Guidelines for the Creation of the

Internal Quality Assurance Cell (IQAC) and Submission of Annual Quality Assurance Report (AQAR) in Accredited Institutions

(Revised in October 2013)

राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद्

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

An Autonomous Institution of the University Grants Commission

P. O. Box. No. 1075, Opp: NLSIU, Nagarbhavi, Bangalore - 560 072 India

NAAC

VISION

To make quality the defining element of higher education in India through a combination of self and external quality evaluation, promotion and sustenance initiatives.

MISSION

- *To arrange for periodic assessment and accreditation of institutions of higher education or units thereof, or specific academic programmes or projects;*

- *To stimulate the academic environment for promotion of quality of teaching-learning and research in higher education institutions;*

- *To encourage self-evaluation, accountability, autonomy and innovations in higher education;*

- *To undertake quality-related research studies, consultancy and training programmes, and*

- *To collaborate with other stakeholders of higher education for quality evaluation, promotion and sustenance.*

Value Framework

To promote the following core values among the HEIs of the country:

- *Contributing to National Development*
- *Fostering Global Competencies among Students*
- *Inculcating a Value System among Students*
- *Promoting the Use of Technology*
- *Quest for Excellence*

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Introduction

In pursuance of its Action Plan for performance evaluation, assessment and accreditation and quality up-gradation of institutions of higher education, the National Assessment and Accreditation Council (NAAC), Bangalore proposes that every accredited institution should establish an Internal Quality Assurance Cell (IQAC) as a post-accreditation quality sustenance measure. Since quality enhancement is a continuous process, the IQAC will become a part of the institution's system and work towards realisation of the goals of quality enhancement and sustenance. The prime task of the IQAC is to develop a system for conscious, consistent and catalytic improvement in the overall performance of institutions. For this, during the post-accreditation period, it will channelize all efforts and measures of the institution towards promoting its holistic academic excellence.

The guidelines provided in the following pages will guide and facilitate the institution in the creation and operation of the Internal Quality Assurance Cell (IQAC). The work of the IQAC is the first step towards internalization and institutionalization of quality enhancement initiatives. Its success depends upon the sense of belongingness and participation it can inculcate in all the constituents of the institution. It will not be yet another hierarchical structure or a record-keeping exercise in the institution. It will be a facilitative and participative voluntary system/unit/organ of the institution. It has the potential to become a vehicle for ushering in quality enhancement by working out planned interventionist strategies to remove deficiencies and enhance quality like the "Quality Circles" in industries.

Objective
The primary aim of IQAC is

- To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution.

- To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

Strategies
IQAC shall evolve mechanisms and procedures for
a) Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks;
b) The relevance and quality of academic and research programmes;

c) Equitable access to and affordability of academic programmes for various sections of society;

d) Optimization and integration of modern methods of teaching and learning;

e) The credibility of evaluation procedures;

f) Ensuring the adequacy, maintenance and proper allocation of support structure and services;

g) Sharing of research findings and networking with other institutions in India and abroad.

Functions

Some of the functions expected of the IQAC are:

a) Development and application of quality benchmarks/parameters for various academic and administrative activities of the institution;

b) Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process;

c) Arrangement for feedback response from students, parents and other stakeholders on quality-related institutional processes;

d) Dissemination of information on various quality parameters of higher education;

e) Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;

f) Documentation of the various programmes/activities leading to quality improvement;

g) Acting as a nodal agency of the Institution for coordinating quality-related activities, including adoption and dissemination of best practices;

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

i) Development of Quality Culture in the institution;

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

Benefits

IQAC will facilitate / contribute

a) Ensure heightened level of clarity and focus in institutional functioning towards quality enhancement;

b) Ensure internalization of the quality culture;

b) Ensure enhancement and coordination among various activities of the institution and institutionalize all good practices;

c) Provide a sound basis for decision-making to improve institutional functioning;

d) Act as a dynamic system for quality changes in HEIs;

e) Build an organised methodology of documentation and internal communication.

Composition of the IQAC

IQAC may be constituted in every institution under the Chairmanship of the Head of the institution with heads of important academic and administrative units and a few teachers and a few distinguished educationists and representatives of local management and stakeholders.

The composition of the IQAC may be as follows:

1. Chairperson: Head of the Institution

2. A few senior administrative officers

3. Three to eight teachers

4. One member from the Management

5. One/two nominees from local society, Students and Alumni

6. One/two nominees from Employers /Industrialists/stakeholders

7. One of the senior teachers as the coordinator/Director of the IQAC

The composition of the IQAC will depend on the size and complexity of the institution. It helps the institutions in planning and monitoring. IQAC also gives stakeholders or beneficiaries a cross-sectional participation in the institution's quality enhancement activities. The guidelines given here are only indicative and will help the institutions for quality sustenance activities.

The membership of such nominated members shall be for a period of two years. The IQAC should meet at least once in every quarter. The quorum for the meeting shall be two-third of the total number of members. The agenda, minutes and Action Taken Reports are to be documented with official signatures and maintained electronically in a retrievable format.

It is necessary for the members of the IQAC to shoulder the responsibilities of generating and promoting awareness in the institution and to devote time for working out the procedural details. While selecting these members several precautions need to be taken. A few of them are listed below:

*   It is advisable to choose persons from various backgrounds who have earned respect for integrity and excellence in their teaching and research. Moreover, they should be aware of the ground realities of the institutional environment. They should be known for their commitment to improving the quality of teaching and learning.

*   It would be appropriate to choose as senior administrators, persons in charge of institutional services such as library, computer center, estate, student welfare, administration, academic tasks, examination and planning and development.

*   The management representative should be a person who is aware of the institution's objectives, limitations and strengths and is committed to its improvement. The local society representatives should be of high social standing and should have made significant contributions to society and in particular to education.

The role of coordinator

The role of the coordinator of the IQAC is crucial in ensuring the effective functioning of all the members. The coordinator of the IQAC may be a senior person with expertise in quality aspects. She/he may be a full-time functionary or, to start with, she/he may be a senior academic /administrator entrusted with the IQAC as an additional responsibility. Secretarial assistance may be facilitated by the administration. It is preferable that the coordinator may have sound knowledge about the computer, its various functions and usage for effective communication.

Operational Features of the IQAC

Quality assurance is a by-product of ongoing efforts to define the objectives of an institution, to have a work plan to achieve them and to specify the checks and balances to evaluate the degree to which each of the tasks is fulfilled. Hence devotion and commitment to improvement rather than mere institutional control is the basis for devising procedures and instruments for assuring quality. The right balance between the health and growth of an institution needs to be struck. The IQAC has to ensure that whatever is done in the institution for "education" is done efficiently and effectively with high standards. In order to do this, the IQAC will have to first establish procedures and modalities to collect data and information on various aspects of institutional functioning.

The coordinator of the IQAC and the secretary will have a major role in implementing these functions. The IQAC may derive major support from the already existing units and mechanisms that contribute to the functions listed above. The operational features and functions discussed so far are broad-based to facilitate institutions towards academic excellence and institutions may adapt them to their specific needs.

The institutions need to submit yearly the Annual Quality Assurance Report (AQAR) to NAAC. A functional Internal Quality Assurance Cell (IQAC) and timely submission of Annual Quality Assurance Reports (AQARs) are the Minimum Institutional Requirements (MIR) to volunteer for second, third or subsequent cycle's accreditation. During the institutional visit the NAAC peer teams will interact with the IQACs to know the progress, functioning as well quality sustenance initiatives undertaken by them.

The Annual Quality Assurance Reports (AQAR) may be the part of the Annual Report. The AQAR shall be approved by the statutory bodies of the HEIs (such as Syndicate, Governing Council/Board) for the follow up action for necessary quality enhancement measures.

The Higher Education Institutions (HEI) shall submit the AQAR regularly to NAAC. The IQACs may create its exclusive window on its institutional website and regularly upload/ report on its activities, as well as for hosting the AQAR.

The NAAC Accredited institutions need to submit only the soft copy as word file (.doc/.docx) through e-mail (capuaqar@gmail.com). The file name needs to be submitted with Track ID of the

institution and College Name or EC number. For example MHCOGN16601-Samudra Arts and Science College, Taliamegu-Maharashtra.doc or EC_32_A&A_143 dated 3-5-2004-Samudra Arts and Science College, Taliamegu-Maharashtra.doc. The Higher Education Institutions need not submit the printed/hard copy to NAAC. The acknowledgements would be sent to the institutions through e-mail.

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. *(Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)*

Part – A

AQAR for the year *(for example 2013-14)* | 2017-18 |

1. Details of the Institution

1.1 Name of the Institution: N.L. Dalmia Institute of Management Studies and Research

1.2 Address Line 1: Srishti road, Sector 1,

   Address Line 2: Mira Road, East

   City/Town: Mumbai

   State: Maharashtra

   Pin Code: 401107

   Institution e-mail address: info@nldalmia.in

   Contact No.: 022 – 4299 33 / 44 / 55

   Name of the Head of the Institution: Prof. Seema Saini

   Tel. No. with STD Code: 022 – 4299 0000

   Mobile: +91 9930 555 888

   Name of the IQAC Co-ordinator: Dr. Mangesh Kasbekar

   Mobile: +91 8169 164 312

   IQAC e-mail address: iqac@nldalmia.in

1.3 **NAAC Track ID** *(For ex. MHCOGN 18879)*

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OR

1.4 NAAC Executive Committee No. & Date:
(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)

EC(SC)/22/A&A/14.1

1.5 Website address: www.nldalmia.in

Web-link of the AQAR: https://www.nldalmia.in/files/aqar-report-2017-18.pdf

For ex. http://www.ladykeanecollege.edu.in/AQAR2012-13.doc

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1st Cycle	A	3.03	2017	2022
2	2nd Cycle	-	-	-	-
3	3rd Cycle	-	-	-	-
4	4th Cycle	-	-	-	-

1.7 Date of Establishment of IQAC :   DD/MM/YYYY

03-07-2017

1.8   Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((*for example AQAR 2010-11submitted to NAAC on 12-10-2011)*

   i. AQAR _____NA _____(DD/MM/YYYY)4
   ii. AQAR_____ _____NA_____ (DD/MM/YYYY)
   iii. AQAR_____ _____NA_____ (DD/MM/YYYY)
   iv. AQAR_____ _____NA_____ (DD/MM/YYYY)

1.9 Institutional Status

University   State [✓]   Central [ ]   Deemed [ ]   Private [ ]

Affiliated College   Yes [✓]   No [ ]

Constituent College   Yes [✓]   No [ ]

Autonomous college of UGC   Yes [ ]   No [✓]

Regulatory Agency approved Institution   Yes [✓]   No [ ]

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution   Co-education [✓]   Men [ ]   Women [ ]

                     Urban [✓]   Rural [ ]   Tribal [ ]

Financial Status   Grant-in-aid [ ]   UGC 2(f) [ ]   UGC 12B [ ]

           Grant-in-aid + Self Financing [ ]   Totally Self-financing [✓]

1.10 Type of Faculty/Programme

Arts [ ]   Science [ ]   Commerce [ ]   Law [ ]   PEI (Phys Edu) [ ]

TEI (Edu) [ ]   Engineering [ ]   Health Science [ ]   Management [✓]

Others   (Specify)   [.]

1.11 Name of the Affiliating University *(for the Colleges)*   University of Mumbai

1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University   -

University with Potential for Excellence   -   UGC-CPE   -

DST Star Scheme   -   UGC-CE   -

UGC-Special Assistance Programme   -   DST-FIST   -

UGC-Innovative PG programmes   -   Any other (*Specify*)   -

UGC-COP Programmes   -

2. IQAC Composition and Activities

2.1 No. of Teachers   05

2.2 No. of Administrative/Technical staff   04

2.3 No. of students   01

2.4 No. of Management representatives   01

2.5 No. of Alumni   01

2.6 No. of any other stakeholder and
    community representatives   01

2.7 No. of Employers/ Industrialists   01

2.8 No. of other External Experts   01

2.9 Total No. of members   **15**

2.10 No. of IQAC meetings held

| 04 |

2.11 No. of meetings with various stakeholders: No. | 04 | Faculty | 04 |

Non-Teaching Staff Students | 04 | Alumni | 04 | Others | 04 |

2.12 Has IQAC received any funding from UGC during the year? Yes ☐ No ☑

If yes, mention the amount | NA |

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. | 22 | International | 01 | National | 05 | State | 00 | Institution Level | 16 |

(ii) Themes:

1. **Mulyankan:** Finance is the panacea that boosts the formation of new businesses, and allows them to take advantage of opportunities to grow. Keeping this in mind, the Finance Forum at N.L. Dalmia Institute of Management Studies and Research organizes the Annual National Level Paper Presentation Competition called 'MULYANKAN'. Theme for 2017 was Consolidation of Banks: A Solution to resolve NPAs.

