



SELF STUDY REPORT

FOR

2nd CYCLE OF ACCREDITATION

SWAYAM SIDDHI MITRA SANGH'S COLLEGE OF MANAGEMENT AND RESEARCH

**SONADEVI COMPOUND NEAR SAIBABA OCTROI NAKA KALYAN BHIWAND
ROAD TEMGHAR BHIWANDI**

421302

<https://www.swayamsiddhi.org>

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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

The foundation of Swayam Siddhi College Mitra Sangh's College of Management and Research was laid down in the year 2006 by Swayam Siddhi Mitra Sangh, Mumbai. The trust is led by a group of people thoroughly dedicated to bringing the marginalized section of the society into the mainstream of education. This goal is to be achieved patiently and following the rightful path – **“Dhairya, Nistha, Sat-Karma.”** This slogan is a part of the monogram of the Trust. On the main campus, in addition to MMS, several other educational institutes are run by the Trust. The college is in Bhiwandi, which is an industrial belt where the majority of handloom industries, logistics, and supply-chain industries are established. The majority of the students work in these industries and they prefer to continue their studies simultaneously. Due to which this college has proved a boon for the students aspiring for higher education.

The college is run on a no-profit, no-loss principle. The teachers are highly qualified and dedicated academicians. Several welfare measures are also taken by the Management to motivate the staff. The majority of the students in the college belong to the minority community and middle class.

The college is preparing itself to meet the objectives and requirements of the National Education Policy. It aspires to be the best college in the Mumbai-Thane region in the years to come. We hope the present Self Study Report will provide all the required information as required for accreditation.

Vision

“To create professionally competent leaders for industry with social commitment”

Mission

M1: To instill human values and leadership qualities for holistic development of students.

M2: To develop analytical skills and capacity in students to achieve leading position in Business organizations

M3: To Enrich students with practical business management knowledge by providing industrial & corporate exposure to develop entrepreneur spirit.

M4: To inculcate innovative & Sustainable solution to accomplish the Dynamic socio economic needs through research.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Mission to deliver quality education to all. A dedicated and visionary management.

- Focus on holistic development, social commitment, and environmental cause. Established Entrepreneurship Development Cell
- Highly qualified, competent, and committed faculty with vast Experience.
- Focus on career-based education, competent classroom teaching, and regular attendance of the students, well- conducted examinations, and timely display of results.
- Numerous extension and outreach activities, research publications, and collaborations with academic institutions, NGOs & industry.
- Dedicated Mentor-Mentee system.
- Quality performance in Sports and Cultural activities.
- Supporting slow learners through remedial tutorials, classes, and counseling Licensed Software and computer-interfaced experiments for teaching and learning
- Well-developed ICT-based facilities i.e. Computers, LMS, LCD projectors, LED TVs, Laptops, Lecture capturing systems.
- A spacious library equipped with online resources (e-granthalaya, DELNET)
- Sufficient facilities for sports for indoor and outdoor games.
- Active Alumni, and free wi-fi to all.
- Focus on Green, Energy, Environment, Academic, and Administrative Audit. Secure & safe environment for girl students.
- Eco-friendly campus.
- Waste management mechanism.
- Student support services - canteen, girls' and boy's common rooms.
- Dedicated Placement Cell.

Institutional Weakness

- Being an affiliated college, limited scope for adopting any interdisciplinary innovative curriculum.
- Limited revenue generation through research and consultancy work.

Institutional Opportunity

- Expansion of Collaborations and Consultancy. Collaborative research with research institutions. Introduction of job-oriented programs.
- To apply for various schemes of national funding agencies to develop infrastructure and instrumentation.
- Create a friendly environment for promoting start-ups
- Potential to inculcate interdisciplinary courses and programs under NEP-2020. More scope to use modern technology aids in teaching learning programs Communication and other skill development programs for students.
- Locational advantage of the college may enable to increase in enrollment from rural areas
- To apply for autonomy status from UGC.

Institutional Challenge

- Providing required resources for marginalized students.
- Resources for the up-gradation of infrastructure are limited.
- Poor communication skills- both verbal and non-verbal among students as the majority of the students are from vernacular medium schools.
- Majority of the students are coming from rural and economically poor families with less exposure to the present business scenario.
- Economically weaker background of students constraints us to offer add-on and Career Oriented Programmes.
- Restriction on Curriculum Design considering dynamic nature of Industry-Landscape.
- Continue delay in admission process by Directorate of Technical Education (DTE) during last couple of Academic Years.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The College follows the University curriculum because it is affiliated with the University of Mumbai.

1. All PG courses are based on the semester system.
2. The CBCS system is used in PG courses.
3. The institute ensures that the curriculum is implemented effectively through careful planning and is executed in accordance with University guidelines
4. The college ensures the timely submission of teaching plans and distribution of workloads to teachers.
5. There are excellent teachers who are masters of their subject and syllabus content.
6. There is an effective mechanism for the submission of syllabus completion reports and close monitoring of the teaching-learning process.
7. The IQAC of the college plays a vital role in ensuring quality teaching and learning.
8. All the faculty members of the departments get together and discuss the academic activities and prepare action plans at the beginning of the academic year and accordingly they work throughout the year for good results.
9. The college adheres to the academic calendar, which includes the commencement of semester classes, internal tests, theory, and practical exam schedules.
10. Special lectures are arranged by experts to enrich the knowledge of students and faculty.
11. Fieldwork, seminars, and group discussions are conducted regularly by the departments for their academic development.
12. The Continuous Internal Evaluation (CIE) system is practiced and necessary steps are taken in implementing the curriculum very effectively.
13. The college has been working to integrate the curriculum with the cross-cutting issues relevant to gender sensitization, human values, professional ethics, environmental sustainability, etc., for academic enrichment.
14. Add-on Courses incorporate all the cross-cutting issues
15. The college takes feedback from stakeholders for continuous internal evaluation and implements their suggestions and remarks to enhance the quality of the college for the benefit of students.
16. The feedback collected is analyzed and the report is forwarded to the IQAC and CDC for suggestions and corrective measures.

Teaching-learning and Evaluation

1. The number of students enrolled is as per the University of Mumbai and AICTE Guidelines
2. The college has a prospectus and a website where one can find detailed information about infrastructure, programs, teaching faculty details, college activities, scholarships, and so on.
3. The college also places banners throughout the city to encourage students to enroll in our college.
4. The admission committee works hard to complete the admission process.
5. Admissions to colleges are made in accordance with government regulations and guidelines established by affiliating Universities.
6. The teaching and learning process is made more student-centered by utilizing teaching models, ICT, and advanced electronic devices. The students are encouraged to use the e-resources and write small research projects
7. Teachers develop e-Content for their subjects each semester for LMS.
8. Group discussions, fieldwork, student seminars, and guest lecture programs from experts are regularly conducted for effective learning.
9. The faculty members are encouraged to refresh their subject knowledge and teaching skills by attending various workshops, webinars, seminars, etc.
10. All teachers are very much interested in updating themselves with the latest innovations and developments which are useful for the excellence of teaching learning and evaluation.
11. Students' performances are evaluated by conducting internal tests.
12. Due to effective teaching and learning efforts, every year we are able to achieve excellent results.

Research, Innovations and Extension

- There is a Research Committee to promote research activities in the college
- The college has set up Innovation and Incubation Centre and has developed Innovation & Incubation policy
- Three of the teachers have completed their Ph.D.
- Papers have been published by the faculty members in UGC CARE- listed Journal, SCOPUS, and Peer-reviewed Journals with ISSN.
- One of the faculties has got two patents.
- The College campus avoid single use plastic.
- CSR committee is involved in many social and community-based services. Various extension activities like health check-ups, blood donations, tree plantation, fire safety Awareness Programmes, Voter awareness, etc., are arranged.
- The college conducts several add-on-courses to enrich the knowledge of the students.

Infrastructure and Learning Resources

- The well-built infrastructure of the college spread over sprawling 2.7 acres of land has provided a conducive atmosphere for comprehensive teaching - learning and, research.
- The college Library has a rich collection of books. Several e-resources are available in the Library The Library has subscribed to DELNET
- The institution has spacious and well-ventilated classrooms and many of the classrooms are enabled with projectors.
- There is a separate well-equipped Computer Lab. All the software in the Computer Lab is licensed.

Girl's Common-room is furnished with a bed for rest, a mirror, a first aid box, and an attached washroom with a disposable sanitary napkin machine

- High performing Power Generator is installed in the campus.
- Fire-extinguisher based on the latest technology is available in the campus.
- The college has a canteen facility where eatables are made available on concessional rates.
- There are sufficient numbers of washrooms.
- The Sports teacher motivates the students to take part in Sports and Games The College has a spacious staff room, sports room, facility center, etc.
- A photocopying facility is provided to students within the campus at a reasonable price.
- The college Alumni's contribution to the development of the college is quite significant and noteworthy.

Student Support and Progression

- Students are provided scholarships as per the Government norms Students are mentored on one to one basis
- Student Counselling Centres have been established for guiding the students to go in for the best of their careers
- Placement service is available in the college
- Capacity enhancement courses are conducted in the college

Governance, Leadership and Management

1. The college is run by the Management. The Management has a Governing Council which is aided and advised by the College Development Committee
2. The College Development Committee is constituted as per the Maharashtra University Act 2016
3. For the smooth functioning of the college various committees have been formed by the Director.
4. The mandatory committees are formed as per the norms
5. The administration is transparent and democratic and it follows government regulations.
6. The Director has entrusted the work to every department and the committees to complete the academic work well on time and to the satisfaction of stakeholders.
7. The College has formulated several policies regarding employee welfare, research, Innovation, curbing sexual harassment, anti-ragging, etc.
8. The institution provides all welfare measures for teaching and non-teaching staff
9. The Performance Appraisal is a part and parcel of the college and this resulted in the improvement of the quality of the faculties.
10. Both Internal and External audits are conducted regularly as per government norms.
11. The institution has a specific strategy for the optimum utilization of resources.

