

Two Best Practices

Best Practice 1:

Title of the Practice: Proactiveness in overall development of students

Objectives of the Practice:

1. Academic development of students
2. Overall grooming of students
3. To inculcate human values in students to become globally responsible citizens.

Context: The institute always strives for the overall development of budding managers and conduct academic and non-academic activities round the year to accomplish 'Proactiveness', that is one of the core values of the institute.

The Practice: All the academic and non-academic activities are coordinated and conducted by students under the guidance of faculty members. This gives the exposure to the students honing their communication skills, soft skills, leadership, and team spirit. Task force committee structure is created for activities. Committee responsibilities include overall coordination, anchoring, escorting, hospitality, venue decoration, discipline, etc. comprising of students and faculty members. Students are able to work in different committees giving them exposure to different roles throughout the year. Academic activities include seminars, conferences, workshops, inhouse and intercollegiate competitions, industrial visits, etc. Topics / themes of these activities cover various academic functional areas like Marketing, Finance, HR, Operations, etc. and emerging industry relevant topics that bridge gap between the industry and academia. Nonacademic activities include blood donation camps, tree plantation drives, prominent National and International days celebration like International Women's Day, Youth Day, Teacher's Day, Unity Day, Yoga Day, etc., Financial literacy workshop, FIT India rally, Cleanliness drive, Nirbhay Kanya Abhiyan activities, visits to old age homes, orphanages, social visits, raising of funds for calamity hit people that include draughts, floods, etc.. Participation of students in these activities inculcate human values, social awareness and develop sensitivity towards environmental and social issues.

Evidence of Success: Two weeks online induction program, webinars / workshops on Basic concepts to enhance employability in the Finance domain, Workshop on Entrepreneurship Development, Introduction to Securities Market, Entrepreneurship opportunities in Finance and

Real Estate, Capital Market Awareness, Financial literacy and Stock Market, Career Growth, Personal Financial Planning and Learn To Earn, and Rural Entrepreneurship Development conducted for the academic development of students during the academic year 2020 - 21. 74th Independence Day Celebration, Observance of Vigilance Awareness Week-2020, National Education Day 2020, Observance of Constitution Day, Blood Donation Camp, 3 Days Online workshop on “Immunity Boosting Program” were conducted for the overall grooming of students and to inculcate human values in students to become globally responsible citizens. Institutional memberships of NIPM, DELNET, e-Shod Sindhu were subscribed / renewed. Over 10 major co-curricular activities were successfully conducted during the academic year 2020 -21. Over 07 major extracurricular activities were successfully conducted during the academic year 2020 - 21.

Problems Encountered and Resources Required: Due to Covid pandemic restrictions, programs and teaching had to be done through online mode that were resolved by using zoom platform. Minor problems encountered were overcome with meticulous planning in all such activities by the students under the guidance of eminent faculty members. Autonomy to plan and conduct all such activities with the Director and Faculty members of institute helped in successful conduct of all the activities.

Best Practice 2:

Title of the Practice: Quality Inclusive Education at economical fees.

Objectives of the Practice:

1. Provide quality education to all the aspirants irrespective of caste, creed, religion, gender.
2. To provide economical barrier free learning environment for students.

Context: Institute has premeditated its core values that include:

(i) Inclusive education (ii) Transparency (iii) Equity (iv) Economy.

As the phrase goes, ‘Walk the Talk’, institute has been practicing above core values in admission process, teaching-learning process and infrastructure augmentation.

The Practice: (i) Institute caters inclusive education policy: Policies are framed such that students from all socioeconomic strata can avail quality education in affordable fees. Admissions are done through common entrance test administered by CET Cell, Government of Maharashtra and Admission Regulating Authority, Govt. of Maharashtra. Seats are allotted as per existing

norms of government and general merit list is approved by government authority. Admission process is transparent and purely on merit basis. Scholarships are availed by students as per applicable government norms that include all socio-economic strata of society. Additional institute level scholarship is also given to needy students by Parent Trust. All the safety precautionary systems are in place like campus is under CCTV surveillance, High wall compound for campus, 24 X 7 Security Guards on campus, separate common room for girls. Various committees including Internal Complaints Committee, SC/ ST Atrocities Committee are functional to take care of day-to-day problems of students. Campus has various amenities like ramp, wheel chair, Lift, Toilet for Divyangjan, spacious lobbies for the convenience of divyangjan students.

(ii) Transparency: All the information related to academics and administration is made available on institute website. Relevant documents regarding fee structure, policies, authorities, committees are made available on institute website.

(iii) Equity: Equity in all respects is achieved through committee form of organisational functioning.

(iv) Economy: Majority of the assets are created through various grant-in-aid schemes of Pune University helping to reduce expenses and in turn fees for the students.

Evidence of Success: Ratios of students from various socio-economic classes and proportion of girls to boys depicts inclusive education policy adopted and practiced by institute. Admission figures over the years showing representation of all categories of students (boys and girls) reflect transparency in admission process. Zero complaint has been registered with Internal Complaints Committee and SC / ST Atrocities Committee since inception of institute depicting the equity maintained in functioning of institute. Assets amounting over Rs. 18 lakhs have been created through SPPU funding resulting in decrease in tuition fees of Rs. 15,000/- per student per year. Additionally, roof top solar PV system generates 1.5 times more clean energy (Annual saving of 12 tons of CO₂) than required that is exported to state electricity grid saving approx. Rs. 1.2 lakhs of annual electricity bill that in turn reduces tuition fees by Rs. 1,000/- per student per year.

Problems Encountered and Resources Required: No major problems were encountered. The institute has all the systems in place and teaching and non-teaching staff implements them rigorously.