2. **Shikhar:** Shikhar, a national level paper presentation competition, is the flagship event of N.L. Dalmia Institute of Management Studies & Research, Mumbai which was held on 26th September 2017. It was started in the fond memory of chairman founder Late Shri Niranjanlalji Dalmia. This year the event topic was· Growing Protectionist Policies across the World, Are we moving towards Deglobalisation?

3. **Vishleshan:** Vishleshan is an intra-Institution case study competition at N.L. Dalmia Institute of Management Studies and Research. Vishlehsan was organised on Saturday, 25th February 2017 and also used as the springboard to launch "Delta", a semi-annual magazine wherein articles are written and edited by the students. The topic for the competition was "Expansion Strategy of Starbucks in India"

4. **Utkarsh:** Utkarsh is a national level paper presentation competition organized by HR Club of N.L Dalmia Institute of Management Studies & Research. Over the years Utkarsh has strived to be the focal point of young opinions on the changing business scenarios. This year the theme of the presentation was on the topic "Future is Now: Empowering Human Capital in Tech World".

5. **Anveshan:** For the first ever in the history of NLDIMSR, the Annual HR Conclave- The Knowledge Trifacta 2018 unveiled Anveshan – A Research Paper Presentation by academicians and corporate experts who enlightened eager minds with their valuable insights on the theme 'Rebuilding HR with emerging technology'.

6. **Manusandhan:** Manusandhan (held on 5th October 2017) is an 'Annual HR Seminar' organized by 'HR-Club' of the institute. The purpose of this event is to orient the future HR practitioners about the contemporary business issues and HR challenges and to ignite their thought processes towards exploring alternatives to adapt to the disruptive changes. The theme for the seminar of 2017 was 'Managing Diversity: The Millennial Way."

7. **International Innovation Roundtable, 2018:** N. L. Dalmia Institute of Management Studies and Research hosted The International Innovation Roundtable 2018, which featured a panel of Industry experts from India and Academicians from Virginia Tech, USA. They addressed various topic of urgency in the world. The theme of the conference was, "Exploring trends in Emerging Technology: Big Data, Artificial Intelligence & Analytics".

8. **Maadhyam**: Maadhyam 2018 a National Level B School paper presentation competition organised by N. L. Dalmia Institute of Management Studies and Research, Mumbai on Saturday 13th January 2018 witnessed some mind blogging presentations from institutes all over the country. The theme of the paper presentation was "Relationship Marketing and its Deprogramming in a New Economy" which helped the audience understand how Relationship Marketing is the rebirth of Marketing Paradigm.

9. **Mirage:** Mirage – 2017 was one of the biggest marketing conclaves in India this year. The event was graced by the thoughts of exemplary business leaders. The theme was "Emerging Technology and its impact on Contemporary Marketing" covered holistically almost every prominent technology today (Big Data & Analytics, IOT, AI, Marketing Automation to name a few).

10. **Mock Parliament:** N.L. Dalmia Institute of Management Studies and Research organised a 'Mock Parliament' on 17th February,2018 as an educational tool to promote understanding of the working of Parliament. This event was conducted with an objective to familiarise our students with parliamentarian functioning and language and in the process horning their debating and decision making skills.

11. **NLDtalk:** An initiative by the students of N.L. Dalmia Institute of Management Studies and Research, NLDtalk aims to touch lives of the students by presenting before them heart-touching and inspiring stories. 3 editions of NLDtalk were organized and executed by the first year and second year students of NLDIMSR.. This event was an attempt to motivate the students to move out of their comfort zones, to face their fears, to speak up and to take charge of their destiny. The overwhelming response received from the audience is a proof of success of this humble attempt.

12. **Weekend Faculty Knowledge series:** It was decided that every Friday from 4-5 pm there would be a 30 mins presentation given by faculties on their subject of expertise in form of research paper presentation, conceptual lecture on a topic, knowledge sharing on a contemporary topic. Significant contribution was made by the faculty staff where in total 42 presentations where made. After every presentation appropriate feedback was given to the faculty which included the scope of improvement.

13. **SPSS Workshop :** A One day training workshop was conducted to all the faculty members and particularly the PhD research scholars on SPSS latest version- SPSS 25.0. This training program was conducted by Mr. Shriyak, Senior Trainer at IBM SPSS Bengaluru.

14. **Gamifaction Software workshop:** Alpha-Beta – a gamification software for conducting portfolio analysis was conducted all the Finance faculties. It was conducted by Mr. Varun Mundra, Head Training – Business Development, Alpha Beta Incorporation. The training was conducted for 3 hrs.

15. **SAS workshop:** A one day training session was conducted to the NLD faculty members on SAS Enterprise Miner for Advance Statistical Analysis by Sr. Consultant, Dr. Das & Mr. Shubham, Head-Marketing SAS Academic from SAS India.

16. **Digital Marketing workshop:** A one day training program was conducted on Digital Marketing with special emphasis on handling Twitter – by Mr. Ananthanarayanan Venkateswaran, Founder & CEO of Techdivine Creative Services.

17. **ERP workshop:** A one day training program was conducted by Cloud Vision Inc. Pune regarding their ERP system for admissions. To make the entire PGDM admission process online and hassle free.

18. **Workshop on Urkund & Turnitin :** Workshop was conducted on 'Urkund' an anti- plagiarism software, for students, staff & faculty members to get familiarize to the product as well as sensitize them regarding intellectual property (IP) & copyright issues. On similar lines 'Turnitin', one of the well-known, anti-plagiarism software was familiarized to the staff & faculty members.

19. **Work shop on DSpace**: A workshop was conducted on DSpace- an open source repository software package to the staff members organised by Deccan Education Society's NMITD

20. **Communication Skills workshop:** A workshop was conducted on 'Impactful Training through Effective Communication' by Hory Sankar Mukerjee, Infosys Limited and Oxford University Press to the faculty & staff members.

21. **Conference on Knowledge Feast 2018** – A conference was conducted on 'Future Trends in Knowledge Services' organised by EBSCO Information Services

22. **Google in Education:** A workshop was conducted on Google in Education for faculty & staff.

2.14 Significant Activities and contributions made by IQAC

IQAC is actively involved in institution building, relentlessly trying to adhere to the vision and mission of the institute be it in the domain of faculty development, student development, facilities provided to the institute in terms of world class infrastructure, Library, IT support, conducting conferences, seminars, workshops, research & development and so on.

For the academic year 2017-18, in continuation with the regular activities in the institute such as Guest sessions, 2 National level Seminars each in the faculty of Finance, Marketing and HR, FDP and MDP programs, Student enhancement activities such as Business Game simulation, student corporate mentoring, there were many new initiatives taken for this academic year. Following is the list of some significant activities conducted:

1. An Institute faculty-relationship policy was drafted and implemented with effect from 01 Nov 2017, with an overall objective of striving for academic excellence by creating and nurturing a conducive environment, keeping in view the stated vision and mission statements. This document included revised parameters on faculty's performance appraisal, promotions, grievances and redressal. Norms for faculty training, attending seminars and conferences, faculty work load norms remuneration for conducting MDPs, consultancy and publishing in quality research journals to motivate research in the institute etc..

2. Weekend Faculty Knowledge series: It was decided that every Friday from 4-5 pm there would be a 30 mins presentation given by faculties on their subject of expertise in form of research paper presentation, conceptual lecture on a topic, knowledge sharing on a contemporary topic. Significant contribution was made by the faculty staff where in total 42 presentations where made. After every presentation appropriate feedback was given to the faculty which included the scope of improvement.

3. ERP was implemented in AY 2017-18 to take care of admission and various other administrative process in the institute. The entire admission process was conducted online and was integrated with ERP (Cloud vision). Efforts were also made to imbibe ERP for preparing session plans as ell as examination. A one day training program was conducted by Cloud Vision Inc. Pune regarding their ERP system for admissions. To make the entire PGDM admission process online and hassle free.

4. In line with the vision of the institute i.e. to establish ourselves as a world class management institute and to be in pace with the latest development across the globe, we decided to venture into the new emerging technology programs under the aegis of NLDIMSR. We planned to offer Post graduate certificate programme in:

   i) Big Data with an exclusive partnership with SAS India: This course is a 480 hours course which is a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the best minds with over 15+ years of industry & Data Science management experience. The course encompasses SAS programming, Introductory Statistics, Data Management & Manipulation, Data Quality, Hive & SAS, Working with Hadoop and Data Visualization.

   ii) Digital marketing & Social media analytics: This is a 480-hour program providing aspirants with a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the pioneers of the Digital marketing industry. Learn at state of the art classrooms and labs equipped with the latest software & applications.

   iii) Information and cyber security: A 06-month course divided into three stages gives the students a unique opportunity to develop their careers in ethical hacking and cybersecurity. The course is a perfect fit for students with a strong engineering/sciences background in computer sciences and information technology. The course would holistically cover everything right from the basics of penetration testing to cyber laws.

5. In our quest to go global, we continued our relationship for the 2nd consecutive year with University of Wisconsin-Parkside, USA for the one plus one Global MBA, where the students spends the first 11 months in NL Dalmia and the next 1 year in UWP campus in USA. We started the program in the academic year 2016-17, with 12 students who had enrolled in this program and for the 2nd batch we got a phenomenal growth in the intake of 22 students. Plans were made and executed to market this program outside Maharashtra, hence info sessions where conducted in the cities of Ahmedabad and Indore. Dozens of info sessions were also conducted in the Mumbai campus.
We also proposed to tie up with University of Virginia Tech for program in Business Analytics for working class professionals.

6. In our PGDM admission, among several criteria's, 3% weightage is given to the performance of the candidate in his/her graduation. Based on the feedback from the placement department that companies like TCS, coming to the campus expects minimum first class in their graduation, the decision was taken that any student applying for the PGDM program with less than 60 % in his/her graduation will not be given any marks regardless of his stream.

Also learning from the admission in take for 2016-17 batch, Marketing & Finance specialization forms were clubbed, were a student need not apply twice for his round of PI/GD as there were many students who applied last year at N Dalmia for both specializations. HR forms were however kept separate, looking at the number of students applying for HR.

7. It was decided to rework on the student handbook – a manual was prepared for the new batch of 2018-20 students of PGDM and Global MBA students. The student handbook shared the vision and mission of the institute, policies of the institutes, do's and don'ts, ethics, morals and value system of the institute, introduction to various committees such as disciplinary, anti-ragging, unfair means etc. Strict prohibition against any form of ragging or racism or any kind of professional misconduct.

8. As far as the student's feedback of faculties is concerned there were recommendations from the committee and changes were made accordingly. First and foremost new parameters were added and few old ones were discarded from the feedback, scale of rating was changed from 5 to 10. Duration of feedback was changed. Earlier it was at the end of the semester, now it has become mandatory to take the feedback in the mid of the semester (end of 10 lectures) as well as one in the end of the semester. The analysis is handed over to the Dean and the Management. The feedback forms are now online, we make use of google forms accordingly analytics is done on google.

9. Lots of emphasis was given to research & consultancy by the committee, under which various projects were bagged by the institute:
    A. INS Hamla Project: A comprehensive tailor-made MBA program in the name of LLMC was designed to for execution for Indian Naval Service, INS-Hamla, Mumbai.

    B. Maharashtra Police Project: 5 projects were conducted over a span of 6. To name them - Studies on Police Image, Delinquency, Brand Building, Drug Addiction/Peddling, Insider Vs Outsider conflict.

    C. A market survey for Pet Diaper Industry was conducted for Noble Hygiene Pvt. Ltd.

    D. Apart from the above mentioned projects, consultancy assignments is under progress for Noble Hygiene, Mahindra First Choice, Mira Bhayander Small Scale Industrial Association, Future retail of Future Group.

    There was a significant growth in the no. of research papers seen in academic year 2017-18.

    MDPS were conducted in the area of Digital Marketing, Goods & Service Tax, Labour laws & HR Analytics.

10. First ever National level Research Award Conference was conducted in association with Combined Society for Educational Research and Development, Dehradun, UK India.

11. Institute went for its first International Accreditation- ASIC, UK, i.e. Accreditation Services for International Colleges & Universities in the month of 16th & 17th Feb 2017. NLDIMSR got the **ASIC 'Premier Status'** for a period of 5 years. Where in it was **rated highest** in all categories from admission, teaching & learning to infrastructure.

12. The committee decided to go for CRISIL ratings as a means to improve their branding amongst the industry stakeholders as CRISIL rating is a well-recognized name by the corporates and would give a strong leverage to the institute in the future admissions & placements.

13. 2 issues of the in-house research journal "Innovision" was released and the journal got the ISSN no. to its credit.

14. The committee decided that the PGDM admission for AY 2017-18, pre-GD PI, i.e. from enquiry to sale of forms as well as registering the dates of GD-PI will be made online. The step had been to make the process hassle free and considering the online presence of students.

15. Promotion spend for our programs would be inclined more towards Digital & Social Media Marketing along with the regular Print Advertisements

16. SPSS was decided to be upgraded to the latest version i.e. 25.0 for which a one- day workshop was conducted for the faculties.