Institutional Values and Best Practices

SSCMR is steadfast in its commitment to advancing gender equity and cultivating a gender-sensitive atmosphere within the institution. The dedication to this cause is evident through a range of initiatives designed to address the unique needs of female students and staff. The institute organizes guest sessions featuring prominent personalities to discuss and tackle gender-related issues, providing valuable insights, inspiration, and guidance across diverse fields. Recognizing the significance of menstrual hygiene, SSCMR ensures equal

facilities by installing Sanitary-PadVending Machines in Girls' washrooms and conducting health and hygiene awareness sessions. This fosters a safe and inclusive learning environment, promoting the well-being of female members. SSCMR campus is a Divyangjan-friendly campus. The institution prioritizes security with strategically placed CCTVs across the campus, "Sakhi Box," and the provision of female security guard, providing a safety dimension with comfort and protection. A dedicated common room for female students emphasizes the importance of providing a space for relaxation and collaboration, contributing to a more inclusive and comfortable atmosphere.

Environmental sustainability is promoted through events like International Yoga Day, ban on single-use-plastic campaigns, and Tree Plantation, emphasizing a healthy lifestyle and a clean environment.

Ethical education is a focus, sensitizing students about anti-corruption, ethical responsibilities, and civic duties through events like Vigilance Awareness Week and Voting Awareness Sessions/Drives. Experiential learning beyond classrooms includes student camps in rural areas, encouraging social learning, community development, and team-building. Cultural activities engage students in fostering creativity, teamwork, and a sense of belonging.

SSCMR aims at global citizenship, preparing students for successful careers and responsible participation in the global community. The institute strives to empower individuals for professional success while instilling the skills necessary for positive contributions to society.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SWAYAM SIDDHI MITRA SANGH'S COLLEGE OF MANAGEMENT AND RESEARCH
Address	SONADEVI COMPOUND NEAR SAIBABA OCTROI NAKA KALYAN BHIWAND ROAD TEMGHAR BHIWANDI
City	Bhiwandi
State	Maharashtra
Pin	421302
Website	https://www.swayamsiddhi.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Samadhan Khamkar	02522-248257	7977935407	02522-248257	director@sscmmrmba.in
IQAC / CIQA coordinator	Ujwal Dhokania	02522-2248257	9819595554	02522-248257	ujwaldokania@sscmmrmba.in

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details

State	University name	Document
Maharashtra	University of Mumbai	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	30-05-2006	216	Validation Updated Every Year

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	SONADEVI COMPOUND NEAR SAIBABA OCTROI NAKA KALYAN BHIWAND ROAD TEMGHAR BHIWANDI	Urban	2.5	2000

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MMS, Management,	24	Graduation	English	207	200

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	2				4				12			
Recruited	2	0	0	2	1	2	0	3	0	5	0	5
Yet to Recruit	0				1				7			
Sanctioned by the Management/Society or Other Authorized Bodies	3				0				1			
Recruited	3	0	0	3	0	0	0	0	1	0	0	1
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				20
Recruited	14	6	0	20
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				2
Recruited	2	0	0	2
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	5	0	0	3	0	0	0	1	0	9
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	8	4	0	12
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	2		0		2

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	136	0	0	0	136
	Female	64	0	0	0	64
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	30	26	13	23
	Female	24	23	6	16
	Others	0	0	0	0
ST	Male	4	9	2	2
	Female	1	3	2	2
	Others	0	0	0	0
OBC	Male	17	15	9	18
	Female	4	4	7	4
	Others	0	0	0	0
General	Male	38	51	75	54
	Female	25	20	43	34
	Others	0	0	0	0
Others	Male	37	34	19	17
	Female	13	19	21	10
	Others	0	0	0	0
Total		193	204	197	180

Institutional preparedness for NEP

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>1. Multidisciplinary/interdisciplinary: To uphold the spirit of NEP with regard to Multidisciplinary/interdisciplinary study, the institution has designed a few more add-on courses</p>
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	<p>on soft skills and entrepreneurship. Currently, the institution offers only one program: Master in Management Studies. The add-on courses enable the students and teachers to get acclimatized to the parameters and objectives of NEP. One of the senior teaching faculty members has been nominated as NEP Nodal Officer. He will serve as a link between the students, the institution, and the affiliating university on NEP-related issues. The institution has held an Orientation Program for both newly admitted students and their parents well before the start of the academic year apprising them of the structure of NEP. The information regarding choices available to them under NEP for students pursuing Multidisciplinary / interdisciplinary studies has also been brought to their notice.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>The students have registered themselves with the ABC (Academic Bank of Credit) and each one of them has got an ID. The National Academic Depository is a digital platform where students can access their academic documents and upload all academic certificates in digital format. Students have been given unique IDs so that they can access their documents digitally for future academic and professional progress.</p>
<p>3. Skill development:</p>	<p>The college is very much concerned about developing various kinds of skills among the students. We are running skill development certificates in Spoken English, Personality development, Tally, Advanced Excel, NISM- Financial Literacy, Digital Marketing, Entrepreneurship, etc. in conformity with the NEP guidelines. Capacity-building courses including yoga classes as well as courses such as digital fluency, fitness and wellness, health, and hygiene have been introduced. The institution encourages students to participate in community outreach activities such as CSR. The college has also set up an Innovation and Incubation Cell to acknowledge and reward the skills of students and those of anyone interested in the activity.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>Appropriate integration of the Indian Knowledge system teaching in Indian Language, and culture, using online courses have been taken care of. The university syllabus incorporates many aspects of the Indian knowledge system. The college has made all</p>

	<p>preparation to provide online courses. The college has subscribed to all virtual platforms and OBS has been installed, even lecture capturing system has been made available. The college arranges special discourse on the emergence of the pre-reform Indian economy, the introduction of Indian Epics, Gandhian Ideologies, and Ambedkar Thoughts as part of the Indian National Movement. The students are familiar with constitutional Development and the basic ideology of Indian Constitution. Many of these courses are hosted on LMS.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>OBE is a student-centric learning model that helps Institutes to measure Learning Outcomes and enables students to develop skill sets for holistic development. The curriculum of the MMS Program is prescribed by the University of Mumbai, where Program Outcome PO(s) are derived from Graduate Attributes. The POs and the Course Outcome CO(s) are mapped with each other using the correlation scale of 1 to 3. The progression of the teaching and learning process can be tracked through Continuous Assessment which includes Direct and Indirect Assessments. Direct attainment of COs is determined from Continuous Internal Evaluation and Semester End Examination of students. At SSCMR the proportional weight of CIE: SEE is 40:60 and DA: IA is 80:20</p>
<p>6. Distance education/online education:</p>	<p>SSCMR uses facilities like Google Meet, Google Classroom, Zoom, Jio Meet to its students. During Covid affected period SSCMR conducted online sessions through Google Meet & Google Classroom. And, their examinations were conducted successfully with a proctoring facility as per the guidelines of University of Mumbai. The institute has ICT tools, Wi-Fi enabled campus, Computer Centre, LCD Projector and Internet in all classrooms. As per the subjects and student's requirement inhouse tailor-made digital notes are shared through Google Classroom. Faculties have also attended various FDP, Workshops, Industry Sessions, Seminars etc. in online mode including FDP on "Inculcating Universal Human Values in Technical Education" organized by All India Council for Technical Education (AICTE).</p>

Institutional Initiatives for Electoral Literacy

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>Yes, Electoral Literacy Club (ELC) has been set up in the College. It started functioning in 2023-24 on 05/10/2023 and HOD who is senior among the teaching faculties has been designated head of the Electoral Literacy Club. Some of the senior students of the college are among the office bearers of the club.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>The Electoral Literacy Club (ELC) has been set up in the college and has started functioning with effect from 15.10.2023. The Director has constituted a committee to monitor the functioning of this club. The club organizes activities like making the students familiar with Electronic Voting Machines (EVM). The officers from District Election Office are invited to give a live demo before the students. Besides, rallies are organized to create awareness among the peoples about the importance of casting their votes properly and consciously. Yes, the ELC of the college is very much functional</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>The ELC of the college has started working actively for creating awareness among the people at large about the importance of their voting rights and the importance of their votes. The students of the college are split into smaller groups and are sent to different localities to mobilize the common man to register their names with the Election office. The District Election Office has provided all necessary help and guidance to our students in this massive task. Moreover, lectures have been organized in the college about what is meant by ethical voting. Students have made special visits to the localities where the commercial sex workers and marginalized sections of the people are living and have made all possible attempts to bring them into the mainstream of exercising their franchise.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>The students are also motivated to write projects on various topics related to electoral issues. They have been contributing their write-ups on the issue related to voting and how voting is instrumental in strengthening democratic values in our society. Every teacher takes five to ten students under their guidance for writing projects and reports on Electoral processes and the common man's right to vote. The</p>

	<p>college has constantly been organizing rallies to create awareness about democratic values and to participate in the electoral process.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>Roughly speaking, around 10% of the total number of students studying at the First Year level are yet to be enrolled as Voters in the electoral roll because they are underage. Still, they are also associated with the campaign to create awareness about the issues related to democracy, the electoral process, EVM, the importance of votes, etc. The head of the institution is in constant touch with the officers of the Election Office for registering eligible students as voters. Even letters have also been sent from the college to Election Office for this purpose.</p>

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
396	398	374	360	360

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 50

File Description	Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
18	18	18	18	18

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
185.45	159.12	117.20	159.64	232.67

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

The College prepares an academic calendar on the lines of the University of Mumbai. The Academic Calendar and Schedule of Activities are discussed in the staff meeting at the beginning of the Semester. Suggestions are discussed and corrections are made accordingly. A program-wise timetable is prepared for each division. The course-wise timetable is framed to accommodate theory, IT practicals, and project work as required by respective subjects. Specialization and expertise of teachers are considered while distributing the courses. Teachers prepare Semester wise teaching plans and submit the same to the IQAC. Each teacher maintains Teaching Plans to keep track records of topics taught and other academic activities of the assigned class. The teaching in the classes is regularly monitored by the HOD. The staff meeting is presided over by the Director wherein the progress of the teaching-learning process is monitored. The teaching strategies such as student–centric teaching methods, ICT, and Wi-Fi facilities are adopted for proper academic delivery.

