.

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

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

14

**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

Alumni Association has been formed by NIT Graduate School of Management with prime motives to facilitate students movement towards developing better personalities, developing good liaison with industry and trade, developing entrepreneurial skills, extend help to follow students for placement.



Alumni Association of our institute works as a conduit between the alumni & the institute both at the corporate & personal level. The alumni are our best emissaries in the corporate world & a vital link in the Industry-Institute relationship.

The Alumni Association plays an important role in helping to shape the future of our NIT Graduate School of Management students by representing the views of its members & contributing to building an engaged & supportive alumni community.

Our alumni hold prominent positions in various sectors & are always on the fore-front to mentor/counsel/guide our current students.

This is done in a structured pattern with Alumni Association as follows

- ◆ Mock GD & Personal Interview's
- ◆ Grooming Sessions by alumni
- ◆ General Interaction & Counseling
- ◆ Preparatory Activities
- ◆ Entrepreneurship Workshops
- ◆ Assistance towards procuring SIP projects & final placements.
- ◆ Ensuring networking & contact between Alumni & current regular students

**5.4.2 - Alumni contribution during the year (INR in Lakhs)**

**E. <1Lakhs**

## **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**

NIT GSM has a vision of being recognized as amongst the leading management institutions imparting quality education; to reduce world class professionals who possess knowledge, skills and necessary values that help them take challenges at a Global level

**Mission**

We believe in imparting quality management education which is in line with the latest global requirements & development of all round abilities of the students.

**Nature of Governance:**

The institution follows a democratic and participatory mode of governance with all stakeholders participating actively in its administration. The Governing Body delegates authority to the Secretary and Principal who, in turn share it with the different levels of functionaries in the college. The HOD, the Conveners of various committees and cells along with the staff representatives on higher decision-making bodies play an important role in determining the institutional policies and implementing the same.

**Perspective/Strategic Plan**

The institution has a Perspective/Strategic Plan in place to help it develop in a systematic, well-thought-out and phased manner

**Participation of Teachers in Decision-Making Bodies.**

Heads of Departments enjoy considerable administrative and academic autonomy in running their disciplinary units.

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

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

The institution practises decentralization and participatory management in keeping with its belief in collective leadership and democratic traditions. A particular reflection of this practice may be seen in the extensive delegation of authority to the Heads of the various Departments in the college.

The Ways in which Heads of Departments participate in the Management Process:

The Head of the Department oversees the Teaching Plans of his/her departmental members.

· He/she is empowered to make adjustments in the routine, and to allot teaching assignments and evaluation duties.

· He/she enjoys the privilege of convening departmental meetings where the programmes for the entire term are decided.

· He/she often takes the lead in planning seminars, workshops, career counseling sessions, remedial measures, inter-

departmental or/and inter-college exercises, departmental excursions and study tours.

· He/she is at liberty to introduce creative and innovative measures for the benefit of his/her students.

· Heads of Departments plan, prepare and publish the magazine or working paper in consultation with his/her colleagues.

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

## Core Values of our Institution

? Excellence in Teaching and Learning

? Involvement of all Stakeholders of the Institution in  
Decision-making

? Community Engagement

? Respect and Commitment

? Holistic Development of Students

Objectives of Perspective Plan

While preparing the present perspective plan, the IQAC has  
considered following main objectives:

- ◆ To ensure top quality standards in higher education
- ◆ Contributing to National Development
- ◆ Developing requisite competencies amongst students of the college
- ◆ Inculcating a Value System among the Students
- ◆ ICT-based teaching and learning.

Perspective Plan:

- ◆ To maintain continuously good academic performance
- ◆ To develop and execute effective teaching- learning process
- ◆ To encourage research culture in faculty and students
- ◆ To develop a comprehensive system of student mentoring and student support and ensure transparency in evaluation process of students
- ◆ To empower faculty about emerging trends in their profession for academic advancement
- ◆ To facilitate a friendly, efficient and flawless administrative set up ensuring a smooth day to day functioning

- ◆ Focus of Strategic Plan

To make students more employable

Apart from these, we also plan to conduct the following  
in future:

To encourage research culture among faculty and students

To empower faculty about emerging trend in their  
profession for academic advancement

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.

#### NITGSM Management

The College is managed by Shri Sai Shikshan Sanstha , Nagpur.

#### CDC

The College Development Cell comprises of Chairman, Secretary and/or representative of Management, Director, Dean and nominated representatives of teaching and non-teaching staff.

#### Director and Dean Academics

The Director and Dean Academics are involved in the implementation of the perspective plans of the College.

#### IQAC

IQAC has been established in the college, which meets regularly to assess the quality deliverance of Management education in the institute.

#### Dean(s)

Dean(s) ensure the effective functioning of student related

activities and problems and promotion of R & D as per the college perspective plan and instructions of the principal.

HOD (S)

The Heads of Departments ensure that the academic calendar provided by the university/college is implemented properly and efficiently.