17. To improve the quality of research work in the institute and take care of plagiarism issues among the students, the committee decided to conduct a workshop on Anti- plagiarism Software.

18. The institute has installed a RFID reader in the Library. All books will have the RFID tag. Once the student selects a book, it will "pass-through" this reader machine to record the name of the student who is borrowing the book. This will make the system more efficient. The RFID tags in the books will also help taking inventory at the end of the year.

19. Provided a Digital library facility with Remote access where faculty & students can access E-Resources from Institute as well from home. Providing study material to all courses. Students allowed them to keep permanently these Study material

20. We have commenced the process of taking biometric attendance of students during class. This helps in reducing pilferage and increases teaching time.

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
Policies to be framed regarding faculty/staff workload, remuneration, facilities.	An Institute faculty-relationship policy was drafted and implemented with effect from 01 Nov 2017, with an overall objective of striving for academic excellence by creating and nurturing a conducive environment, keeping in view the stated vision and mission statements. This document included revised parameters on faculty's performance appraisal, promotions, grievances and redressal. Norms for faculty training, attending seminars and conferences, faculty work load norms remuneration for conducting MDPs, consultancy and publishing in quality research journals to motivate research in the institute etc..
Faculty Development series: To organise a knowledge series for faculties by faculties to share knowledge from their respective domain for an integral growth	Weekend Faculty Knowledge series: Every Friday from 4-5 pm there was a 30 mins presentation given by faculties on their subject of expertise in form of research paper presentation, conceptual lecture on a topic, knowledge sharing on a contemporary topic. Significant contribution was made by the faculty staff where in total 42 presentations where made.

of the faculty.	After every presentation appropriate feedback was given to the faculty which included the scope of improvement.
Venture into the new emerging technology programs	We now plan to offer Post graduate certificate programme in: Big Data with an exclusive partnership with SAS India: This course is a 480 hours course which is a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the best minds with over 15+ years of industry & Data Science management experience. The course encompasses SAS programming, Introductory Statistics, Data Management & Manipulation, Data Quality, Hive & SAS, Working with Hadoop and Data Visualization. Digital marketing & Social media analytics: This is a 480-hour program providing aspirants with a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the pioneers of the Digital marketing industry. Learn at state of the art classrooms and labs equipped with the latest software & applications. Information and cyber security: A 06-month course divided into three stages gives the students a unique opportunity to develop their careers in ethical hacking and cybersecurity. The course is a perfect fit for students with a strong engineering/sciences background in computer sciences and information technology. The course would holistically cover everything right from the basics of penetration testing to cyber laws.
Stronger International linkages with International universities	In our quest to go global, we continued our relationship for the 2nd consecutive year with University of Wisconsin-Parkside, USA for the one plus one Global MBA, where the students spends the first 11 months in NL Dalmia and the next 1 year in UWP campus in USA. We started the program in the academic year 2016-17, with 12 students who had enrolled in this program and for the 2nd batch we got a phenomenal growth in the intake of 22 students. Plans were made and executed to market this program outside Maharashtra, hence info sessions where conducted in the cities of Ahmedabad and Indore. Dozens of info sessions were also conducted in the Mumbai campus. We also proposed to tie up with University of Virginia Tech for program in Business Analytics for working class professionals.
Enhance the quality of PGDM students enrolling for admissions in AY 2017-18.	Any student applying for the PGDM program with less than 60 % in his/her graduation was not given any marks regardless of any stream. This decision was taken due to the feedback from the placement department that companies coming to the campus like TCS are expecting minimum first class in their graduation. The weightage given to the graduation marks was 3 out of a total score of 100. Also learning from the admission in take for 2016-17 batch, Marketing & Finance specialization forms were clubbed, were a student need not apply twice for his round of PI/GD as there were many students who applied last year at N Dalmia for both specializations. HR forms were however kept separate, looking at the number of students applying for HR.

Revised Student Handbook for AY 2017-18	A revised manual was prepared for the new batch of 2018-20 students of PGDM and Global MBA students. The student handbook shared the vision and mission of the institute, policies of the institutes, do's and don'ts, ethics, morals and value system of the institute, introduction to various committees such as disciplinary, anti-ragging, unfair means etc. Strict prohibition against any form of ragging or racism or any kind of professional misconduct.
Strengthen the domain of research , consultancy & MDP	Lots of emphasis was given to research & consultancy by the committee, under which various projects were bagged by the institute: 1. INS Hamla Project: A comprehensive tailor-made MBA program in the name of LLMC was designed for execution for Indian Naval Service, INS-Hamla, Mumbai. 2. Maharashtra Police Project: The Maharashtra Police Dept. 5 projects were conducted over a span of 6. To name them - Studies on Police Image, Delinquency, Brand Building, Drug Addiction/Peddling, Insider Vs Outsider conflict. 3. A market survey for Pet Diaper Industry was conducted for Noble Hygiene Pvt. Ltd. Apart from the above projects, consultancy assignments is under progress for Mahindra First Choice, Mira Bhyander Small Scale Industrial Association, Future retail of Future Group. There was a significant growth in the no. of research papers seen in academic year 2017-18 compared to 2016-17. MDPS were conducted in the area of Digital Marketing, Goods & Service Tax, Labour laws & HR Analytics.
Go for International Accreditation at an institute level	Institute went for its first International Accreditation- ASIC, UK, i.e. Accreditation Services for International Colleges & Universities in the month of 16th & 17th Feb 2017. NLDIMSR got the ASIC 'Premier Status' for a period of 5 years. Where in it was rated highest in all categories from admission, teaching & learning to infrastructure.
Make the PGDM/PTMBA 2017-18 pre & post Admission process online and hassle-free.	The institute for the very first time went for its PGDM & PTMBA pre and post admission process online for AY 2017-18, with the help of ERP. From enquiry to sale of forms, registering the dates of GD-PI, and display of merit and waiting list was made online. The step was taken to make the pre and post admission process hassle free for the students.
Conscious actions to be taken in the area of My Social Responsibility, NLDIMSR's CSR initiative in senstitzing the students towards the	In continuation with the MSR activities taken by the institute in the past, this year as well there was significant work done: In the area of Health & Hygiene, awareness program was organised to build and use toilets, where the institute was successful in converting 90% tribal villagers to use toilets, and defection in open has been practically

realities and challenges of rural life and impriving the quality of life for the people of Kondgaon (100% tribal village adopted by NLDIMSR)	nil. Also awareness regarding health and hygiene was given to 400 students of 6 Zilla Parishad schools and 800 Ashram Shala students about health and hygiene. With respect to environmental concerns, Panchayat had in acted a plastic ban, where institute ran education awareness campaign for the same. Mini check dam was built to improve the water table near the culvert for safe drinking water especially through the bore wells. Awareness campaign was created for the importance of education among school students. School bags and educational kits where distributed to all the Zilla Parishad school students from standard I-IV. With regards to women livelihood, Mahila Mandals were motivated to work out a plan for income generation.
Language lab to be set up	Wordsworth English Language lab has been installed and made operational for the students to improve on their language skills for better corporate communication.
Soft skill development & Career guidance counselling to students with regards to placements	An external professional body named, Board infinity, was hired to train the students on soft skill development and career guidance. Students benefited out of the workshops conducted by board infinity, in the areas of resume building, getting practical exposure to the corporate world by facing mock interviews, attending counselling sessions on career guidance.
Induction program for PGDM, MMS, Global MBA, PTMBA	Induction programs were conducted for all the post graduate programs of the institute- PGDM, MMS, & GMBA. The program went for a week, where new batch students were oriented about the institute, their respective programs, code of conduct of the institute, sessions were conducted by external industry experts, alumnis, institute faculties and staff. Orientation program was also conducted for PTMBA batch.
International conference in NLDIMSR	N. L. Dalmia Institute of Management Studies and Research hosted the International Innovation Roundtable 2018, which featured a panel of Industry experts from India and Academicians from Virginia Tech, USA. They addressed various topic of urgency in the world.
RFID instalment in the library	The institute has installed a RFID reader in the Library. All books will ha the RFID tag. Once the student selects a book, it will "pass-through" th reader machine to record the name of the student who is borrowing the boo This will make the system more efficient. The RFID tags in the books will al help taking inventory at the end of the year.
Digital library facility with Remote	The institute has installed a digital library facility with Remote access whe faculty & students can access E-Resources from Institute as well from hom

access	Providing study material to all courses. Students allowed them to ke permanently these Study material
Sensitizing faculty, staff and students towards Intellectual Property and copyright	Workshop was conducted on 'Urkund' an anti- plagiarism software, f students, staff & faculty members to get familiarize to the product as well sensitize them regarding intellectual property (IP) & copyright issues. C similar lines 'Turnitin', one of the well-known, anti- plagiarism software w familiarized to the staff & faculty members.

* Attach the Academic Calendar of the year as Annexure. (Annexure Attached)

2.15 Whether the AQAR was placed in statutory body   Yes ✓   No ☐

Management ✓   Syndicate ☐   Any other body ☐

Provide the details of the action taken

Before submitting AQAR, the report has been discussed among various academic bodies like board of studies, academic council and executive council. The AQAR was accepted by the management and suggested to improve the industry interactions, faculty publications and quality of placement.

Part – B

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	1	-	1	-
PG	4	1	3	-
UG	-	-	-	-
PG Diploma	1	-	1	-
Advanced Diploma	-	-	-	-
Diploma	-	-	-	-
Certificate	4	6	10	10
Others	-	-	-	-
Total	**10**	**7**	**17**	**10**

Interdisciplinary	6	4	7	5
Innovative	4	3	10	5

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

| Core |

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester (Full Time & Part Time Program)	4
Trimester	-
Annual	3

1.3 Feedback from stakeholders*   Alumni ☑   Parents ☐   Employers ☑   Students ☑
    (On all aspects)

Mode of feedback   :   Online ☑   Manual ☑   Co-operating schools (for PEI) ☐

*Please provide an analysis of the feedback in the Annexure (Annexure Attached)

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

At NLDIMSR, we carry out changes / modifications in the subjects as under:

i)   First, the matter is discussed at Faculty meeting in the department
ii)   Thereafter the same is also discussed with Academic Advisory council Meeting
iii)   Necessary modifications are made in the syllabus

I**n the Department of Faculty of Finance:** Subject of Financial Markets and Institutions has been shifted to First Semester, as against Mumbai University syllabus which requires to teach the same in third semester. Subject of Tax and legal aspects which according to University of Mumbai is taught in Second semester has been split into two: Legal Aspects of Business in first semester and Taxation in second semester. Subjects of Financial Regulation of Business and Banking and Financial services have been shifted to second semester as additional subjects. In third semester we give following additional subjects: Fixed Income Securities, Treasury and Risk Management and Financial Modelling.We have introduced subject of Business Analytics as additional subject in semester.

In the Department of Faculty of HR: HRIS has been replaced with HR Analytics whereas Psychometric Instruments has been replaced with High Performance Leadership Development & Personal Growth Labs.

In the Department of Faculty of Marketing: Subjects such as Digital Marketing has been introduced in the 1st semester instead of 2nd semester. Marketing Metrics and Audit and CRM has been introduced in the second semester whereas, Marketing analytics, Rural marketing has been introduced in the 3rd semester.

Business Ethics has been replaced with Business Ethics & Corporate Governance for all the streams in semester 3

Students will also learn Market-relevant topics through Industry guest lectures and the Industry-Institute Interface will be made stronger to impart knowledge on trending topics.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

In line with the vision of the institute i.e. to establish ourselves as a world class management institute and to be in pace with the latest development across the globe, we decided to venture into the new emerging technology programs- hence came up the 'centre of excellence' under the aegis of NLDIMSR. We planned to offer Post graduate certificate programme in:

i) **Big Data with an exclusive partnership with SAS India:** This course is a 480 hours course which is a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the best minds with over 15+ years of industry & Data Science management experience. The course encompasses SAS programming, Introductory Statistics, Data Management & Manipulation, Data Quality, Hive & SAS, Working with Hadoop and Data Visualization.

ii) **Digital marketing & Social media analytics:** This is a 480-hour program providing aspirants with a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the pioneers of the Digital marketing industry. Learn at state of the art classrooms and labs equipped with the latest software & applications.

iii) **Information and cyber security:** A 06-month course divided into three stages gives the students a unique opportunity to develop their careers in ethical hacking and cybersecurity. The course is a perfect fit for students with a strong engineering/sciences background in computer sciences and information technology. The course would holistically cover everything right from the basics of penetration testing to cyber laws.

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
32	14	09	09	01

2.2 No. of permanent faculty with Ph.D.

12

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
6	10	1	0	7	0	0	0	14	10

2.4 No. of Guest and Visiting faculty and Temporary faculty

| 92 Guest Speakers | 16 Visiting Faculty | 0 Temporary Faculty |

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended Seminars/	4	5	1
Presented papers	6	17	0
Resource Persons	0	1	0

2.6 Innovative processes adopted by the institution in Teaching and Learning:

In order to accelerate the academic performance of the students as well as their overall personality development, the faculties constantly strives to adopt innovative teaching methods. Some of the innovative pedagogy used by the faculties are:

- Faculty endeavors to make his/her lectures interactive, encouraging for students to ask questions frequently and teacher himself will ask questions to students to ascertain whether students have understood the subject matter. This is followed up by quizzes and case studies.