Orientation lectures are organized for newly admitted students at the beginning of the year. One Week Orientation & Induction Programme is arranged for Students on Session like Introductory Sessions, Management Games, Ice Breakers, Communication Skills, etc. Group discussions are held to make lectures more and more interactive by using internet aids to build more interest. Interactive sessions like Group Discussions, PowerPoint Presentations, Debates, and Mind-Mapping are encouraged. Teacher-Student Meetings, Parent-Teacher Meetings, Director-Student Meetings, Director –Parents Meetings are held for getting feedback.

Events Committee organizes Guest lectures by inviting eminent personalities from various fields to update the students with the latest developments in their respective fields. Expert guest faculties are regularly invited to share their expertise in the field with the students. As the college is located on the outskirts of Mumbai, experts in the management fields are available to share their experiences. Thus, along with the pedagogic process of academic delivery, hands-on experience is also made available to the students.

Feedback on academic delivery is collected from stakeholders and in case there is a need for further strengthening delivery aspects of the curriculum, further strategies are accordingly developed. There have been precedents where alumni had been associated with the academic delivery process.

The College Examination Committee convenes meeting twice a semester to discuss the time for submission of question papers, assignments, and timetable for the examination. The intimation about CIE is displayed on the college website and also on the college notice board. Internal Exam is conducted as per time table that is communicated well in advance to the students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 13

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Other Upload Files

1

[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 90.78

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
396	224	374	360	360

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

Professional ethics

Professional ethics are taught in all the academic programs in the course/ chapters of “Ethics and Governance”

Gender :

The College provides equal opportunities to male and female students. It is demonstrated by: -

Encouraging active participation of both genders in various college activities like conferences, competitions, sports, and academics.

The Women's Development Cell undertakes a variety of programs for the upliftment, training, self-establishment, and counseling of girls. The institution encourages girl students to participate in all the competitions and other activities so as to develop boldness, discipline and inculcate leadership qualities in them. Access to College Library, Canteen, and other facilities provided on the premises are made available equally for all the students. All the working committees of the college have equal participation (Gender-wise) for appropriate decision-making. Due care is taken to include participation of girls in Industrial Visits and other events held off the campus. Uniforms for the students are designed without discrimination.

Human Values:

Few of our faculty members are certified in Universal Human Values Faculty Development Program, conducted by AICTE. During the Orientation / Induction of the students of new batch, a session on importance of Universal Human Values is taken and its significance in the management studies is explained.

As a part of CSR activities, the students are taken to on local visits to Orphanage, Old Age Homes, Adivasi localities etc. to sensitize the students about the social issues. In addition we also hosted COVID Vaccination Drive Dose- 1 & Dose 2 in association with Bhiwandi Nizampur City Municipal Corporation for local society, students & staff. We had also conducted Awareness program on Solid Waste Management in association with Bhiwandi Nizampur City Municipal Corporation and Blood Donation camp in association with Nair Hospital, Mumbai for local society, students & staff. These programs were symbolic of Human Values which the students appreciated.

Mahatma Gandhi Week is celebrated and various innovative activities like interaction with community workers etc., are organized at various places including the adopted village. Eminent personalities are invited for talks on patriotism, justice, equality, honesty, tolerance, etc. The co-curricular and extra-curricular activities are arranged to inculcate human values.

Environment and Sustainability:

The College shows its concern about the environment which is demonstrated by various activities conducted throughout the year. Segregation of solid and liquid waste is undertaken and duly followed on the College premises. Tree Plantation is carried out not only on the college campus but also in the surrounding areas and adopted village Lakhivali in the Bhiwandi taluka.

Students are made to understand the importance of wise and optimum use of Electricity & Water. *The college has developed a Compost Pit wherein all the degradable wastes are deposited. After few months the decomposed material is taken out and used as Organic Fertilizer for the Garden plants.* Plastic wastes are collected and given to NGO from Thane, E-Waste collection drives are organized periodically. The maintenance of all the water taps and Electrical connections is done on a regular basis.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 100

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 396

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 98.96

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
192	204	194	180	180

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
198	204	198	180	180

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 100

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
90	90	90	90	90

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
90	90	90	90	90

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 22

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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

Swayam Siddhi Mitra Sangh's College of Management and Research, Bhiwandi focuses on the student-centric OBE methods of enhancing the life-long learning skills of students. Faculty members make efforts in making the learning activity more interactive by adopting the below-mentioned student-centric methods.

Experiential Learning

1. Management Games, role-play sessions etc. are conducted with content beyond syllabus.
2. Local Industrial visits are organized periodically to give exposure to the real working culture of the company. Foreign Industrial visit is organized once in a year to give exposure regarding foreign culture, education system and business environment.
3. Add-on Courses on more useful and latest technologies are conducted such as Digital Marketing, Advanced Excel, Computerised Accounting on Tally, etc.
4. Project development on the latest technologies by students where they showcase their working model in the Business Fest
5. Certification Courses (Value Added Courses) by the market experts such as Spoken Skills in English, Entrepreneurship Management, Personality Development & Personal Grooming, etc. are conducted to develop their overall grooming.

Participatory Learning

In this type of learning, students participate in various activities such as seminars, group discussions, projects, and skill-based add-on courses. Students are encouraged to participate in activities where they can use their specialized technical or management skills, such as

1. Annual Business Fest – It is organized every year for the students, where selected projects are displayed on the larger platform.
2. Management Fest- "Rupantaran" - is organized every year by the MMS students in which students from different colleges participate and learn from each other.
3. Annual Cultural Program – This is organized every year for the students of the college to give opportunity for the students to showcase their talents.
4. Regular Quizzes- Quizzes are organized for student participation at the intra or inter-college level.
5. Presentation of papers in conferences and Seminars – the MMS students are motivated to present papers in Seminars/Conferences. The objective is to give them exposure to analytical and drafting skills.

Problem-solving methods

Teachers encourage students to acquire and develop problem-solving skills. In addition, the college also organizes expert lectures on various topics, and motivates students to participate in various inter-college and intra-college Fests and other competitions such as:

1. Regular Assignments based on problems/Cases, Regular Quizzes
2. Case studies / Group Discussion/Class presentations/ Debates

3. Participation in Inter college events

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years**Response:** 100

2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
18	18	18	18	18

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)**Response:** 38.89

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
11	6	6	6	6

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

SSCMR implements a comprehensive and time bound evaluation process that encompasses Continuous Internal Evaluation (CIE) and Semester End Examinations (SEE). This process is introduced to students during the Induction Program.

CIE of 40 marks and Semester End Examinations of 60 marks are carried out as per guidelines of University of Mumbai for MMS Program. Every subject/course teacher of MMS communicates the various parameters of internal assessment (CIE) such as Mid-Term Test, Presentations, Assignments, Case Studies, Role Plays, Quiz, and Group Discussions.

Examination Process:

The entire examination process is conducted as per norms of University of Mumbai by following confidentiality and maintaining sanctity of examination which helps in the timely declaration of results.

The time-table schedules for mid-term test and written exams are displayed on college notice boards, and results are declared within 45 working days after the last day of exam.

Pre-Examination:

SSCMR follows University of Mumbai guidelines. The examination schedule and academic calendar, is meticulously followed Head of Department and examination Committee.

Seating arrangements are displayed on notice boards.

Examination duties are assigned to the staff for smooth conduct of examination. Question papers are collected according to university's guidelines.

During Examination:

SSCMR strictly adheres to all examination guidelines provided by University of Mumbai. Invigilators mark student attendance for examination records.

Any unfair means practices during examinations are monitored and reported to the unfair means committee.

Post Examination:

SSCMR conducts the Centralized Assessment. Results are declared in a time-bound manner within 45 days from the last date of the examination and displayed on notice board.

The Examination Committee handles examination-related grievances.

Any issues such as totaling mistakes or unassessed questions are reported to the examination department for necessary corrections.

Marks obtained after revaluation are accepted according to University rules.

The Examination Committee along with admin office assists University Examinations, including form filling, hall-ticket distribution, and seating arrangements.

Institute has adopted automation process in coordination with university, through its portal which facilitates exam-processes right from exam-form submissions to final marks submissions.