Committees

Various academic and administrative committees are constituted at the beginning of the year or as and when required and specific task is allotted to it as per the academic and administration plans of the college.

Administrative Officer

Administrative Officer is the head of Non-Teaching and Non-Technical staff and ensures the administration of various sections runs properly and efficiently.

**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**

### 6.3 - Faculty Empowerment Strategies

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

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

Yes, the institution has welfare measures for both teaching and non-teaching staff.

Welfare measures for Teaching Staff:

- Option to join Group Insurance.
- Festival advance.
- Festival bonus.
- Prompt facilitation of Provident Fund

loans. Welfare measures for Non-Teaching

Staff:

- Membership of Group Insurance
- Financial contribution by college to the Non-Teaching Staff Association Fund.
- Festival advance.
- Festival bonus.
- Prompt facilitation of Provident Fund loans.





- Help with facilitation of bank loans.
- Crash Course in Computer Basics for Supporting Staff.
- Renovation of living quarters of hostel support staff.

**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**

0

**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**

0

**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**

0

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

**NIT Graduate School of Management strictly follows the Government Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Colleges**

and Measures for the Maintenance of Standards in Higher Education, for its teaching and non-teaching staff.

The performance of each employee is assessed annually after completion of one year of service. The objective is not only to objectively evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

The salient features of the performance appraisal system are attached here

#### **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

Upload an enumeration on the various external financial audits carried out during last five years with the mechanism for settling audit objections

Enumeration of Internal and External Audits carried out in the last 5 years:

Statutory audit of the institution: 2020-21, 2019-20, 2018-19, 2017-18.

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

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

0

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

NA

## 6.5 - Internal Quality Assurance System

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

The IQAC has consistently striven to institutionalize quality assurance strategies and processes at every level of the institution's functioning. From devising strategies to improve the teaching-learning process through increased use of ICT, expanding the scope of the library, transforming it into a multivalent knowledge portal and establishing contact with research institutes to re-defining the boundaries of a vitalizing, meaningful and holistic education the IQAC has been a proactive player in the overall benchmarking process.

The IQAC has regularly convened meetings; it has submitted the AQARs to NAAC in a timely manner; it has collected feedback in appropriate forms from different stakeholder categories, analysed the same and used it for qualitative improvement; it has organized Academic and Administrative Audit and has initiated follow-up action as per the suggestions and recommendations of the eminent evaluators.

Upload two examples of best practices institutionalized as a result of IQAC initiatives

Two best practices institutionalized as a result of IQAC initiatives.

1. Mentor and Mentee interaction.
2. Stakeholders Feedback, Analysis and Action taken Report

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

After establishing the IQAC in the college, started working towards quality education and inculcating quality culture among the students and staff. The IQAC has also contributed towards institutionalizing the quality assurance strategies and developed various processes as follows:

Promote industrial involvement in academic practices by organizing industrial training, industrial visits, workshops, and guest lecturers from industry experts, etc.

Implementation of interactive learning education in program.

Introduces the aptitude classes and soft skill classes for students to enhance personality and employability.

Conducting quality programs i.e., seminars, webinars, guest lectures, conferences, etc.

Establishment of various processes to take feedback/surveys from various stakeholders.

To implement and enhance the use of ICT tools to strengthen the teaching-learning process.

Establishment of the Mentor-mentee process and its effective implementation.

To institutionalize the best efforts to make the campus ragging-free and develop the discipline in the students along with the establishment of grievance redressal cell.

Other than these initiatives IQAC works on improving the teaching-learning process in programs of college gradually. A result-oriented, performance-based model is adopted at NIT Graduate school of Management that emphasizes accountability based on student learning. Outcome-based education aims to create a student-centric learning environment at the course level including curriculum and training.

**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)**

**C. Any 2 of the above**

## 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 institution has initiated several measures in gender equity & sensitization in curricular can be seen from the courses introduced by the institution. The institution promotes gender sensitization through co-curricular activities like workshops, seminars, guest lectures, street plays, poster exhibitions, counseling etc. Awareness programs like importance of human rights, Rights of Women in Domestic problems, Cyber security awareness programs related to the safety and security of women employees and students are conducted periodically.

The institution provides safety and security facilities for the staffs and students such as CCTV Surveillance throughout the campus and security arrangement. Students wear ID cards at all times and outsiders are checked by security staff before allotting visitor IDs. The institution has a dedicated Counseling Centre and good mentoring system for the students to take care of their academic, emotional, social and cognitive development. Personal Counseling is provided to the students at different levels.