- Collaborative learning is encouraged in the institute with the help of Group assignments, group projects, Industrial visits, live projects and role plays. There are forums/clubs formed within the department such as Marketing Club, Finance forum, HR club for conducting departmental events and inviting guest faculties for their respective verticals. Faculties encourage students to participate in such forums.
- Faculty provide independent learning to the students with activities such as Newspaper analysis, Industry analysis, individual presentations, book reviews as well assess to login and password to ProQuest, EBSCO asses for e-book, journals and dissertations.

- Critical thinking is encouraged by our interactive methods such as case study analysis, industry reviews and scenario questions in the classrooms.

- The institute has always encouraged to sharpen the student's competitive edge by encouraging them to participate at various competitions.

- Faculties utilize and encourage students to use open educational resources such as Coursera, LYNDA, ILO website, TEDx, YouTube, Wikipedia, quarterly and yearly industry reports.

The impact of these innovative approaches on the students is more interaction, more participation and more engagement. Further on this helps the student to be more confident and industry ready. Industry perspective is bought in by guest speakers and seminars.

Every year the institute has been conducting Business Game Simulation workshop in the name of 'Markstrat' for Marketing students.

In this program students virtually running a business enterprise for a period of two financial years and in the process has enhanced his/her analytical, problem solving, creative thinking, decision making and change management skills.

As a learning method, the game offers following benefits:

- It condenses a large amount of experience into a relatively small period of time

- It makes experimentation possible. One can examine the validity of previous decision in the light of result obtained and make a different set of decisions to determine their advantages in comparison with those of previous decisions

- It integrates knowledge of business functions in such a way that importance of overall balance among these functions is appreciated and understood

- It highlights the need in business for reaching decisions under time constraints and with incomplete data on matters, which are neither black nor white, but somewhere in between. Playing a dynamic game force the participants' attention on planning and establishing business strategies in an uncertain environment

- It results generally in a high degree of teamwork and participant involvement

Also, a **Personal Growth Lab (PGL)** is a well-designed workshop using a series of scientific psychometric assessments & management exercises. The focus of a PGL is to construct a context wherein an individual is facilitated to discover, explore, experiment his/her self in context to others. The concept of PGL can be well translated to an organizational context wherein the individual essentially faces varied situations dealing with interpersonal relations, conflict, decision making, working in teams, understanding one's strengths etc. This is a comprehensive program that is crafted meticulously to appeal to the instincts & interests of our students. Students were also given an understanding of the concepts of "Personality" and "Emotions & moods" with emphasis on Emotional Quotient. It also helps the students to appreciate the diversity amongst the teams, self- awareness and reflection, promoting inter as well as intra personal skills thereby making them better team player.

2.7 Total No. of actual teaching days during this academic year | 272 |

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy and Online Multiple Choice Questions)

It has been decided that the internal marks (out of 40) which were earlier handed over to the exam department, will now be handed over with bifurcation, i.e. Mid-Term, Projects, Attendance etc. The internal marks will be shared with the students as well in case of any grievances. Also Mid-Term has been decided to be compulsory nearly for every subject in a semester.

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop | 07 |

2.10 Average percentage of attendance of students | 82% |

2.11 Course/Programme wise distribution of pass percentage:

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
PGDM (Batch 2016-18)	240	13.33	82.91	0.83	00	97.08
MMS (Batch 2016-18)	240	2.91	85.00	10.83	00	98.75
PGDM (Batch 2017-19)	237	78.48	20.67	00	00	99.15
MMS (Batch 2017-19)	238	36.55	58.40	00	00	94.95

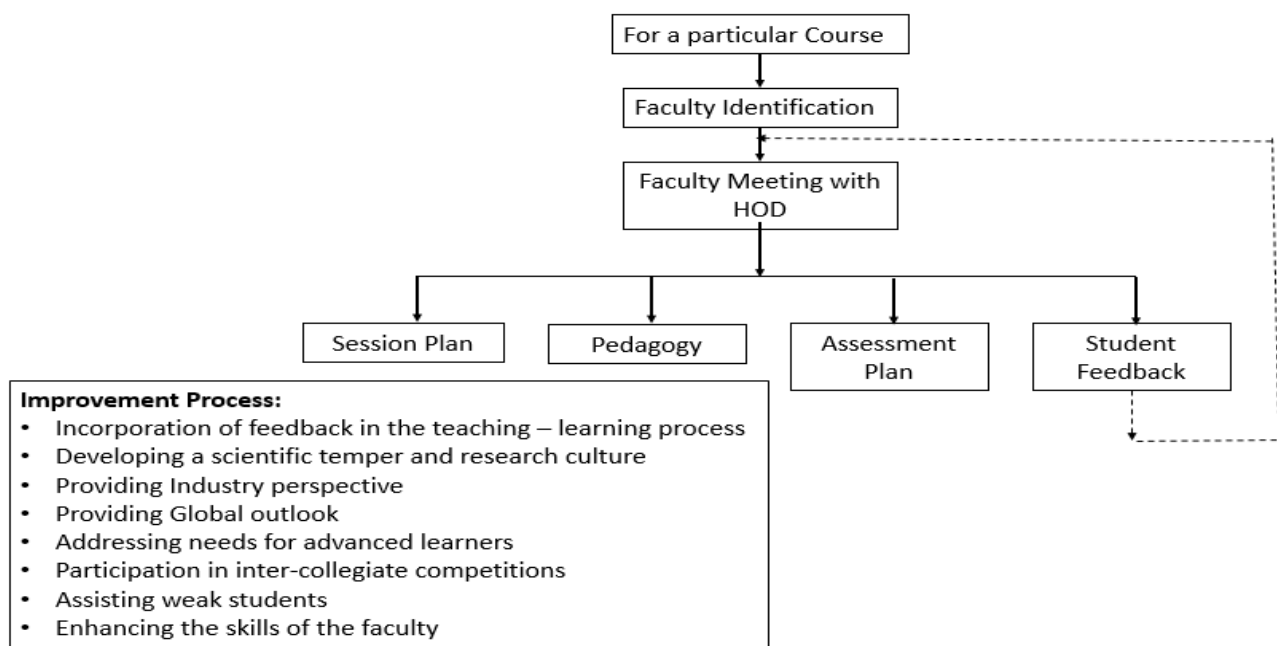**2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:**

Quality of the programme administration is considered the supreme in the Institute. Programme administration, the institute believes starts from the point of admission to the placement and later the commitment and support to the alumni. The process of admission is totally transparent and the Institute has a policy to meet and conduct GD and PI for all the aspirants of the programme. The records to allot marks to the students is an open book to be audited by anyone. The Institute believes in announcing the selection of candidates within four days after the process. The selection of the stream of specialization is students' choice and there is a separate merit list for each specialization; Finance, Marketing and HR.

The fees charged is transparent and we have not had any complaint anytime in the past. When the academic performance is held we treat all students at par. Classes are held as per the time-table and the session plan. The attendance is marked and the students failing to log in the required number of hours are stopped from taking examinations. The evaluation process is transparent and the basis made known to the students. The students do give feedback by ranking the faculty and grading them.

When it comes to placement we permit one job per one student and we fully comply with the norms and requirements of the employers. No favouritism shown to any student and the Institute is ruthless when it comes to dealing with erring students. The Institute also has good relations with alumni as they are our pillars and ambassadors in the industry.

Following is the process followed to continuously improve the Teaching-Learning process for adopted in the institute.

Teaching – Learning Process

```
                    ┌─────────────────────┐
                    │ For a particular Course │
                    └─────────────────────┘
                              │
                    ┌─────────────────────┐
                    │ Faculty Identification │
                    └─────────────────────┘
                              │
                    ┌─────────────────────┐
                    │ Faculty Meeting with │
                    │        HOD          │
                    └─────────────────────┘
                              │
        ┌──────────┬──────────┼──────────┬──────────┐
   ┌──────────┐ ┌──────────┐ ┌──────────┐ ┌──────────┐
   │ Session  │ │ Pedagogy │ │Assessment│ │ Student  │
   │   Plan   │ │          │ │   Plan   │ │ Feedback │
   └──────────┘ └──────────┘ └──────────┘ └──────────┘
```

Improvement Process:
- Incorporation of feedback in the teaching – learning process
- Developing a scientific temper and research culture
- Providing Industry perspective
- Providing Global outlook
- Addressing needs for advanced learners
- Participation in inter-collegiate competitions
- Assisting weak students
- Enhancing the skills of the faculty

Academic Calendar:

- The academic calendar is prepared by the Dean/Director in consultation with HOD's and is issued at the beginning of the academic year as per the University guidelines
- The academic calendar take into account the number of teaching hours dedicated for each course
- The course progression is reviewed against the academic calendar
- Departmental meetings are held to evaluate the academic programs and to ensure that the faculty adheres to the academic calendar

Faculty Identification for the course:

- As per course requirements, the faculty requirements are identified by the Director.
- List of faculties meeting the requirements is drawn up
- The subject allocation is done by the HOD's and approved by Director and Dean.
- Optimal workload is maintained to ensure the faculty incorporates a good pedagogy for the course.
- The Director calls for faculty meeting and the subjects are allocated as per availability of faculty.
- The guest faculty members are identified and subjects which require industry interface are allocated to them respectively

Faculty meeting with the HOD:

- Faculties meet the HOD for the particular course allocated.
- In the meeting the faculty and the HOD discuss:
- Session Plan
- Pedagogy
- Assessment plan

Session Plan:

*
* The allocated faculty prepares a session plan for the semester for the course.
* The session plan indicates the distribution of syllabus over the semester with details regarding theory and evaluation criteria. It considers the following points:
* Prescribed curriculum of the course
* Objectives or learning outcomes of the course
* Industry requirements
* Subject updates which can be incorporated with time constraints
* Calendar of semester activities
* The session plan provides session wise break up with planned topics
* Time table is prepared by the Time table coordinator and communicated to all faculty members
* The teaching hours allotted for the purpose of completion of syllabus for full credit subject is 45 hrs and half credit subject is 22 ½ hrs
* The session plan is shared with the students, HOD, and the exam department for their reference

Pedagogy:

* For each course the faculty designs a pedagogy which is customer centric and at the same time meets the course objectives and the overall program level objectives.
* In order to accelerate the academic performance of the students as well as their overall personality development, the faculties constantly strives to adopt innovative teaching methods
* Some of the innovative pedagogy used by the faculties are:
  o Faculty endeavors to make his/her lectures interactive, encouraging for students to ask questions frequently and teacher himself will ask questions to students to ascertain whether students have understood the subject matter. This is followed up by quizzes and case studies.
  o Collaborative learning is encouraged in the institute with the help of Group assignments, group projects, Industrial visits, live projects and role plays.
  o There are forums/clubs formed within the department such as Marketing Club, Finance forum, HR club for conducting departmental events and inviting guest faculties for their respective verticals. Faculties encourage students to participate in such fourms.
  o Faculty provide independent learning to the students with activities such as Newspaper analysis, Industry analysis, individual presentations, book reviews as well assess to login and password to ProQuest, EBSCO asses for e-book, journals and dissertations.
  o Critical thinking is encouraged by our interactive methods such as case study analysis, industry reviews and scenario questions in the classrooms.
  o The institute has always encouraged to sharpen the student's competitive edge by encouraging them to participate at various competitions.
  o Faculties utilize and encourage students to use open educational resources such as Coursera, LYNDA, ILO website, TEDx, YouTube, Wikipedia, quarterly and yearly industry reports.