Following above procedure, the system of assessment and grievance is time bound and transparent at SSCMR

During Covid 19 pandemic, examinations were conducted online via LMS software which was developed by in-house IT department as per guidelines of University of Mumbai.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the

institution are stated and displayed on website

Response:

The institute is affiliated with the University of Mumbai. The syllabi of every course of the program are designed by the University of Mumbai and are available on the website of the University. Workshops are organized at the district level in the affiliated college by the University for stating the program outcomes, course outcomes to teachers. In these workshops faculties actively participate in the enrichment of course content and its outcomes. After approval from faculties and authorities, program outcomes and course outcomes are finalized and made available to all stakeholders. The faculties, students, and stakeholders can access program outcomes and course outcomes from the college website. POs are prominently displayed at various places like classroom, office, conference room, library, etc. During Orientation, the Director addresses the program outcomes and course outcomes to the MMS students. The course teachers also explain the program outcomes and course outcomes to students in the classrooms during the first introductory lecture. These outcomes are also stated to the students during various curricular, co-curricular, and extra-curricular activities. Outcomes are communicated to the participants during Parent-Teacher meets and Alumni meets. The college plans to deliver program and course content in such a way that the targeted outcomes of the program and course can be achieved. The college analyses results and feedback collected from students for ensuring whether program outcomes and course outcomes are achieved. The program outcomes of self-designed certificate courses and short-term courses are clearly stated at the beginning of the concerned course.

The following Program outcomes are adopted and followed by our college

1. Apply knowledge of Management Theories & Practices to solve business problems.
2. Foster Analytical & Critical thinking abilities for decision making.
3. Ability to understand, analyze and communicate global, economic, legal & ethical aspects of business.
4. Ability to develop Value Based Leadership with themselves and others in the achievements of organizational goals, contributing effectively to a team environment.
5. Evaluate business environment and opportunities and devise strategies for responding effectively to problems, threats, and opportunities.
6. Analyze and synthesis across disciplines/functions in order to evaluate business opportunities and make sound business decisions
7. Construct and communicate a logical, relevant, and professional qualitative assessment of business information of specific domain area in an effective manner.
8. Summarize and apply theories of team composition, process, and motivation to effectively manage work teams

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Evaluation of attainment of Co & PO

The institution evaluates the program outcomes and course outcomes.

The college analyzes the progress and performance of the students in the internal and university examinations. Unit tests, home assignments, seminars, projects, and preliminary examinations in each semester are conducted. Along with the university examination, projects, and seminars are conducted and evaluated. Besides, outcomes are evaluated through Quiz Competitions, management games, Field Visits, Trade fairs, Youth festivals, Wallpaper, and College magazines. The Director in the staff meeting discusses the result and if the result is less than that of the university then the reasons are identified and the solutions to improve the results are discussed. The career-oriented and short-term courses are conducted by the college and are supplementary to the MMS course; it is a value-added and skill development course for the students. The Spoken English course helps to develop spoken skills among the students. It develops the communication skills of the students. The results of the students show the outcomes of the program. The attainment of program outcomes is also evaluated through students' progression. The institution also collects feedback forms from alumni, parents, and other stakeholders so as to evaluate the attainment of program outcomes. Regarding the method of measuring the attainment of POs, PSOs, and COs; the institution uses Direct assessment and Indirect assessment tools and methods. The learning outcomes are monitored through the performance and the results of students in internal and university examinations. Each department analyses the performance of its students in its Departmental Meeting. The Director also takes its review in the Staff Meeting and directs the faculty to concentrate on increasing the quantum of their Course Outcomes.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 95.59**2.6.3.1 Number of final year students who passed the university examination year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
177	176	171	172	172

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
200	185	179	172	172

File Description	Document
Institutional data in the prescribed format	View Document
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.7 Student Satisfaction Survey**2.7.1****Online student satisfaction survey regarding teaching learning process****Response:**

File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - 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 last five years (INR in Lakhs)

Response: 0

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

Swayam Siddhi College of Management and Research has created an ecosystem for Research and Innovation-

1. To recruit and develop desirable human resources,
2. To take the initiative for the creation and dissemination of knowledge for Filing Patent
3. To establish an Innovation and Incubation Centre

1. Human Resource Development

At the entry level, the institution recruits meritorious, dynamic, and enterprising young faculty through

an elaborate selection process that involves careful scrutiny of applications, and testing of knowledge and teaching skills through seminars and selection interviews.

The annual performance appraisal system encourages faculty to enhance their teaching, research, and administrative skills, as well as social services to the desired level of promotion. Regular Faculty Development programs are organized. Teachers participate in Conferences, Seminars, and Workshops. Financial support is provided for research in terms of seed money. Teaching and non-teaching staff are encouraged to enhance their qualifications and pursue Ph.D. programs.

The institute has a well-defined and published research promotion policy. Seminars and workshops on Research are organized on the campus where research scholars of repute are invited to interact with each other.

Young faculties across the institute are encouraged to do research in multi-disciplinary and interdisciplinary areas. Faculty members are motivated to write research papers and engage themselves in innovative findings and filing patents. A couple of patents have been filed by our faculty members.

2. Excellent infrastructure in Library

The Library has excellent infrastructure for assisting researchers in writing their projects. Numerous online journals are available in the Library. The Library has subscribed to DELNET. Separate space has been provided in the library which has been termed an “E-Zone”.

3. Entrepreneurship and Virtual Incubation Centre

This centre has been established to facilitate innovative, flexible, and economical solutions to problems. An Innovation and Incubation Centre has also been established to promote start-ups and motivate the stakeholders to learn new skills.

4. Industry-Institute Interaction Cell

This Cell has been established to explore new avenues in terms of skill development and research. Regular meetings are held and attempts are made to modify and customize the syllabus as per the suggestions of the Cell. The Cell functions to achieve the following:

Management Development Programs are organized for industry professionals. A liaison between the Institute and industry is established for consultancy.

Summer training of students to familiarize them with practical industrial problems. Inculcation of value system through an innovative approach

Field Activity

- Research on ways and means for women empowerment.
- Walking & Social Service Camps to reach the doorstep of the needy is a classical research example
- Effective methods for use of ICT technologies

- Research various construction materials by developing working models

Some other initiatives include:

- Entrepreneurship courses.
- Visits to industries.
- Organization of Business Fest to foster creativity and innovation along with other creative skill contests.
- Project work for all students.
- Annual exhibits of Models and Innovative ideas of students on Annual Day.
- Skill training to augment the potential for start-ups Links

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 17

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
3	6	1	6	1

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 0.36

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
0	2	8	3	5

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Link to re-directing to journal source-cite website in case of digital journals	View Document
Links to the papers published in journals listed in UGC CARE list or	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 1.16

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
26	7	25	0	0

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

The college has made a significant contribution to society and the environment by carrying out various extension activities. The faculty members are given responsibilities to engage students in community development programs. The emphasis is given to the holistic development of the students by engaging them in various extension activities that support them to become better citizens. In addition to pursuing academic excellence, the institute organizes various extension activities such as AIDS Awareness, Swachh Bharat Abhiyan, Gender Sensitizing Programs, Tree Plantation, Cleanliness Activity, Poster-Making Competition on Women Empowerment, Solid Waste Management Activity, Plastic-free Campus Awareness Program, Anti-Drug Camp, Wall Painting on Water and Energy Conservation, awareness session on Leprosy- TB patient, Voter's Awareness Campaign to sensitize students regarding importance of voting. As a part of social responsibility, the college organizes several programs such as prevention of sexual harassment and workshops on *Beti Bachao-Beti Padhao*. To create awareness about health and hygiene, the institute organizes health consciousness programs such as hand washing, haemoglobin check-ups, general health check-ups and rallies on different occasions. The institute organizes Library Day to inculcate reading habits among the students on the occasion of the Birth Anniversary of Dr. S.R. Ranganathan.

The institute encourages students to undertake experiential learning, problem-solving sessions, paper and poster presentations, and debate competitions. The institute has Career guidance and Placement Cell for guiding and helping students acquire suitable skills for jobs. There is an Alumni Association "*Runanubandh*" that interacts with students. It helps to establish corporate connect and placements. The institute organizes study tours both local and international. The institute observes 'No Vehicle Day' intermittently. The institute has rainwater harvesting systems. The institute organizes no plastic campaign; the impact of the program conducted by our institute is quite significant. The number of plastic users has gone down admirably. The students of the institute are dumping their plastic waste at one place earmarked for this purpose. The teachers and students are rarely using vehicles as they prefer

public transportation.

Due to the various extension activities conducted by the institute to sensitize the students in the last few years, as a result below positive outcomes have been observed:

- People now are well aware of the social service activities conducted by the institute and they not only take benefit of the services but also appreciate the same.
- Students learn the process of conducting such programs and get connected with the social issues.
- Students inculcate Human Values by helping one another and developing a sense of belonging to the society.
- Such programs help the students realize the importance of leadership, cooperation and team building.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

The college has rendered notable extension services in the vicinity since its inception. Some of the major extension services are Swachh Bharat Abhiyan, Blood Donation Camp, and Campaign to discourage the use of Plastics, Beti-bachao, and Beti Padhao campaign.