<b>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</b>	<b>D. Any 1 of the above</b>
<b>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</b>	
<b>NA</b>	
<b>7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste</b>	<b>D. Any 1 of the above</b>

<b>water recycling Maintenance of water bodies and distribution system in the campus</b>	
<b>7.1.5 - Green campus initiatives include</b>	
<b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b>  <b>1. Restricted entry of automobiles</b> <b>2. Use of bicycles/ Battery-powered vehicles</b> <b>3. Pedestrian-friendly pathways</b> <b>4. Ban on use of plastic</b> <b>5. Landscaping</b>	<b>C. Any 2 of the above</b>
<b>7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution</b>	
<b>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</b>	<b>E. None of the above</b>

	<p><b>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</b>                      <b>5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</b></p> <p><b>C. Any 2 of the above</b></p>
	<p>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).</p>
	<p><b>Institutional Efforts in providing an inclusive environment i.e tolerance and harmony towards cultural, regional ,linguistic, communal socioeconomic and other diversities. NIT GSM is undertaking various initiatives in the form of celebration of</b></p>

days of Eminent personalities National Festivals, and other such activities to provide for an inclusive environment by bringing students and teachers with diverse background on single platform for creating inclusive environment ,These functions help in developing tolerance harmony towards culture ,region and linguistics and also communal social economics and other diversities. The subject Constitution of India and professional ethics is made mandatory to all students across disciplines. Convocation ceremony is conducted every year, where the convocation address is delivered to inspire and motivate the students for future journey.

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex. NIT Graduate School of Management sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen. To equip students with the knowledge, skill, and values that are necessary for sustaining one's balance between a livelihood and life by providing an effective, supportive, safe, accessible, and affordable learning environment. These elements are inculcated in the value system of the college community. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programs and involved students. The college establishes policies that reflect core values. Code of conduct is prepared for students and staff and everyone should obey the conduct rules.

<p><b>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</b></p> <p><b>4. Annual awareness programmes on Code of Conduct are organized</b></p>	<p><b>D. Any 1 of the above</b></p>
<p>7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals</p>	
<p><b>Institution celebrates/ organizes national and international commemorative days, events and festivals. National festivals play an important role in planting seed of Nationalism and Patriotism among people of India. Our institution celebrates these events with great enthusiasm to commemorate the ideology of nationalism and to pay tribute to our great National</b></p>	

Leaders. The Faculty, Staff and Students of the institution all come together under one umbrella to celebrate these occasions and spread the message of Unity, Peace, Love and Happiness throughout.

Republic day- The institution celebrates Republic day on 26th January every year, commemorating the adoption of Indian constitution and spreading the message that India is the largest democratic country in the world.

Independence Day is celebrated every year on 15th of August, parades and flag hoisting is organized and is celebrated to mark freedom of India from British rule.

Gandhi Jayanti is celebrated every year on 2nd October to understand the ideology of our great leader Mahatma Gandhi wherein pledge is taken by students and staff.

International Yoga day is celebrated on 21st June every year.

Voters Day is celebrated on 25th January wherein the students are given awareness on their duties and rights as a loyal citizen.

## 7.2 - Best Practices

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

A best practice is a method or technique that has been generally accepted as superior to any alternatives because it produces results that are superior to those achieved by other means or because it has become a standard way of doing things.

There are many best practices institute follows for leading to quality sustenance and enhancement. Some of them are enlisted

as under

1. Mentorship program
2. ICT enabled teaching learning
3. Teachers participation in faculty development, syllabus restructuring, evaluation, examination reforms etc.
4. Holistic student centric practices in the college.
5. Gender sensitization programs in college.
6. Student wall magazine and annual issue of the college.
7. Clean and environment friendly campus.
8. Contribution of alumni in college development
9. Celebration of important days in the college like International Women Day, Gandhi Jayanti, etc.
10. Outreach programs conducted at individual, departmental and college level.

Out of these two best practices of the college highlighted are as under

1. Mentorship Program
2. Stakeholder Feedback

### 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 College has provided tremendous thrust and priority to its Program of Diversity Inclusion and Integration – an area distinctive to the Vision of the College. The Vision of the





College is to educate, enable and empower rural and underprivileged students, from different rural area near by institute. To acclimatize the diversified students and bridge the knowledge and language gap, communication classes are organized by the College for them through Students Desk. The College emphasizes the need to mainstream the marginalized and weaker sections of students to ensure justice and equity in society. The Mission is to steer the education it offers not only towards the pragmatic goal of employability, but also to build a life of the mind and sensitize and orient its students to the service of the community, in the quest for a better life for society and the world that we inhabit. The College organizes courses in the teaching-learning of English Language and ICT skills for Economically Weaker Sections, skill training courses, computer literacy and skilled based training program for students. Pursuing its vision of Diversity Inclusion and Integration, the College provided financial assistance to several students with partial fee waivers.

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

The future plans of Action for next Academic year is

1. To further Strengthen the ICT
2. To create an Incubation Centre for Social sciences projects
3. To have more industry academic interface so that there is more corporate participation in academics.
4. To implant Lecture captivating system in the institution.
5. Conducting programmes to encourage and support students to start their own business ventures.
6. Conducting activities to creative skills of students and provide a platform to display their creativity
7. Initiatives for an eco friendly learning space
8. Conducting student focused academic and skills development

activities

9. The institution plans to focus more on research and Development in the next Academic year by increasing the publications of faculty and also motivating students community to write research papers.