* The impact of these innovative approaches on the students is more interaction, more participation and more engagement. Further on this helps the student to be more confident and industry ready.
* Industry perspective is bought in by guest speakers and seminars

Resources:

* For each course, the faculty identify the reference books and the text books.
* Students are encouraged to use the library is well equipped with subscribed various information resources to augment the teaching learning process.
* E-resources such as EBSCO, J-Gate, Capitaline, Bloomberg, and international and national books and journal references are given to the students for aiding their learning process which has access to more than 3000 national and international online journals

- Library has very rich collection of national and international books – as of today we have over 35600 books. The prescribed books to the students for learning are always recommended of latest editions.
- The library subscribes to national and regional level newspapers
- The institute has good collection of audio-visual and management films collection which the faculty can use in his teaching process.
- Library maintains question bank/past question papers and copy of syllabus

Assessment Plan:

- Each course follows a dual assessment plan:
  - End semester exams which has 60% weightage
  - Continuous and internal assessment which has 40% weightage
- Students' evaluation is done on a continuous basis with feedback to students.
- The administration staff ensures that each classroom is fully equipped with the teaching aids for the session.
- The faculty members ensures that the attendance record of the students is maintained.
- Self-check is done by faculty members regarding completion of syllabus.
- The sessions are completed as per the session plan
- The internal evaluation is done by the faculty members as given in the semester plan.
- The mid-term exam is conducted as per the academic calendar.
- The exam timetable prepared by the examination department is communicated to the students and faculty members.
- The defaulter list is prepared by the faculty members to check the minimum attendance requirements of students as prescribed by University of Mumbai.
- The faculty members prepare two sets of questions for their respective subjects and hand it over to the examination in charge.
- Final Exams are conducted as per the declared dates for all the courses
- The results are declared within one month of the last examination.
- Faculty feedback is taken at the end of every semester to identify the gaps in the teaching methodology

Monitoring and evaluation of the quality of teaching learning process:

We ensure quality of teaching-learning in the following manner:
- Teaching/Session Plan: In respect of academic teaching, the faculty prepares, teaching/session plan which is circulated top the students at the beginning of the session. Thereafter this session plan is executed meticulously.
- Student Feedback: Students submit their feedback in the middle of the semester and end semester. This feedback is shared with the faculty and HOD for to be considered as inputs to better the teaching and learning process.\
- Faculty Self-Appraisal: The faculty members submit self-appraisal report every year which is then mutually discussed with the Management for ongoing development.
- Academic Advisory Council support: The institute is also assisted in the process by guidance from Academic Advisory Council which meets every half year to review the academic aspects including evaluation of contents, with respect to the requirements of the industry.

Enhancing (Improving) of the quality of teaching learning process:

In addition to the elaborate teaching and learning process, continuous steps are taken to monitor and improve the process, these include:

- Incorporation of feedback in the teaching – learning process
- Developing a scientific temper and research culture
- Providing Industry perspective

- Providing Global outlook
- Addressing needs for advanced learners
- Participation in inter-collegiate competitions
- Assisting weak students
- Enhancing the skills of the faculty

Incorporation of feedback in the teaching – learning process
- Faculty continuously assess the students and provide feedback to the students to enable them to learn better
- Mid- semester exams are conducted to help students cope for the final exams in a better manner.
- Students provide feedback on the faculty and pedagogy in the middle of the semester and end semester.
- The students' feedback is used to improve the pedagogy/ assessment plan if need be.
- The HOD and the faculty discuss the feedback given by the students and decide on changes to the pedagogy/ resources/ assessment plan if need be.

2.13 Initiatives undertaken towards faculty development

Faculty / Staff Development Programmes	*Number of faculty benefitted*
Refresher courses	0
UGC – Faculty Improvement Programme	0
HRD programmes	0
Orientation programmes	0
Faculty exchange programme	0
Staff training conducted by the university	0
Staff training conducted by other institutions	0
Summer / Winter schools, Workshops, etc.	4
Others:	
• Training Programs	18
• FDPs attended by faculty	27
• Conferences attended by faculty	10
• Seminars attended by faculty	5

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	25	00	08	00
Technical Staff	02	00	01	00

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

We have put in place a Faculty-Institute Relationship Policy which provides various facilities and opportunities for Faculty development such as sponsoring for national/ international conferences/workshops, faculty development programmes and supporting paper publications and the like. The policy also contains an incentive scheme to reward Faculty with Rs.5,000/- for a publication in UGC recognised journal and Rs.10, 000/- for a publication in international journals like ABDC category. Weekly Faculty seminars have been started since mid-2017 giving rise to working papers resulting in publications subsequent to eliciting comments/suggestions from colleagues. As of now, publications have, by and large, been confined to UGC approved journals and a few in ABDC journals. A higher incentive is also being considered for publications in higher grade journals like Elsevier, Springer, IEEE, Emerald etc. As a result, over the past one year, our Faculty have published 63 papers in national/international journals, in addition to 11 books. Seed money grant provided to support small research projects by Faculty to inculcate and nurture a research culture among Faculty and students who often tend to get opportunities to work on live projects. Further, the Management have been setting aside Rs.50 lakhs on annual basis for promoting Faculty research. Also, a national–level Research Award ceremony was held in partnership with Combined Society for Educational Research & Development (CSERD) at the Institute Auditorium with participation from a large number of Institutes/Universities on 10th March 2018.

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	5	1	-	-
Outlay in Rs. Lakhs	-	-	-	-

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	1	-	-	-
Outlay in Rs. Lakhs	-	-	-	-

3.4 Details on research publications

	International	National	Others
Peer Review Journals	51	03	00
Non-Peer Review Journals	00	00	00
e-Journals	45	00	00
Conference proceedings	00	01	00

3.5 Details on Impact factor of publications:

Range [ ]   Average [ ]   h-index [ ]   Nos. in SCOPUS [04]

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	-	-	-	-
Minor Projects	-	-	-	-
Interdisciplinary Projects	-	-	-	-
Industry sponsored	-	-	-	-
Projects sponsored by the University/ College	-	-	-	-
Students research projects *(other than compulsory by the University)*	-	-	-	-
Any other(Specify)	-	-	-	-
Total	-	-	-	-

3.7 No. of books published   i) With ISBN No. [11]   Chapters in Edited Books [-]

ii) Without ISBN No. [-]

3.8 No. of University Departments receiving funds from

UGC-SAP [-]   CAS [-]   DST-FIST [-]

DPE [-]   DBT Scheme/funds [-]

3.9 For colleges   Autonomy [-]   CPE [-]   DBT Star Scheme [-]

INSPIRE [-]   CE [-]   Any Other (specify) [-]

3.10 Revenue generated through consultancy   [Rs. 1 Lakh]

3.11 No. of conferences

organized by the Institution

Level	International	National	State	University	College
Number	2	6	-	-	-
Sponsoring agencies	-	-	-	-	-

3.12 No. of faculty served as experts, chairpersons or resource persons | 05 |

3.13 No. of collaborations   International | 03 | National | 02 | Any other | - |

3.14 No. of linkages created during this year | 04 |

3.15 Total budget for research for current year in lakhs : | Rs. 50 lakhs |

From Funding agency | NA | From Management of University/College | Rs. 50 lakhs |

Total | **Rs. 50 lakhs** |

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	01
	Granted	01
International	Applied	-
	Granted	-
Commercialised	Applied	-
	Granted	-

3.17 No. of research awards/ recognitions received by faculty and research fellows of the institute in the year

Total	International	National	State	University	Dist	College
04	-	04	-	-	-	-

Sr.No.	Name of the Faculty	Award	Authority
1	Dr. Indrajit Goswami	Excellent Researcher Award, REAA 2018, Mumbai	Organized by Combined Society for Educational Research and Development, Dehradun, UKIndia
2	Dr. Indrajit Goswami	For exemplary achievement in academics by utilizing motivating techniques, resources and methods with outstanding teaching strategies that benefited the community at large	By. Indo Global Chanber of Commerce Industries and Agriculture
3	Dr. Raja Roy Choudhury	Best Director Award, REAA 2018, Mumbai	Organized by Combined Society for Educational Research and Development, Dehradun, UKIndia
4	Prof. Dr. Hegde	Life Time Achievement Award, REAA 2018, Mumbai	By. Indo Global Chamber of Commerce Industries and Agriculture

3.18 No. of faculty from the Institution who are Ph. D. Guides   01

Students registered under Ph.D. Guide   06

3.19 No. of Ph.D. awarded by faculty from the Institution   02

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF   -   SRF   -   Project Fellows   -   Any other   -

3.21 No. of students Participated in NSS events:

University level   -   State level   -

National level   -   International level   -

3.22 No. of students participated in NCC events:

University level [-]   State level [-]

National level [-]   International level [-]

3.23 No. of Awards won in NSS:

University level [-]   State level [-]

National level [-]   International leve [-]

3.24 No. of Awards won in NCC:

University level [-]   State level [-]

National level [-]   International level [-]

3.25 No. of Extension activities organized

University forum [-]   College forum [22]

NCC [-]   NSS [-]   Any other [-]

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

Sparssh - currently known as **'My Social Responsibility'** (MSR), is a social initiative that was started by the NLDIMSR students of 2011 batch, to provide an opportunity to students of the Institute to help the needy and the underprivileged sections of the society; so that they too can have a better tomorrow. Every year through a Special Committee of dedicated volunteers, the Institute used to conduct many programmes which included activities like blood donation camps, 'raddi drive' to raise funds for the social causes, New Year get-togethers for the children of orphanages in Mumbai, distribution of educational kits to the needy school going children, cleanliness drive in the surrounding areas, thanksgiving day to the cleaning staff, celebration of women's day etc.

In September 2016, the students of Sparssh (MSR) Committee with the funds collected from the faculty and students organized a get-together for the needy students of 'Prayas' NGO at Goregaon and spent the full day with them. At the end of the memorable day they distributed educational kits to all the students so as to provide them the much needed support in their quest for excellence. Similarly the 'Joy of Giving' week was celebrated in October 2016 by all the Faculty, staff and students and the proceeds were donated to 'Child Help Foundation' in Mira Road.

However in November 2016 a need was felt to work on a larger canvass and work for the holistic development of a tribal village. Therefore December 2016, NLDIMSR adopted Kondgaon Village in Vikramgadh Taluka of Palghar District, a 100% tribal village of over 3500 people, for its empowerment and development. Many interventions in the areas of health and sanitation, education, environment, skill development and, women and child welfare have been planned by the students under the guidance of a senior faculty member and will be implemented by them as a part of their experiential learning.

This initiative is the brainchild of N. L. Dalmia Educational Society, which is keen that every student who walks through the portals of NLDIMSR should imbibe the values of service and contribute to the society at

large. This collaboration is expected to serve the twin purposes of touching and enriching the lives of the people in this needy village as well as provide valuable rural exposure to the PGDM students of NLDIMSR through its Social Responsibility Programme. It would enable the students to sensitize themselves to the lives of the needy and the vulnerable sections of the society and will help them to be responsive and responsible future corporate leaders.

In January 2017 the students visited the village and have been instrumental in creating the much needed awareness in the village to build and use toilets under Prime Ministers Programme on 'Swatch Bharat Abhiyan' by visiting every household in the village and motivate the families to live healthy lives which they owe to themselves, their families and the future generations.

In April 2017 NLDIMSR students organized a medical camp which benefited over 250 needy people especially women and children who availed the services of General Physicians, Gynaecologists and Paediatricians. In the academic year 2017-18 there are plans to repair all the girl's toilets and if need be build new ones in all the 6 Zilla Parishad Schools and one Ashram Shala so that the girls do not discontinue their education for want of proper sanitation facilities. Full time PGDM students have been allotted a vertical (Income Generation/ Skill Development, Social Development, Health & Hygiene, Education and Environment) and they would be responsible for the planning, implementation and monitoring of the various planned interventions in the academic year 2017-18.

'MY SOCIAL RESPONSIBILITY' (MSR) Programs

- Christmas/New year celebration in an Orphanage at Malad (W)

- Students Participation in Swach Bharat Abhiyaan

- Women's Day celebration Organized by 'Sparssh' Team

- Recognizing Dignity of Labour Educational kits distribution to the children and thanksgiving of support staff

- Raddi (Scrap) Drive for a Cause August

- Donation of Educational Kits to 'Prayas' (NGO for Children) Goregaon (W)
- Celebration of Joy of Giving Week

- Support to 'India Sponsorship Committee' Video produced by NLDIMSR students on the occasion of ISCs Golden Jubilee

- Preparation of the Video for Balgram:

    a. Prof. Pius Moras visited Balgram (India Sponsorship Committee), Lonalvala along with our students to shoot a video for Balgram.
    b. Later, on the request of the CEO of ISC the footage of IMC's work at Pune (Urban Community Development Programme) was added to showcase the complete work of ISC. Our first year student went to Pune to get the footage and created the video.
    c. Since ISC celebrated its Golden Jubilee on 5th of Feb, 2017; the videos were sent to ISC

- NGO Mela - 5 NGOs through Idobro Akruti Bachat Ghat, Shilpin, Jijabhai Mahila bachat Ghat,   Creative Bloom

- Fund Raising activity was organized in Navratri, 2018 and the proceeds were used for the development of Kondgaon Village

- Kondgaon Utsav was organized where the Kondgoan villagers had come to sell their organic vegetables and handicrafts

- **Swachh Bharat Mission-** In support of the Clean India Movement, a national level campaign initiated by our Hon Prime Minister Narendra Modi, the staff and students of NLDIMSR, in association with Iskcon Temple & Bhaktivedanta Hospital, cleaned roads and surrounding areas of Mira Road

- **Women's Day Celebration -** On Women's day, Mr Suresh Kanojia – International Judo Referee taught self defence techniques. Ms Sarvadnya Arjunwadkar – Femina Miss India 2009 semi-finalist & winner, Miss India- Arabia spoke about self caring and image makeover.

- **Thalassemia Testing and Blood Donation Camp -** Sparssh organized a blood donation camp in association with Indian Red Cross Society. Mr Ramdas from the Indian Red Cross Society , along with his team of 15 professionals, visited the campus to set up a day long blood donation camp. The camp was highly successful with over 108 students donating blood for a noble cause.