The CSR wing of the college has been carrying out a number of extension services. The college has been given a **letter of appreciation** for its laudable contribution to cleanliness during the Cleanliness Fortnight observed by **Nehru Yuva Kendra under the Ministry of Youth Affairs and Sports, Government of India on the occasion of Azadi Ka Amrit Mahotsav.**

The institute has also received recognition from the International Organization for Standardization (ISO) as mentioned below:

- ISO 50001:2018 Energy Management System
- ISO 14001:2015 Environment Management System
- ISO 9001:2015 Quality Management System

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 17

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
3	5	2	3	4

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.5 Collaboration**3.5.1**

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 8

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

Swayam Siddhi Mitra Sangh's College of Management and Research has a well-developed high-tech landscaped campus and has a big playground. The main building houses six classrooms, three tutorial rooms, one computer lab, canteen, well-equipped library, a Director cabin, a staff room, etc. It is equipped with modern facilities and learning resources.

The Infrastructure facilities and learning resources are categorized as under:

- (a) Learning Resources include resources and infrastructure required for the library, computer center, classroom, meeting rooms, counseling and mentoring center, staff room, office, etc.
- (b) Utilities include safe drinking water, canteen, parking, etc. Classes are scheduled for optimal utilization of the available physical infrastructure.

The Institute constantly tries to enhance infrastructure both in terms of buildings and other facilities to provide a good teaching-learning environment.

To promote research, SSCMR has established a **Research Centre** for promotion of research in thrust areas.

IT Facilities: The College has 200 computers and 02 laptops connected with LAN / wireless internet facilities all over the campus. It is equipped with the latest IT infrastructure, with projectors and printers. Internet facility is provided to ensure uninterrupted connectivity.

Library: The college has a well furnished library with 11296 books, e- books, e – journal and reference books. The reading room has a facility of E – zone / digital library equipped with computer and a printer with internet connection and Wi-Fi. EBSCO and DELNET Database are additional facilities to users.

Sports: College offers various sports facilities within the campus and held many sporting events that complements students' academic learning. Different sports conducted in the college are Volleyball, Box Cricket, Tug of War, Carron, Chess etc. Students were taken to Champions Sports Park for different sports activities.

Cultural: Rupantaran is the annual fest organized by the college every year to promote cultural activities. It is held in December and includes variety of items like dances, songs, skits, speeches and plays.

Canteen: The College has a canteen for the students, teaching and support staff. Hygienic food is served at concessional rates.

The Institute has a policy for the creation and enhancement of infrastructure to promote a good teaching-learning environment. The college undertakes the following upgradation work on regular basis:

1. Upgradation of Learning Management System (LMS).
2. Modernization and upgradation of the multimedia lab,
3. Physical Infrastructure to support student amenities is in place.

Details of augmentation in infrastructure facilities during the year:-

Sr. No	Particulars	Number
1.	Director's Office	01
2.	HOD Cabin	01
3.	Faculty Room	02
4.	Trustee's Office	01
5.	Administration Office	01
6.	Medical Room	01
7.	Tutorial rooms	03
8.	Conference Room	01
9.	Examination Control Room	01
10.	Placement Cell	01
11.	R & D Centre	01
12.	Library	01
13.	Girls Common Room	01
14.	Classroom	06
15.	Computer Centre (Labs)	01
16.	Boys Common Room	01
17.	Admission Cell	01
18.	Seminar Hall	01
19.	Reception Lobby	01
20.	Playground	01
21.	Canteen	01
22	Fire Extinguisher	01
23	Parking	01

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 7.61

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
32.85	15.82	0	7	9.33

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.2 Library as a Learning Resource**4.2.1**

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The college has a spacious library. Library has a huge collection of Textbooks, Reference books, and others books with peer-reviewed journals and volumes of journals. The reading room is well furnished to accommodate 90 students at a time and provides a conducive environment for study. A visitor record is

maintained for students and faculty members.

New Arrivals of books and journals are displayed on the notice Board. The library has closed-circuit television (CCTV) surveillance Cameras.

OPAC: The library has developed an Online Public Access Catalogue.

The library is computerized with barcode-based issue-and-return process. OPAC helps to search books by Title, Author, Subject name, etc.

E-Resources: The library has subscribed to E-Granthalaya Digital Agenda for Library Automation and Networking Software. It has also subscribed DELNET Database and EBSCO Database.

E-Zone:- The Library has an E-Zone facility for students and teachers who desire to do research work. The Library has put the details some of the free access journals on the notice board so that the interested individuals could have immediate access to these journals. The issue and return of the book have been activated in the library software.

Library Website (<https://admin54704.wixsite.com/swayam-siddhi-librar>): The library has its web page published on the College website. Students can login and avail various services of the library.

The following e-contents are made available through the portal:

- e-Books and e-Journals
- Dictionaries and Encyclopedia
- Newspapers
- Open Access Online Database

- The Library has a visitor's register book where entries of each of the visitors are recorded. The rules of functioning of the Library are put on the notice board outside the Library. It is also available on the college website.

Procedure for purchase of books: There is a Library committee in the college which approves the teacher's and students' demands for the purchase of new books. The teachers first fill up a requisition form for the purchase of a new set of books. The requisition form is channeled through the HOD and the Committee to the Director. After approval of the Director, the books are ordered for purchase.

Library timings: The Library starts functioning on a working day at 9 a.m and remains open till 6 pm.

Book Issue: Each student is issued two books at a time. But with the special permission of the HOD and the Director, one more book may be provided to the deserving students. Fine is levied on students who fail to return the books on time. Re.1 is charged per day upto 15 days of delay and Rs.2 is charged per day for more than 15 days of delay.

Disposal of Old books and Old Newspapers: the Librarian writes an application to the Library Committee for the disposal of old Newspapers and weeding out old books. The committee gives its consent for disposal after scrutiny. A register is maintained for the disposal works.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

Computer Lab with Latest Software:

The computer lab is well-equipped with branded computers of latest version adequately supported by 100 Mbps leased lines for internet connectivity. It is also equipped with a wide range of licensed system software and application software. The entire campus is connected with LAN Messenger. Lab assistants are available to support students and faculty with their queries. Computer lab is connected with the power generators for uninterrupted power supply.

All classrooms are equipped with required ICT facilities like Computers and projectors for best learning experience. The computer lab has a total of 120 computers with a configuration of Lenovo Intel processor i5 with 4 GB RAM for the students and for faculties, individual computers are provided in their cabin.

Library: It is equipped with 6 computers out of which four are in digital library / E-zone, reading room with Wi-Fi facilities. Students can have access to DELNET AND EBSCO database to refer journals and reference books. Research work can also be carried out. Separate library software is provided on lab assistant PC.

LAN facility: LAN facility exists.

Wi-Fi facility: The College extends complete Wi-Fi support to the students. It is made available at various locations such as Reading halls, Department corridors area, etc. Staff and Students can access this facility on their Laptops by registering themselves. The institute is a free Wi-Fi campus. The college discourages students from using mobile phones on campus. Xerox facility is available in the college.

Laptops are provided to teachers for multiple uses of teaching methods and research.

The college seminar hall is equipped with Smart TV, internet connectivity and necessary ICT facilities.

Dedicated computer is allocated for the conduct of college and University level examinations. Latest

version of computer, printer, reprographic machine, with required software is made available. Computers are also available to do online assessment of University paper under Centralized Assessment Program (CAP)

Updating the IT facilities

The college updates its IT facilities regularly. The college has appointed a special person for this job. Mr. Vishal Metkar is an IT expert. He is in-charge of the IT lab and all other IT-related equipments. The Wi-Fi facility is provided by one of the local service providers. The outdated equipments are disposed off in the manner prescribed by the Trust.

Intranet, Internet, learning Platforms, computers –

Sr No	Details	Number
1	PCs exclusively available to students:	120
2	PCs available in Library:	6
3	PCs available in Administrative Office:	6
4	PCs available to Faculty Members:	18
5	Number of PCs in Research Cell	1
6	Number of PCs in Exam Control Room	1
7.	Director Room	1
8.	Trustee Room	1
9.	Placement Room	1
10.	Classroom	6

Sr No	Details	Number
1	Internet Bandwidth in Mbps:	100 Mbps
2	Printers available	6
3	LED Android TV LG	3
4	LCD Projectors	6
5	Sony Handycam with tripod	1
6	Sony camera	1
7	Sound System with mic-cordless	1

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2**Student – Computer ratio (Data for the latest completed academic year)****Response:** 3.3**4.3.2.1 Number of computers available for students usage during the latest completed academic year:**

Response: 120

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.4 Maintenance of Campus Infrastructure**4.4.1**

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 29.55**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
64.44	54.79	32.63	38.26	62.23

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 95.71

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
375	380	356	349	347

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Report with photographs on ICT/computing skills enhancement programs	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 71.88

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
196	159	818	94	90

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 66.23

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
134	123	126	114	111

5.2.1.2 Number of outgoing students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
199	185	179	180	175

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 0

5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format	View Document

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 last five years

Response: 0

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

File Description

Document

Institutional data in the prescribed format

[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 2.2

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
5	2	0	2	2

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

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

Response:

The college started functioning from the year of 2006-07, the first batch of post graduation (MMS) came out in 2007-08. The number of Alumni is quite sizeable and many of the Alumni regularly assist the college in providing various kinds of services like mentoring, grooming, and motivating the students to become successful entrepreneurs. The Alumni meet is organized every year. An invitation is sent to all the passed-out students. During the Alumni meet the academically brilliant students who scored high marks share their techniques of study and even share their study material with students. They also guide the students about internship programs and placements.

The college collects feedback from the Alumni regularly. The feedback committee analyses the feedback and prepares the report and submits it to the IQAC for initiating measures based on suggestions. It was on the suggestion of the Alumni the college introduced value-added courses on Advanced Excel, Tally, Digital Marketing and Entrepreneurship Management. The college has created a form for the registration of Alumni. It may be filled out either online or offline. The college closely monitors the association of the college with the Alumni.