Criterion – IV
4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Total	Source of Fund
Campus area (in acres)	1.12	-	1.12	
Class rooms	13	-	13	
Director's office	1	-	1	
Bloomberg lab (12 terminals)	1	-	1	
Digital lab (15 units)	1	-	1	
ICT lab (60 units)	1	-	1	
Library (seating capacity of 200)	1	-	1	Internal accruals
Seminar hall (seating capacity of 250)	3	-	3	
Conference rooms	2	1	3	
Auditorium (seating capacity of 300)	1	-	1	
Faculty cabins	13	-	13	
Faculty cubicles	20	-	20	
Gymnasium	1	-	1	

Girls common room	1	-	1
Incubation center	1	-	1
Admission department	1	-	1
Placement cell	1	-	1
Examination department	1	-	1
Maintenance department	1	-	1
Administrative block	1	-	1
Building management system		1	1
Alumni relations cell		1	1
Cafeteria (seating capacity of 150)		-	1
Infirmary	1	-	1
Toilets (WC)	22	6	28
Toilet (Urinals)	21	6	27
Toilet for physically challenged	2	-	2
Storage rooms	4	1	5
Security cabin	1	-	1
Electrical room	1	-	1
Sports facility: cricket, badminton, carrom, table tennis, football, basketball			
Value of the equipment purchased during the year (Rs. in Lakhs)	Rs. 19,50,000/-		

4.2 Computerization of administration and library

Library: Recently, we have installed a RFID reader in the Library. All books will have the RFID tag. Once the student selects a book, it will "pass-through" this reader machine to record the name of the student who is borrowing the book. This will make the system only more efficient.

The RFID tags in the books will also help taking inventory at the end of the year.

Administration: Google training, SAS, SPSS, ERP

4.3 Library services:

	Existing (Till June 2017)		Newly added (July 2017- June 2018)		Total	
	No.	**Value**	**No.**	**Value**	**No.**	**Value**
Text Books	19,131	1,00,47,138	750	6,31,500	20,678	1,06,95,140
Reference Books	18,678	96,84,890	1251	10,53,873	20,429	1,07,38,763
e-Books	20,000	1,30,000	20,000	1,53,400	20,000	2,83,400
Journals	112	27,50,083	112	2,95,388	112	30,45,471
e-Journals	5	25,000	14	72,580	14	97,580
Digital Database	7	26,00,276	7	8,75,980	7	34,76,256
CD & Video	546	3,74,001	1	629	547	3,74,630
Others (specify)	-	-	-	-	-	-

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	155	85	50 mbps	3	3	34	32	4
Added	21	8	30 mbps	0	0	7	6	0
Total	176	93	90 mbps	3	3	41	38	4

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

Faculty Development program were conducted in the ACADEMIC Year 2017-18 for upgrading academic staff knowledge with regards to latest softwares, training modules, technology etc… Here are the details of the program:

1. A One day training workshop was conducted to all the faculty members and particularly the PhD research scholars on SPSS latest version- SPSS 25.0. This training program was conducted by Mr. Shriyak, Senior Trainer at IBM SPSS Bengaluru.

2. Alpha-Beta – a gamification software for conducting portfolio analysis was conducted all the Finance faculties. It was conducted by Mr. Varun Mundra, Head Training – Business Development, Alpha Beta Incorporation. The training was conducted for 3 hrs.

3. A one day training session was conducted to the NLD faculty members on SAS Enterprise Miner for Advance Statistical Analysis by Sr. Consultant, Dr.Das & Mr. Shubham, Head-Marketing SAS Academic from SAS India.

4. A one day training program was conducted on Digital Marketing with special emphasis on handling Twitter – by Mr. Ananthanarayanan Venkateswaran, Founder & CEO of Techdivine Creative Services.

5. A one day training program was conducted by Cloud Vision Inc. Pune regarding their ERP system for admissions. To make the entire PGDM admission process online and hassle free.

6. Workshop on Urkund & Turnitin: Workshop was conducted on 'Urkund' an anti- plagiarism software, for students, staff & faculty members to get familiarize to the product as well as sensitize them regarding intellectual property (IP) & copyright issues. On similar lines 'Turnitin', one of the well-known, anti-plagiarism software was familiarized to the staff & faculty members.

7. A workshop was conducted on DSpace- an open source repository software package to the staff members organised by Deccan Education Society's NMITD

8. A workshop was conducted on Impactful Training through Effective Communication by Hory Sankar Mukerjee, Infosys Limited and Oxford University Press

9. Conference on Knowledge Feast 2018 - A conference was conducted on 'Future Trends in Knowledge Services' organised by EBSCO Information Services

10. A workshop was conducted on Google in Education for faculty & staff.

4.6 Amount spent on maintenance in lakhs :

i) ICT	Rs. 90,81,817/-
ii) Campus Infrastructure and facilities	Rs. 1,33,67,280/-
iii) Equipments	Rs. 23,37,246/-
iv) Others	Rs. 25,12,515/-
Total :	**Rs. 2,72,98,858/-**

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- A Dedicated Committee of students as well as Faculty members has been formed, to spread the awareness among the students about events/ conferences/competitions/ any other extra-curricular activities held by various other B-Schools

- The Invites of the competitions are been displayed on the notice boards of the institute. The committee members also connect with respective HODs and Class representatives to encourage students to participate in various competitions

5.2 Efforts made by the institution for tracking the progression

Each department head timely sensitize students about the importance of participation in the various activities

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
-	978	07	-

Men

No	%
577	59

Women

No	%
401	41

Course	Last Year (2016-17)							This Year (2017-18)						
	General	SC	ST	OBC	LD	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	LD	Total
MMS	112	0	0	5	1	3	121	116	0	0	2	0	3	121
PGDM	112	2	0	6	0	0	120	118	0	0	2	0	0	120
GMBA	-	-	-	-	-	-	-	12	0	0	0	0	0	12
PTMBA	154	0	0	0	0	0	154	163	0	0	0	0	0	163

(b) No. of students outside the state

45

(c) No. of international students

00

Demand ratio: 8.3:1   **Dropout %:** 2.64 %

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

An external professional body named, Board infinity was hired to train the students on soft skill development and career guidance. Students benefited out of the workshops conducted by board infinity, in the areas of resume building, getting practical exposure to the corporate world by facing mock interviews, attending counselling sessions on career guidance. Also with respect to Placement preparation, faculties as well as our alumnus help the students by conducting mock GD and PI. Faculties also help students to prepare for aptitude tests for cracking aptitude level tests during the time of Placements.

No. of students beneficiaries | 120

5.5 **No. of students qualified in these examinations**

NET | | SET/SLET | | GATE | | CAT | |
IAS/IPS etc | | State PSC | | UPSC | | Others | ✓

5.6 **Details of student counselling and career guidance**

- Every faculty is a mentor to group of students allotted to them under each specialization

- The institute invites various industry experts to guide and mentor students on various opportunities and new paradigms of career progressions

- Also in order to prepare students for their final placements mock interviews and Group Discussions are organised by respective department heads where the panellists invited from industry

No. of students benefitted | 290

5.7 Details of campus placement

On campus			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
141	240	240	96

5.8 Details of gender sensitization programmes

Various programs have been conducted in the campus with regards to gender sensitization. To name a few, we have been having 3 editions of NLD Talk, initiated by students, where speakers like Gauri Suresh Sawant, a Transgender Activist & Director of Sakhi Char Chowghi was invited for a talk on transgender issues & concerns with respect to their acceptance in society as well as Natasha Noel, a yogini and health enthusiast, spoke on the topic of sexual harassment & ways to deal with it.

As a part of the orientation program, we regularly conduct self-defence programs for both the genders, where experts like Mr. V. Kapadia, national level karate champion is invited to train our students in karate.

The institute has also conducted a program called 'street survival' to sensitize our students towards gender equality.

On 8th March, we celebrated the international women's day, to celebrate the spirit of women staff, faculty & students, and motivate them to excel in their professional and personal lives.

Apart from the above mentioned activities we also have a dedicated Women's development cell and Anti Sexual Harassment Committee to address issues or concerns of women in our institute.

5.9 Students Activities

5.9.1   No. of students participated in Sports, Games and other events

State/ University level | 15 | National level | 69 | International level | 02

No. of students participated in cultural events

State/ University level | 00 | National level | 12 | International level | 00

5.9.2   No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level | 15 | National level | 33 | International level | 00

Cultural: State/ University level | 00 | National level | 03 | International level | 00

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	04	Overall Topper- Rs. 30,000/- Specialization Topper- Rs. 10,000/-
Financial support from government	31	Rs. 1,70,000/- per student per year
Financial support from other sources	-	-
Number of students who received International/ National recognitions	-	-

5.11   Student organised / initiatives

Intra College | 08 | State / University level | 01 |

National level | 05 | International level | 01 |

1. **Mulyankan:** Finance is the panacea that boosts the formation of new businesses, and allows them to take advantage of opportunities to grow. Keeping this in mind, the Finance Forum at N.L. Dalmia Institute of Management Studies and Research organizes the Annual National Level Paper Presentation Competition called 'MULYANKAN'.

'MULYANKAN', meaning Valuation and Evaluation in Hindi, is one of the most coveted event organized every year since 1998 inviting teams from business schools across the country for deliberating and exploring the contemporary issues in the field of Financial Management. Apart from the competition, a seminar is held where eminent personalities from the industry are invited for a discussion.

The Finance Forum is an efficacious club at the Institute. It aims at inspiring students to understand the various aspects of Finance field and to promote them to make their career in it.

Apart from Mulyankan, Finance Forum also organizes various Finance related events, workshops, and seminars by prominent personalities. It also publishes DELTA, a bi-monthly e-magazine edited by the students of N.L. Dalmia Institute of Management Studies and Research. **Theme for 2017 was Growing non-performing assets is a recurrent problem in the Indian banking sector.** Over the past two decades, there have been two such episodes when the banking sector was severely impaired by balance sheet problems. The two banking crisis episodes— one in the late 1990s, and another that started in the aftermath of the 2008 Global Financial Crisis is yet to be resolved. Non- Performing Assets has grown at very high rate in India in the last decade. Many policy decisions have been taken to eradicate or at least mitigate the adverse effects of NPA on banks, especially the PSU banks. However, the results have not been promising enough. In a bid to reduce the number of state-owned lenders and create 3-4 global-sized banks, the government is working on a consolidation agenda. The objective of this competition is to encourage young minds across different B-schools to check the feasibility of the move towards Consolidation and come out with strategies to conduct it smoothly.

2. **Shikhar:** A national level paper presentation competition, is the flagship event of N.L. Dalmia Institute of Management Studies & Research, Mumbai which was held on 26th September 2017. It was started in the fond memory of chairman founder Late Shri Niranjanlalji Dalmia. This year the event topic was· Growing Protectionist Policies across the World, Are we moving towards Deglobalisation? Opportunities and Challenges for India". Reputed colleges from all over India participated in the event to acclaim supremacy in intellect. This year's participating colleges were IIM Ahmedabad, BITS Pilani, Jamnalal Bajaj Institute of Management Studies, MICA Ahmedabad & our own N.L. Dalmia Institute of Management Studies and Research. The event was duly graced with the presence of the judges Mr.Ajay Rastogi, Mr.Piyush Singh, Mr.Mohit Jain and Mr.Kapil Jha.

   Shikhar resonates to a Peak in Sanskrit. The event aims for the students to achieve the peak of supremacy in intellect and creativity.Year by year the event the event keeps on moving ahead in a battle to come to solutions to problems which hard hit our economic cycle. In the same combat, Shikhar 2017 indeed evolved to a potential high swearing by its motto. The theme for Shikhar 2017 is Growing protectionist policies across the world, are we moving towards deglobalization? Challenges and Opportunities for India.

3. **Vishleshan**: Vishleshan is an intra-Institution case study competition at N.L. Dalmia Institute of Management Studies and Research. Vishlehsan was organised on Saturday, 25th February 2017 and also used as the springboard to launch "Delta", a semi-annual magazine wherein articles are written and edited by the students. The corporate Guest, Mr. Chirag Gokani, Founder and Chief Advisor of Wealthwiz Advisors, Prof Dr.Anil Gor HOD- Finance, and Prof, Dr M. R. Koshti inaugurated the program by the traditional ceremony of lighting up the lamps. Following this, the magazine, "Delta" was launched by the dignitaries, with an e-copy of the magazine sent to every student, faculty and alumni with a click of a button by Dr. Gor. Certificate of appreciation was given to all the contributors of the magazines as well as the editors & the competition was declared open. The topic for the competition was "Expansion Strategy of Starbucks in India" where the teams were given a case with all the relevant information, including background, operations and financial information. Students were required to come out with strategies to improve/expand the business of Starbucks. The competition was won by the team from division D. All the teams were given participation certificates. Thereafter, Mr. Gokani spoke about investment and wealth creation. He stressed on investing habits to be inculcated right from the beginning. The session ended with vote of thanks.

4. **Utkarsh:** Utkarsh is a national level paper presentation competition organized by HR Club of N.L Dalmia Institute of Management Studies & Research. Over the years Utkarsh has strived to be the focal point of young opinions on the changing business scenarios.

   This year the theme of the presentation was on the topic **"FUTURE IS NOW: EMPOWERING HUMAN CAPITAL IN TECH WORLD"**, where management students from more than 25 institutes across the country submitted papers to contest. The following five teams got selected for the final presentation: IIM Ahmedabad; IMI, New Delhi; JBIMS, Mumbai; L.N Welingkar, Mumbai and NLDIMSR, Mumbai. The respective teams made their presentations before a panel of judges. The following esteemed industry experts were invited on the panel: Dr Rima Ghose Chowdhury, VP - Human Capital Management, QUINNOX; Mr. Leenesh Singh, Head of Human Capital Management, Smart Connect; Mr. Aditya Kelshikar, Executive Director, ACURIS; and Ms. Madhuri Singh, SVP - Business Solutions, Intelenet Global Services. At the end of the event, judges gave their feedback on the team presentations & also views on the theme of the event.

5. **Anveshan:** For the first ever in the history of NLDIMSR, the Annual HR Conclave- The Knowledge Trifacta 2018 unveiled Anveshan – A Research Paper Presentation by academicians and corporate experts who enlightened eager minds with their valuable insights on the theme '**Rebuilding HR with emerging technology'**. Anveshan, was the illuminated path that the students of NLDIMSR were privileged to have the chance to tread to quench their thirst for knowledge with constant guidance from experts.

   If we do not make efforts to take care and live in harmony with the environment around us, we would not only have to tackle the problem of depleting resources, but also face the consequences that endanger our own lives. As we realize that sustainability is the need of the hour, we are gradually adopting practices like Green HRM at our

workplaces to help protect the environment. The keynote speaker, Dr. Joy Mukhopadhyay, Adjunct Professor, Presidency University, emphasized that it is essential for every HR manager to ensure that his office follows a technological path towards becoming a green workplace.

He highlighted that conscious efforts from all employees are required to make this Green HRM practice a success. Some of the activities that can be undertaken include reducing paper usage, opting for eco-friendly gifts and sweets on birthdays instead of plastic gifts and chocolates with wrappers and also green commute to office encouraging car pool. Most importantly, he mentioned that Green HRM also focuses on conserving human resources using the example of People Soft HR ERP company (now acquired by Oracle), whose CEO had put up posters with jokes to make people employees laugh, as he believed that happy employees constitute a healthy company. Another notable concept of the Bradford number was illustrated that helped measure how an organization's performance is affected based on long term or short term absenteeism.

The next speaker, Mr, Surajit Sen, CEO, Crest Technologies, enlightened us with the benefits of the innovation that links print to multimedia such as text files, word files, audio, video, HTML , web pages. Structured learning is promoted as we just have to link the number book with the software. Even Google search has been made easy as we have to just enter a particular code number in the software and the search proceeds fetching all relevant information with respect to that code number. Such software also helps in building competency guides and behavioural indicators for employees.

Dr.Vidya Rao, Founder, Innovatus, Marketers Touchpoint, explained how design thinking can be implemented in HR to craft an exceptional employee experience. She commented that employee engagement is becoming difficult due to technology and automation as old processes do not work in today's context. Employees should be motivated to work and should find the work fulfilling, so as to increase their productivity and effectiveness. Design thinking focuses on qualitative techniques looking deeper to find solutions by empathizing and considering multiple alternatives for the same. It works on building prototypes and gathering feedback and implementing them on a large scale. Moreover, employees who make a genuine effort and take initiatives to prioritize and improve experiences should be appreciated.

Following Design Thinking, Dr J. Shanthilakshmi, Associate Professor, Jansons School of Business threw light into the area of Talent Management in today's era. As per her research, young talent is being recruited and their potential is being tapped as a long term strategy to serve the organization. However, globalization is proving to be a challenge for the HR as talent retention is becoming an increasing issue. Thus, to manage talent, three types of approaches, namely the inclusive approach, exclusive approach and also the compatibility approach can be used as per the situation demands. Rewards should also be offered to employees that are retained. The talent that is recruited into the organization should connect to it at an intellectual level, i.e. have scope of growth in work, social level, and finally also at a spiritual level, to be able to reflect and reciprocate what the organization has given you.

Last, but not the least, the esteemed panellist, Dr. Snigdha Rani Mishra, HOD-HR, ITM, summed up the golden words of all the presenters to help align us with the ultimate goal of an HR manager to channelize the potential of all employees of an organization and focus on talent retention, keeping in mind the fact that we have to adapt as per the changing technology whilst ensuring total synchronization with the environment. If each employee puts his best foot forward in implementing the practices encouraged, they will definitely be able to make an effective change for the better, and bring the organization a step closer to success.

6. **Manusandhan:** Manusandhan (held on 5th October 2017) is an 'Annual HR Seminar' organized by 'HR-Club' of the institute. The purpose of this event is to orient the future HR practitioners about the contemporary business issues and HR challenges and to ignite their thought processes towards exploring alternatives to adapt to the disruptive changes. The theme for the seminar of 2017 was *'Managing Diversity: The Millennial Way."* The event witnessed the graceful presence of respected corporate leaders, such as Mr. JitendraTyagi, Managing Director, Bristol-Myers Squibb India Pvt Ltd.; Mr. Anjan Sen, Senior Director, MSD Pharmaceuticals Pvt Ltd.; Mr. Sanjeev Sharma, Managing Director, OSMOS Multimedia and Peoples Village; Ms. Sushan Raj, Global Head-HR, Group Veritas; Mr. Manish Kotwani, Head-HR and Administration, Cross-Tab and Blue Ocean Market Intelligence; and Mr. Abdul Khan, Global Chief Marketing Officer, AlefMobitech. The experts shared their views and experiences with the students and then took part in a panel discussion, where Mr. Sanjeev Sharma played the role of moderator.

7. **International Innovation Roundtable:** N. L. Dalmia Institute of Management Studies and Research hosted The International Innovation Roundtable 2018, which featured a panel of Industry experts from India and Academicians from Virginia Tech, USA. They addressed various topic of urgency in the world. They are:

Speakers & Topics
Mr. SK Dutt
Senior Advisor, United Nations (EMPRETEC) & President - First Equals Global
Topic : Analytics - Creating a Data-driven culture and Collaborative Intelligence.
1.   Dr. Guru Ghosh
Vice President, Outreach & International Affairs, Virginia Tech
Topic : Innovation and Global Outreach - A Virginia Tech Perspective.
2.   Dr. Tarun Sen
Managing Director, Post Graduate Program in Business Analytics,Virginia Tech
Topic: Artificial Intelligence - Hype and Reality.
3.   Dr. LesaHanlin
Executive Director, Roanoke Regional Initiatives, Virginia Tech
Topic : Trends in continuing education for globally connected businesses.
4.   Mr. AnindyaSengupta
Vice President - Analytics, India business, AI Practice Head, CRIF Solutions, (Fmr) Principal Data Scientist, Fractal Analytics
Topic : Impact of Artificial Intelligence on Financial Services sector.

The areas of Big Data and Analytics are fuelling Innovation in multiple ways. The power of data to unleash the hidden potential of the business is being explored like never before. All the myths and barriers of these subject matters were broken and students along with staff and guests had a very productive question answer session with the speakers that enhanced the knowledge of all.
An initative like this 'angular' roundtable has given us a new perspective into the world of data and algorithms.

To make the world know about the areas of Big Data and Analytics, the event was made viral digitally through various social platforms like Twitter, Facebook, and LinkedIn etc. On the day of the event the knowledge of the industry experts was portrait through live tweets and Facebook post so that it reach to masses because the world is becoming digital. In about 35-40 tweets and around 10 post were tweeted and posted on the day of event with the help of hashtags and the handles of industry expert.

To sum up the event ended up spreading a lot of knowledge and taking the relation of N.L. Dalmia Institute of Management Studies and Research & Virginia Tech University a step ahead.

8. **Maadhyam:** A National Level B School paper presentation competition organised by N. L. Dalmia Institute of Management Studies and Research, Mumbai on Saturday 13th January 2018 witnessed some mind blogging presentations from institutes all over the country. The theme of the paper presentation was **"Relationship Marketing and its Deprogramming in a New Economy"** which helped the audience understand how Relationship Marketing is the rebirth of Marketing Paradigm.

The premier institutions - Indian Institute of Management, Ahmedabad; Mudra Institute of Communications, Ahmedabad; Jamnalal Bajaj Institute of Management Studies, Mumbai; National Academy of Agricultural Research Management, Hyderabad and N. L. Dalmia Institute of Management Studies and Research, Mumbai made it to the final round of Maadhyam 2018 The participants presented their views before a panel of three judges – Mr. Manideep Saha, VP & India Business Head, ImageGrafix Engineering Services Pvt. Ltd; Mr. Nandu Pradhan, Founder, Pocketside LLC and Mr. Arif Asfi, Ex-National lead, E-Commerce & Digital Business, Reliance Communications.

After two hours of mind-blowing presentations and questions, that none could think of Maadhyam 2018 ended. Just how every path has a destination; this competition also saw three teams emerging victorious. Ms. Pragya Gulati and Ms. Arpita Choudhuri from Mudra Institute of Communications, Ahmedabad secured the 2nd runners-up position; followed by Mr. Kavinraaj S. and Siddharth Bhattacharya from the National Academy of Agricultural Research Management, Hyderabad bagging the 1st runners-up position at Maadhyam 2018. Finally, the team that conquered Maadhyam 2018 was none other than Team N L Dalmia. Aman Tibrewal and Munmun Chakraborty with their immense knowledge and skills won both – hearts and Maadhyam 2018. With this the stage is all set for Maadhyam 2019 and much more events that the Ace Club will bring to the N L Dalmia Parivar.

9. **Mirage**: 7th October 2017 – a day which witnessed the establishment of a new path between the Industry and Academia at N.L Dalmia Institute of Management Studies & Research.

Mirage – 2017 was one of the biggest marketing conclaves in India this year. The event was graced by the thoughts of exemplary business leaders. The theme was "**Emerging Technology and its impact on Contemporary Marketing**", covered holistically almost every prominent technology today (Big Data & Analytics, IOT, AI, Marketing Automation to name a few) and the speakers precisely discussed the various benefits and challenges such technologies bring in the current business scenario.

The immense knowledge shared through the conclave has definitely given the students a new perspective before they step into the present corporate world.

10. **Mock Parliament:** N.L. Dalmia Institute of Management Studies and Research organised a 'Mock Parliament' on 17th February,2018 as an educational tool to promote understanding of the working of Parliament.
The Chief Guest for the event was Ms. Geeta B. Jain, Ex-Mayor of Mira- Bhayander Municipal Corporation.
The students enacted the role of the ruling as well as opposition party MPs besides that of Ministers.
The chief guest, **Ms. Geeta B. Jain**, played the role of Speaker.
Most aspects related with the functioning of Parliament were covered during the mock session. "Calling for attention motion, Discussion on various issues, the Question Hour as well as the concluding speech by the student Prime Minister" were some of the highlights of the event.
The pivotal topics covered were issues related to GST, Uniform Civil Code, Terrorism, Swachh Bharat and various others.
This event provided students a chance to put forth their opinions and suggestions and developed the understanding of a proper decorum of the Parliament.

11. **Aakarshan:** Aakarshan is a cultural flagship event of NLDIMSR for years, every junior has to go through this *new bond making*, *emotionally and physically tiring, memory making* of an event! At the end of which every student who walks through the gates of NLDIMSR would remember these 2 days as the best of their MBA lives. Moreover, AAKARSHAN 2017 was supposed to be no less of a grand event, which would be a great prelude for the freshly brewed batch of students at NLDIMSR, as to how MBA is not just studies, but also about fun, teamwork, and the competitive spirit. Surprisingly enough these reasons were also true for the seniors as well, who was the brainchild behind AAKARSHAN 2017, from conceptualizing to executing. However, would the seniors just let juniors have all the fun while they worked from dusk until dawn? NAH!! The seniors had their taste of AAKARSHAN in junior year, those two sleepless days, the joy of winning, the sadness of loss and everything in between. Now it was time to be on the other side! To give to the juniors THEIR best 2 days of MBA lives! AAKARSHAN 2017.

The run-up to the main event was filled with many extended college hours, planning, conceptualizing and executing. We had experienced Aakarshan in our junior year, but now as the students behind organizing the event, we wanted to develop brand AAKARSHAN even further. Before the onset of AAKARSHAN 2017, NLDIMSR saw various internal and external changes. Leveraging on this we wanted to create brand AAKARSHAN much more than what it was in the previous years of its running. Therefore, with the help of social media, we planned to generate a wave of popularity for AAKARSHAN as a flagship event of NLDIMSR. And as planned, social media generated a lot of buzzes and a lot of popularity for AAKARSHAN 2017 over platforms not only internally within the juniors, but externally outside the campus as well. Apart from the social media campaigns, there were a lot of factors to be kept in mind so that the two days of the event went on smoothly and without much hassle. A week before AAKARSHAN saw a lot of difficulties in the organizing of the event, but in the end, team senior pulled it off successfully.