Alumni associations at SSCMR was formed in 2021-22 and was named as 'Runanubandh'. It plays a crucial role in the development and advancement of the college. The contributions of Runanubandh, whether financial or through support services, proves to be a lasting impact on the overall growth and success of SSCMR. Runanubandh assist the institution in ways discussed below:

1. Financial Support

2. Mentorship and Networking

3. Knowledge and Expertise Sharing

4. Event Participation

5. Communication and Engagement

- Alumni often have valuable professional experiences. 'Alumni meet' connect current students with alumni who provide guidance, advice, and networking opportunities.

- Networking events or platforms facilitates connections among alumni, fostering collaboration and partnerships.

- Alumni are usually willing to share their expertise by participating in lectures, workshops, or seminars, contributing to the academic and intellectual growth of the institution.

- Alumni assist in creating internship opportunities, job placements, or career development programs for current students.

- Alumni networks often serve as valuable resources for job referrals and professional development.

- Engaged alumni proves to be powerful advocates for the institution, helping to raise its profile and attract prospective students.

- Alumni contribute to marketing efforts by sharing success stories, achievements, and positive experiences

- Alumni reunions and other gatherings provide opportunities for networking and reinforcing a sense of community among graduates.

SSCMR regularly acknowledge their efforts, highlights success stories, and involve them in key decision-making processes which helps in strengthening the bond between the college and its alumni.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

Response

The Board of Governors meet twice a year to discuss the growth and overall development of the institute and to decide the strategic plans, academic goals, adherence to vision ensuring overall well-being by integrating recommendations of Internal Quality Assurance Cell (IQAC) forwarded through **College Development Committee (CDC)**.

The Board's main focus areas are:

- Reviewing institutional functioning and activities as per vision of SSCMR.
- Encourage Faculty capacity building through workshops and training.
- Developing and maintaining state of the art infrastructure for imparting highest quality teaching.
- Student's participation in co-curricular and extracurricular activities for holistic development
- Strong linkage between industry and institute
- Encouraging Research
- Optimum utilization of resources.
- Approving annual budget.
- Appointment, appraisal and promotion of staff members.

The decision making at SSCMR is decentralized and the administration style is participative which reflects within the utilitarian progression of the Institute. The policy making, decision making and functioning of the institute is administered by the Board of Governors (constituted as per AICTE guidelines), College Development Committee (formed as per Section 97 of the Maharashtra University Act, 2016) and IQAC (formed as per guidelines of NAAC). The remaining statutory committees comprise representatives of all stakeholders of the Institute for coordinating important administrative activities.

Besides management representatives, the stakeholders include admin staff, faculty, student representatives, alumni, parents and academic industry experts. Day to day activities are carried out through various non-statutory committees for academic and administrative functions. The statutory committees at SSCMR are formed as per the norms of the competent authorities.

The list of statutory committees is appended below:

- Board of Governors
- College Development Committee
- Internal Quality Assurance Cell
- Students Grievance Redressal Committee
- SC/ST Committee
- Internal Complaints Committee
- Anti-Ragging Committee

Keeping with its belief in collective leadership and democratic traditions the institution follows a democratic and participatory mode of governance with all stakeholders participating actively in its administration.

This is reflected in our practice that Head of Program of MMS program is empowered to allot teaching assignments and evaluation duties, take the lead in planning seminars, workshops, departmental excursions, study tours and career counseling sessions.

At SSCMR decision making and delegation of authority is further decentralized and all non-statutory committee functions are assigned to designated faculty for each function. The list of the function includes Academics, Discipline, Examination, Library, Student Council, Placement, Alumni Association and cultural among others to run the institute smoothly.

The Institute also has a comprehensive strategic plan wherein short term and long term goals are planned in accordance with NEP requirements.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The Institution has been established by the Swayam Siddhi Mitra Sangh, Mumbai. The institution has to seek the permission of the Management in all the important academic as well as administrative affairs.

At the institutional level, the Director is the final authority who reports to the Managing Trustee of Management. The meeting of the Management with the Director of the institution is held regularly. The Director of the college informs the Management of the activities of the college and the requirements of the college.

Being the head of the Institution, the Director is responsible for all the academic and administrative activities of the Institution. In the absence of the Director, senior faculty is given charge to run the Institution.

A number of committees are formed for academic, administrative, co-curricular, sports, and extension activities. In all these committees, there is a chairperson and members. Some other important administrative committees are Admission Committee, Academic Monitoring Committee, Examination Committee, IQAC, Women Development Cell, Anti-Ragging Cell, Minorities Committee, SC/ST Committee, College Grievances Committee, etc.

The Director looks after all of these committees. The chairpersons of all the committees are free to work their own way but as for the budget allocation, they have to seek the permission of the Management.

The Institution has to follow the rules and regulations regarding appointment and service as stipulated by the University, the State Government, and the UGC. The recruitment and promotion of academic and administrative staff are done as per the norms decided by the University of Mumbai, the State Government, and the UGC. The sanction for recruiting a number of staff is obtained from the office of the Joint Director of Higher Education, Mumbai. The recruitment is done according to the posts sanctioned by the Joint Director. The Management is also vested with the power to recruit staff and sanction posts for teaching and non-teaching staff but it is obliged to follow the rules of the Government in this matter.

The Institution also follows the State Government and the UGC rules regarding leave.

Campus seniority is taken into consideration while making faculties the Head of their respective departments. The head of the department represents the institution in the works of examination assigned to the college by the University. The HOD is empowered to distribute the papers and topics to be taught and assessed among the other members of the department. The HOD keeps abreast of the other faculties in the department of the proceedings of the college and university meetings. He also voices the views and suggestions of the faculties in their department meetings.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2

Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

Swayam Siddhi Mitra Sangh's College of Management and Research has well-framed staff welfare policies. The following welfare measures are in practice:-

1. Necessary concessions in duties are granted for attending Faculty Development Programs. The

College reimburses the Registration fees of any FDP which is attended by the Faculty

2. Employees are granted leaves and vacations as per Government rules.
3. Maternity leave and sabbatical leaves are provided. Free Transport Facility is allowed to Teaching & Non-Teaching staff from nearest railway station.
4. Festival advances are given to Teaching & Non-teaching staff as Eid, Diwali, Ganesh Chaturthi advances, etc.
5. Financial support is provided to Teaching & Non-teaching staff in case of any emergency situatio

Canteen facilities are provided at a subsidized rate.

6. For the mental and physical well-being of Teaching & Non-teaching staff, the college regularly organizes YOGA and Meditation Sessions , Health Check Up Camps.

7. The financial increment is granted to employees on yearly basis.

Also, the increment is given to those faculties qualifying NET/SET examination, or any other upgradation in their qualification.

8. Teachers are motivated to do research work and they are provided with seed money for undertaking research projects.

9. Group insurance of teaching and non-teaching staff.

10. The college celebrates the birthdays of its employees.

11. Staff is encouraged to participate and publish their research papers at the conference held in college, the cost is borne and paid by the college.

12. Celebrations of International Women’s day, Sports day and Teachers day, etc. organized by the management.

13. Training sessions are organized for non-teaching employees for keeping them abreast of the latest use of technologies in day-to-day work. The expenses of training are borne by the college.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 40

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and

towards membership fee of professional bodies year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
14	8	7	5	2

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format	View Document
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	View Document
Audited statement of account highlighting the financial support to teachers to attend conferences / workshops and towards membership fee for professional bodies	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 84.17

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
22	17	20	18	24

6.3.3.2 Number of non-teaching staff year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
6	6	6	6	6

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	View Document
Institutional data in the prescribed format	View Document
Copy of the certificates of the program attended by teachers.	View Document
Annual reports highlighting the programmes undertaken by the teachers	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Response:-

SSCMR has implemented a formal mechanism for keeping control on all the financial transactions of the institute. SSCMR maintains all the financial records as per the accounting standards defined by the Regulating Authorities.

Internal Control:

SSCMR has implemented a full proof mechanism wherein every expense that is to be incurred by the Institute is approved prior by the Management. Due to this system every expense incurred is justified with the requirement of the said expense with the necessary supporting documents. This ensures that no unwanted/unjustified expenses are incurred thereby keeping control on financials of the Institute.

SSCMR ensures that all the Fees collected is deposited on a daily basis. Bank statements are updated on a regular basis and monthly reconciliations are done which ensures that the problems are identified and are rectified at the right time. This way internal control is monitored and practiced on a regular basis.

External Audit:

The accounts of the Institute are audited by Chartered Accountants appointed by the Trust as per the Accounting Standards at the end of each fiscal year and are certified. The Institute conducts an external audit every year.

SSCMR Institute is a self-financed institute, where the funds are procured through fees paid by students and as approved by Competent Authorities. These funds are utilized for meeting all the expenses required for the development of the institute. The institute has a well-defined mechanism to monitor effective and efficient utilization of available financial resources for academic progress and infrastructure development.

Sources of funds are as follows:

- 1.Fees: the college is a self-finance institution and charges as per the university and government norms from students.
- 1.Scholarship – the college students receive scholarship from various agencies of the Government which is credited to the college account and constitutes one of the major mobilization of funds for the college.

Our resource mobilization policy and procedures are as follows:

- 1.The Purchase Committee takes care that purchases are done properly and in accordance with the rules.
- 1.The College Development Committee takes a review of the mobilization of funds and the utilization of these sources periodically in their meetings.
- 1.Regular internal audits from the internal auditor and external audits from the Chartered Accountants make sure that the mobilization of the resources is being done properly.
- 1.The Academic Committee looks after the proper utilization of classrooms.
- 1.The Library Committee takes care that the resources in library are utilized optimally.

To ensure the optimum utilization of resources, the Director issues directions from time to time.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Response:

The IQAC at SSCMR was constituted on **22th June 2016**. The IQAC of the College meets quarterly. It prepares, evaluates, and recommends the following for approval by the relevant authorities:

1. The feedback from students and staff and suggestions on teaching and administrative performance
1. The feedback is collected through the Suggestion Box, online mode, and through a questionnaire. The Feedback form is available on the college Website.
1. Annual Quality Assurance Report (AQAR)
1. Reports of various bodies (ISO 9001, NAAC, NIRF, ARIIA)
1. Performance Based Appraisal System (PBAS) for the staff
1. Stakeholder's feedback

The aim of IQAC is to develop an environment for conscious and consistent action to improve the academic and administrative performance of the Institute. The IQAC in coordination with all committees is institutionalizing multiple quality assurance strategies suitable for changing trends in education. The IQAC has performed various functions to establish and sustain quality benchmarks for academic and administrative activities. It sensitizes stakeholders on quality parameters which ensures systematic organization and documentation, and prepares documents for accreditation bodies. IQAC collects, analyzes, and compiles feedback from all stakeholders to gather suggestions and identify areas for improvement. It formulates standard operating procedures (SOPs) at SSCMR to ensure consistency and standardization of functioning, and conducts academic and administrative audits.

The examples of practices institutionalized as a result of IQAC initiatives are as follows:

1. IQAC led the efforts to introduce value-added courses in the last five years.
2. Automation of admission, financial and examination processes, and upgradation of Wifi and LAN facilities have significantly contributed to an enhanced quality of teaching-learning experience.

The IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The Academic Calendar is prepared in advance, displayed and circulated in the Institute, and strictly followed. All newly admitted students have to compulsorily attend the Orientation Programme, in which they are introduced to the teaching-learning process, the system of continuous evaluation, compulsory core courses, various co-curricular activities, Programme structure, syllabi of the courses, discipline and culture of the Institute. All students are also given a guided tour of the campus and the various facilities. The reports on syllabus completion are evaluated and reported. The Feedback collected from different stakeholders is evaluated and analyzed.

The teaching-learning processes are reviewed, and improvements are implemented, based on the IQAC recommendations. The major initiatives taken over the last five years include the following:

- Introduction of Home Assignments
- Automation of Admission Processes - Provision for online fee payment
- Automation of Examination Processes
- Curriculum Development Workshops in many subjects
- Introduction of Value-added courses and Certificate Courses.
- Energy-efficient initiatives on Campus – tree plantation,
- An academic and Administrative Audit was conducted
- A gender Audit is conducted
- Quality Audits – Green Audit, ISO certification.
- MoUs with prestigious Institutes, agencies etc.
- Mentor-Mentee Mechanism
- Faculty Empowerment

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2

Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2.Academic and Administrative Audit (AAA) and follow-up action taken**
- 3.Collaborative quality initiatives with other institution(s)**
- 4.Participation in NIRF and other recognized rankings**

5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**Response:** A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Swayam Siddhi Mitra Sangh's College of Management and Research provides equal opportunities to males and females. It conducts various sensitization campaigns, training, workshops, programs, etc.

The women are encouraged to take part in sports.

Some of the measures initiated by the institution for the promotion of gender equity are as follows-

1. After the admission process, a gender audit is carried out in every academic year.
2. The girls and boys admitted to the college are almost in equal ratio.
3. The girls are allowed to take part in CSR activities. Their parents are counseled by senior teachers of the college to send the girls to camps.
4. Sessions of debate, discussions, seminars & conferences are conducted for gender sensitization.
5. Programs on 'Beti Bachao, Beti Padhao' were carried out by our college for generating awareness and to improve the efficiency of welfare services intended for girls in India.
6. Identity cards are provided to each staff and student, which help to keep watch at the entry-level of the premises. Security Guards at the entry gate always keep a check on the gate crashers
7. The internal Complaint Committee, discipline committee and Anti-ragging committee are formed
8. The college campus is well-equipped with CCTV surveillance. Our college campus is totally secured with a compound wall.
9. Self-defense techniques are also taught to girls through trainers.
10. Admission Committee members, Guardian teachers etc. are always ready for guidance and counseling of the students.
11. Health and hygiene awareness activities are undertaken.

12. There is separate girls' common room available on the ground floor. Facilities like lights, fans, washrooms, chairs, tables, charging sockets, mirrors, and changing rooms are available.

13. Major Gender Sensitizing Activities –

- AIDS awareness programs
- Yoga demonstration and training
- Celebration of National Nutrition Week,
- International Women's Day
- Menstrual hygiene awareness program.
- Mehndi & Poster competition etc.
- Women empowerment workshops were organized in the locality where various issues about women empowerment were addressed
- Programs on health awareness are regularly carried out in the college
- Diet plan is suggested to girls by the experts who are often invited to interact with the women of this college
- The institute also took initiative to vaccinate a maximum number of students and staff against COVID-19.
- The institution encourages the teachers to join meditation sessions in the college .Sessions were organized on Cyber Crime against women
- Sessions on Human Rights, Domestic Violence, and Social Justice were conducted

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.1.2

The Institution has facilities and initiatives for

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	View Document
Geo-tagged photographs/videos of the facilities.	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

- 1.Green audit / Environment audit**
- 2.Energy audit**
- 3.Clean and green campus initiatives**
- 4.Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of

students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Swayam Siddhi College of Management and Research gives priority to 'inclusiveness'. There is equal access to admission in college for the all the sections of the society. The students belonging to the marginalized sections are provided all kinds of help during and after admission. Our college promotes tolerance and inclusiveness. The college is located in Muslim dominated area. Almost ninety percent of population in Bhiwandi is constituted of Muslims. The students belonging to different religious, racial and cultural identities study together harmoniously.

The value added courses offered by the college covers all concept of community and community development, communication approaches to deal with the population of different sectors and are based on skill development.

Celebration of various days and events helps in promoting the spirit of national integration.

Extension activities, projects, field visits, educational tours helped the students to develop an inclusive environment and feel supported where they are extended a sense of belonging regardless of the community they belong to.

The educational materials such as books, uniform and other educational equipment's are freely provided to needy students by our college. The Entrepreneurship Cell plays a key role for socio-economic development.

Linguistic:

Though the teaching is imparted in English medium. The classrooms are responsive and the diversity of language is dealt with, though it is not a major issue, as almost all the students are from the same state.

Cultural Amalgamation:

Festivals of every religion are celebrated with enthusiasm by involving students of every community in our college. The college Days are celebrated and on this occasion the multi-cultural competency is developed among the students by learning about different cultures, a way of practicing traditions, traditional cooking, ethnic designing and stitching, developing and performing arts.

The institute sensitizes the students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens through various activities.

The CSR activities help to develop character, comradeship, discipline, leadership, and secular outlook, spirit of adventure and ideals of selfless service amongst the youth of the country. Through cultural and co-curricular activities such as values, rights, duties and responsibilities of citizens are inculcated in the students.

Constitution Day is celebrated on 26th November every year in the college. Constitution Rally is also organized to make students and community aware about constitutional obligations.

Voting Awareness Rally, Road Safety Awareness Week, Save Girl Child Rally and Swachha Bharat Abhiyan are some of the initiatives taken which make the students and citizens aware about the rights, duties and responsibilities.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.2 Best Practices

7.2.1

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

Response:

Best Practices:

1. Activities conducted for Students empowerment in the economically weaker session to make them 'Swayam Siddha' during the academic year 2022-23:

1. Title of the Practice: -Empowerment for the economically weaker section to make them Swayam Siddha

2. Objectives of the Practice

The institute is situated in Bhiwandi area where on an average around 70% of total population belongs to economically weaker section. As we all know encouraging and empowering this segment of the society is the basic need in this area to bring them in the main stream. To help them to overcome their financial difficulties, giving them higher education is the best way .Especially the girls from this section get empowered with the job opportunities that open with a professional post graduate degree.

3. The Context

The Institute implements the practice of providing counselling, especially to the female students/ parents along with the students, to motivate them to study further. The process of counselling starts during the undergraduate programs itself. We collect the details of such students' parents and arrange a session for them to guide them to make them understand the importance of education and to show how it will help them to change their social aspects. We organize various programs such as Beti Bachao, Beti Padhao, Padhega India Tabhi Toh Badhega India, women empowerment programmes etc.to make them self-

reliant i.e. Swayam Siddha

4. The Practice

As a part of higher education system, it is our prime responsibility to support the up-liftmen of the society by contributing to it in various ways, and to promote the professional education especially for the minority and weaker section of the society especially girls.

It is noticed that most of the higher education institutes do not have the focus on this issue. The main issues noticed by our institute are

- 1.Lack of knowledge about various government run schemes for economically weaker section students and girls students;
- 2.Social boundaries and limiting mind-set of the girls' parents;
- 3.Lack of financial support.
- 4.Lack of career guidance facilities

The counselling programs for the parents to convince them to allow their daughters to take up furthers studies from time to time and providing financial support to the needy.

The counselling programme for the parents helps to spread the message especially for the girl students admitted for the courses. The parents of already admitted female students as well as the students doing well and the female/male achievers are engaged during the session to convince the other group of parents.

5-Evidence of Success

- 1.The ratio of male and female students in the academic year is the indicator that our initiative in this area is really very fruitful.
- 2.The academic excellence in the particular session and girls 'participation in various activities gives motivation to the parents of next generation to come forward.
- 3.Career counselling session conducted by in-house faculties to clear their doubt.
- 4.Allocation of mentor to all the students
- 5.Fee concession given to the students belong to economic weaker section.

6. Problems Encountered and Resources Required

This institute is situated in the less developed area with high population from the minority section in which education for the girl child is least preferred. As this programme doesn't require any additional infrastructure or human resource, implementation is smooth. The institute took initiative under the guidance of director. HOD/ IQAC/Faculties and non-teaching staff are involved in the implementation process of this programme.

Outcome:

In-house faculties conducts the session for students /Parents about their future career after doing MMS

program to develop their interest and to provide guidance for their future career at the time of interview as well during their academic session to give them emotional , academic, personnel support which actually helps them to do better and keep positive attitude.

Best Practice: 2

1. Title of the Practice

Experiential learning through National, International & Local Industrial Exposure:

2. Objectives of the Practice

The main objectives of the national and international industrial exposure are as under

1. Make the students observe the working culture and management of National as well International industries.
2. To support the concept of learning by practical and observation.
3. To create the urge among the students and motivate them to focus on academic as well extra co-curricular activities to attract upcoming opportunities.
4. To give them International exposure, as for most of the students it is the first experience of flying and International exposure.

3. The Context

The context of developing the concept of experiential learning is to give Local, National and International exposure to the students.

The following points were considered during the formulation of plan & implementation:

- The cost effective plan for the various industrial visit.
- The selection criteria of the industry to be considered for the visit as per the requirement of the current environment.
- The process and requirements to carry such visit as per the geographical location of the selected industry.

4. The Practice

The industrial exposure in the professional courses like management plays a significant role in the overall development of the students and to connect them well with the theoretical concept to make learning more impactful.

In SSCMR, we provide this opportunity to all the enrolled students. The cost of these visits is borne by the institute.

The concerned committee keeps all the record related to all the Industrial visits such as, list of the Students, Itinerary, Name of the Industry visited, schedule of visit, mandatory information, documents required for the same etc.

5. Evidence of Success:

1. Schedule, Notice of the visit
2. Attendance sheet of the students.
 - 1.Photos of the visit
 - 2.Itinerary of the proposed visit

6. Problems Encountered and Resources Required

It is noticed that most management institutes are not having the Industrial exposure facilities in their institute which is actually the need of the hour especially for a professional institute. At SSCMR, we create the opportunity for the students as well as faculties to get real Industrial exposure.

This requires provision in academic calendar planned well advance as well as enough financial backup in financial planning.

For the implementation of Industrial exposure activity there is no additional human resource required.

[Approved by AICTE, Affiliated to University of Mumbai & Govt. of Maharashtra DTE Code – MB 3133]

(An ISO 9001-2000 Certified Institute) NAAC Accredited B+

Sonadevi Compound, Near Sai baba Mandir, Temghar, Bhiwandi, Dist.-Thane 421302

File Description	Document
Any other relevant information	View Document
Best practices as hosted on the Institutional website	View Document

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

The aim of our organization is to build a knowledge-based society that possesses the capacity to meet the

challenges of a global economy via professionalism, aptitude for research, camaraderie, and the dignity of labour.

We are giving our students multiple opportunities to improve their capabilities in order to fulfil the previously stated aim and supply society with highly motivated and skilled Professionals with social commitment. Our goal is to establish a knowledge-based society. The following are the description of key skill development activities:

An extracurricular activity designed to give students professional skills that bridge the gap between the requirements of society, Industry and the University curriculum. The curriculum is intimately tied to the management students' holistic development, grooming, and placement process, which aims to help them succeed in personal and professional areas.

Goals: The following goals have been established to affect the student's behaviour and performance:

To develop an atmosphere which encourages the student's holistic growth and offers them with professional etiquette, communication skills and additional abilities through various Short Term Courses (STC), maintain a high standard of communication skills among the students. These activities will be useful while facing interviews where accuracy in grammar, Group Discussions, public speaking, etc. are required.

We initiates and conduct activities like current affairs contests, business plan contests and their execution to improve placement chances in order to raise understanding of current industry trends.

SPECIFIC FOCUS AREAS –

Apart from these areas, there are some specific set of concerns which we want to propagate amongst all levels of governance.

These are Areas of specific focus in the Institutions for the session. These areas need to be dealt with precise outcome generating approach and the execution needs to be swift, effective and fruit bearing at the same time. These are:

1. Skill/Application based Learning:

Skill and application-based learning have gained significant traction in contemporary education as they offer tangible benefits in preparing individuals for real-world challenges. This approach emphasizes the acquisition and application of practical skills in various domains, fostering competency, creativity, and adaptability. This explores the principles, benefits, and implementation strategies of skill and application-based learning, highlighting its role in preparing learners for success in today's dynamic and competitive landscape. Learners engage in hands-on activities, simulations, and projects that mirror authentic workplace scenarios, enabling them to develop practical skills that are directly applicable in their chosen

fields. Active Learners are actively involved in the learning process through experiential activities, problem-solving exercises, and collaborative projects. This active engagement promotes deeper understanding, critical thinking, and innovation, as learners grapple with real-world problems and develop creative solutions. Skill and application-based learning offers numerous benefits for learners,

- Enhanced Employability
- Deeper Understanding
- Critical Thinking and Problem-Solving Skills
- Collaboration and Communication

In this regard, case studies based knowledge & application based concept learning for all subjects is being conducted for all students by the respective subject faculty.

2. Effective and efficient use of IT and Multimedia resources in teaching Learning processes:

In terms of Internet resources, we have achieved a landmark in reaching to students through his/her mobile phone. For using this advantage meticulously, we emphasize that teachers and administrators use Internet resources, Websites, Research related portals, and many other avenues of probing the mind of a student with the means he/she likes the most i.e. internet, mobile etc. for example , uploading syllabus, session plan , notes , attendance of the students etc. on learning management system(LMS)

3. Industry- institute connectivity for better understanding – "Forging Stronger Bonds: Enhancing Industry-Institute Connectivity for Mutual Understanding"

The relationship between academia and industry is crucial for driving innovation, fostering economic growth, and addressing societal challenges. However, achieving effective connectivity between industry and institutes of higher education requires intentional efforts to bridge the gap between theory and practical.

- **For enhancing mutual understanding and collaboration.**

Industry-institute connectivity offers numerous benefits for both academia and industry, Real-world Relevance, Industry input provides academic programs with real-world relevance, ensuring that curriculum and research initiatives are aligned with current industry needs, trends, and practices.

- **Workforce Readiness:**

Collaboration with industry partners helps prepare students for the workforce by exposing them to practical applications of their academic learning, industry standards, and professional expectations.

- **Innovation and Research Collaboration:** Industry partnerships facilitate collaborative research initiatives, innovation projects, and technology transfer opportunities, driving advancements in science, technology and management.
- **Talent Pipeline:** Industry engagement with academic institutions helps identify and cultivate talent, fostering a pipeline of skilled graduates who are equipped to meet industry demands and drive economic growth.

In SSCMR, we conduct local. National & International level industrial visit to have a better understanding of the present environment prevailing in the industry, working culture, and operational processes, etc. which ultimately help them to explore better opportunities in future.

4. Making students “SWAYAM SIDDHA” by providing Special Coaching through STCs (Short-Term Courses)

We, at SSCMR get students mainly from the vernacular medium. That poses a challenge to the teaching faculty to teach complex concepts of management studies. In order to overcome this problem, the IQAC has introduced various value added Short Term Courses during the last five years. These STCs are planned and conducted over the span of four semesters. In the first SEM, when the students are new to MMS, STCs on Spoken English and Basic Tally are conducted. As they progress to second SEM, STCs on Advanced Excel, Personality Development etc. are conducted. While in the second year, STCs on Digital Marketing, Personal Grooming etc. are conducted. These Short Term Courses have helped the students overcome their diffidence and helped them become Swayam Siddha.

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

5. CONCLUSION

Additional Information :

The college takes all possible efforts to ensure the conservation of energy, water, fuel, etc. the college has installed LED lights everywhere. The CPUs in all systems in the college are energy efficient and portable in size. The use of plastic is blatantly discouraged in and around the campus. The college has adopted a couple of villages for extending its support and services to them. So far as ensuring the quality of teaching and learning is concerned the college has set up Research Promotion Cell. Seminars and workshops are arranged regularly to motivate the teachers to do research in their areas of interest.

Concluding Remarks :

The goal of Swayam Siddhi Mitra Sangh's College of Management and Research is to provide a thorough education while bridging the gap between individuals and professionals. We value learning more than just studying, and we have a staff of highly qualified teaching members, a tech-savvy environment, and state-of-the-art infrastructure. Our University makes sure that students stay up to date with the most recent developments in their subjects, even in this day of globalization. With a strong focus on development and a positive attitude for the future, our college sees great potential for success in the constantly changing educational and competitive environment.

In summary, Swayam Siddhi Mitra Sangh's College of Management and Research is more than just a traditional college, it is a vibrant center committed to developing the next generation of leaders, encouraging creativity, and improving society. Situated in the heart of Bhiwandi City of Thane Dist., Maharashtra. SSCMR is a hallmark of educational greatness due to its persistent commitment to quality education, research, and holistic development. Our University is in a unique position to shape people who not only achieve academic success but also make significant contributions to society and the larger global community.