The two days of the main event were both exciting and nostalgic. We were re-living the best two days of our MBA lives from the eyes of the juniors this time around. A completely different perspective! As much fun and pain, we had in organizing the event, we made sure to equally have fun among our juniors during the 2 days of the event. It was ONE LAST TIME for us! Therefore, we wanted no stones unturned in the fun we had carrying out the events for the juniors. Carrying out each event for the juniors made us remember the same excitement we had, the same enthusiasm we had, the same teamwork we did, the bonds of friendship we made, and last but not the least, all the laughter and fun we had, during our junior year! Not to mention, but also the extreme sleepless nights, sore body, and a particular change in the baritone that only comes from excessive yelling, hooting and howling, were some of the things that made all the memories flood back. Even during all the auditorium events, it never felt that we were cheering for the juniors. The excitement behind all the performances, the close call between contestants for winning the prize, and the tension during revealing of the winners were not the feelings that were floating just among the juniors. And even though team senior was wearing Black to symbolize that WE were the one who made the event possible, we all felt we were wearing blue and re-living the two days that had given us possibly one of the best memories of our education years.

12. **Howzatt:** HOWZATT 2017 was an annual Inter B school T 20 cricket tournament organised by N. L. Dalmia Institute of Management Studies & Research. Top 10 B schools from Mumbai participated in the tournament which was spread across for 10 days starting from 20th January 2017 to 30th January 2017. After some exciting league rounds and knockouts, the final was scheduled between Lala Lajpatrai Institute of Management and N. L. Dalmia Institute of Management Studies & Research wherein N.L.Dalmia emerged victoriously.

13. **Jalsa:** N. L. Dalmia Institute of Management Studies and Research's MSR (My Social Responsibility) committee organised its annual fundraiser event, JALSA. JALSA, the annual Garba celebration event happens during the nine divine days of Navratri. This year too, on the very first day of the festival, Team MSR organised this glittering event in the campus whereby, management students from both first year and second year as well as the faculty participated. Entry fee for the same was Rs. 150 per student. The event started off at 6:30 pm with Durga Aarti done by the faculty and went on till 10:00 pm. The campus was decorated alongside a live DJ to welcome this festival in its own traditional way. Paid refreshments such as starters and cold drinks were arranged for the students present.

Team MSR kept four exciting prizes for Best Dressed Male & Female, and Best Dancer Male & Female. This announcement encouraged the students to be in their best Garba outfits and put forward their best dance moves, making the event more fun and lively.

The funds collected through the entry fee of every student is intended to be used to build eco-friendly classrooms in Kondgaon. Schools in the village lack number of classrooms required to accommodate all the students to the extent where students of different grades have to sit together and study. This initiative will be a step towards providing not only the much needed infrastructure to the children but also better education. Teachers can take separate classes on different timings at least for some classes. Further, part of the fund will also be used towards providing basic stationary materials to the children in school. Team MSR also plans on taking personality development classes of children of higher grades in their next visit to make them more confident and ready for the next chapter in their life. With the eco-friendly classroom initiative, Team MSR will simultaneously take a step towards environment conservation and at the same time hopes to teach the children in Kondgaon about its importance as well.

The entire idea of JALSA 2018 was to inculcate amongst students the feeling of fulfilling their own Individual Social Responsibility making 13th October 2018 one of the most memorable and fun-filled evening of their college life. It won't be wrong to say that the idea was a successful one!

14. **NLDtalk**: An initiative by the students of N.L. Dalmia Institute of Management Studies and Research, NLDtalk aims to touch lives of the students by presenting before them heart-touching and inspiring stories. 3 editions of NLDtalk were organized and executed by the first year and second year students of MMS and PGDM under the leadership of Nikita Pal and Rahul Jain. This event was an attempt to motivate the students to move out of their comfort zones, to face their fears, to speak up and to take charge of their destiny. The overwhelming response received from the audience is a proof of success of this humble attempt.

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MSR Events
o Interaction with Founder the NGO 'Yuva Unstoppable' Mr. Amitabh Shah, 21st July, 2017
o Fund Raising for Social Causes – Garba, 25th September, 2017
o Joy of Giving week 2017 'Daan Utsav'. 11th to 18th October, 2017
o Rural Immersion Programme: Distribution of School bags and Stationery kits to 350 children of 6 Zilla Parishad Schools and Tree plantation, 15th July 2017.
o Adhar Card Survey and Tree plantation. Kondgaon. 15th July, 2017
o Interaction with school children, Awareness on usage of toilets - Health and Hygiene, 13th September, 2017
o Interaction with 6 Zilla Parishad Schools and Awareness on health and hygiene
o Visit to Kondgaon- 3rd Nov., 2017, Construction of the temporary check dam to raise the water table in the village
o Interaction with Anganwadi Children and Mahila Mandal
o Haldi Kumkum and School Audit 12.1.18
o Medical camp & Household Survey at Kondgaon 12.2.18
o 1st Runner up at Malnutrition- Communication Catalyst- 2018 organized by Glenmark Foundation. 14th April, 2018
o 1st Runner Up at Sandvik India Gender Awards organized by Sandvik Asia and Idobro. 25th May, 2018. Pune

- o Winners at Social Entrepreneurship competition by Don Bosco Institute of Management Studies and Research. 20th Feb. 2018
- o Winners at Lakshya – CSR Competition by Thakur Institute of Management Studies And Research. 12th January, 2018.
- o Women's Day Celebration - 8th March, 2018, chief Guest- Madhuri Malhotra, VP- Standards & Practices Sony
- o Feeding India – Cookies Distribution March-April 2018

5.12   No. of social initiatives undertaken by the students   17

5.13 Major grievances of students (if any) redressed: No

Criterion – VI
6. Governance, Leadership and Management

6.1   State the Vision and Mission of the institution

Vision - To be a world class management institute.

Mission - To provide value based quality management education with a global outlook and social conscience.

Quality Policy - We at N. L. Dalmia Institute of Management Studies & Research are committed to nurture, empower and enhance skills of future business leaders by providing value based quality education.

6.2   Does the Institution has a management Information System

- We are evaluating an ERP system that will increase the delivery and usage of MIS for the purpose of taking informed decisions in the future

- We hold Management Review Meetings (MRM) regularly to evaluate the performance of the academicians and other supporting departments

6.3   Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

At NLDIMSR, we carry out changes / modifications in the subjects as under:
- First, the matter is discussed at Faculty meeting in the department
- Thereafter the same is also discussed with Academic Advisory council Meeting
- Necessary modifications are made in the syllabus

For example, in the Department of Faculty of Finance following changes were made:

- Subject of Financial Markets and Institutions has been shifted to First Semester, as against Mumbai University syllabus which requires to teach the same in third semester

- Subject of Tax and legal aspects which according to University of Mumbai is taught in Second semester has been split into two: Legal Aspects of Business in first semester and Taxation in second semester

- Subjects of Financial Regulation of Business and Banking and Financial services have been shifted to second semester as additional subjects

- In third semester we give following additional subjects: Fixed Income Securities, Treasury and Risk Management and Financial Modelling

- We have introduced subject of Business Analytics as additional subject in semester

- This was suggested by the member of Academic Council. Course structure for 2017-19 is also attached.

- In Department of Faculty of HR: HRIS (Replaced with) HR Analytics Psychometric Instruments (Replaced with) High Performance Leadership Development & Personal Growth Labs)

- Business Ethics (Replaced with) Business Ethics & Corporate Governance.

- Students will also learn Market-relevant topics through Industry guest lectures and the Industry-Institute Interface will be made stronger to impart knowledge on trending topics.

6.3.2 Teaching and Learning

In addition to the elaborate teaching and learning process, continuous steps are taken to monitor and improve the process, these include:

- Incorporation of feedback in the teaching – learning process
- Developing a scientific temper and research culture
- Providing Industry perspective
- Providing Global outlook
- Addressing needs for advanced learners
- Participation in inter-collegiate competitions
- Assisting weak students
- Enhancing the skills of the faculty

Incorporation of feedback in the teaching – learning process

- Faculty continuously assess the students and provide feedback to the students to enable them to learn better
- Mid- semester exams are conducted to to help students cope for the final exams in a better manner.
- Students provide feedback on the faculty and pedagogy in the middle of the semester and end semester.
- The students' feedback is used to improve the pedagogy/ assessment plan if need be.
- The HOD and the faculty discuss the feedback given by the students and decide on changes to the pedagogy/ resources/ assessment plan if need be.

Every year the institute has been conducting Business Game Simulation workshop in the name of 'Markstrat' for Marketing students.

In this program students virtually running a business enterprise for a period of two financial years and in the process has enhanced his/her analytical, problem solving, creative thinking, decision making and change management skills.

As a learning method, the game offers following benefits:

- It condenses a large amount of experience into a relatively small period of time.
- It makes experimentation possible. One can examine the validity of previous decision in the light of result obtained and make a different set of decisions to determine their advantages in comparison with those of previous decisions.
- It integrates knowledge of business functions in such a way that importance of overall balance among these functions is appreciated and understood.
- It highlights the need in business for reaching decisions under time constraints and with incomplete data on matters, which are neither black nor white, but somewhere in between. Playing a dynamic game force the participants' attention on planning and establishing business strategies in an uncertain environment.
- It results generally in a high degree of teamwork and participant involvement.

Also, a Personal Growth Lab (PGL) is a well-designed workshop using a series of scientific psychometric assessments & management exercises. The focus of a PGL is to construct a context wherein an individual is facilitated to discover, explore, experiment his/her self in context to others. The concept of PGL can be well translated to an organizational context wherein the individual essentially faces varied situations dealing with interpersonal relations, conflict, decision making, working in teams, understanding one's strengths etc. This is a comprehensive program that is crafted meticulously to appeal to the instincts & interests of our students. Students were also given an understanding of the concepts of "Personality" and "Emotions & moods" with emphasis on Emotional Quotient.

6.3.3 Examination and Evaluation

It has been decided that the internal marks (out of 40) which were earlier handed over to the exam department, will now be handed over with bifurcation, i.e. Mid-Term, Projects, Attendance etc… The internal marks will be shared with the students as well in case of any grievances. Also Mid-Term has been decided to be compulsory nearly for every subject in a semester.

6.3.4 Research and Development

- Institute journal 'INNOVISION' has been launched and three issues have already come out. The Editorial team has been strengthened with the induction of additional members and the blind review process put in place.

- Five research projects for the Maharashtra Police have just been completed. They are on
    i)   Police image in Mira Bhayandar,
    ii) Job happiness, job stress, & behavioural deviance among policemen,
    iii) Actionable strategy for branding the police,
    iv) Drug addiction & drug peddling in Mira Bhayandar, and
    v)   Insider-Outsider conflict in Mira Bhayandar.

The Special IG (Konkan Region) Maharashtra Police has commended the work at a Press Conference held at the Institute on 17th October 2018. The findings of the branding project has been followed up actively on the social

media so as to boost public awareness on some of the good work being done by the Police such as Project Didi , Project Mitra and return of stolen articles to the owners.

As for strategies adopted by the Institute to improve quality of R&D, seed money grant has been created to support research projects and incentives provided for journal publications (UGC recognised, ABDC). Also, Faculty have been encouraged to gradually move up the ladder toward renowned publishers like Sage, Emerald, Elsevier, Springer, IEEE etc. with additional incentives.

6.3.5 Library, ICT and physical infrastructure / instrumentation

Library:

Our 8000 sq. ft. Library is spread over two floors. A clear demarcation of the silence zone with the discussion area and digital area. Every student needs to mark their attendance at the biometric machine provided for the purpose. This helps us record the usage of the facility by each student.

Recently, we have installed a RFID reader in the Library. All books will have the RFID tag. Once the student selects a book, it will "pass-through" this reader machine to record the name of the student who is borrowing the book. This will make the system more efficient. The RFID tags in the books will also help taking inventory at the end of the year.

Digital library facility with Remote access: Faculty & Students can access E-Resources from Institute as well from home. Providing study material to all courses. Students allowed them to keep permanently these Study material.

Wordsworth English Language lab has been installed and made operational for the students to improve on their language skills for better corporate communication.

ICT:

Besides the upgradation of Operating Systems regularly, we have also installed new software to add value to the student. Working with the latest software systems helps the students to be abreast of technology and therefore get better placement opportunities.

- We have installed new analytical software like SAS, SPSS, Alphabeta (gaming), R-Studio

- We have added bandwidth for internet connection. Today, bandwidth stands at 90 mbps

- We have upgraded our systems with the latest OS of Windows 10
- We use Google for Education and Microsoft O365 offering for our faculty and students where they get the advantage of cloud computing with unlimited storage.
- As a matter of fact, because of the existing infrastructure in the computer lab, we are able to hold examinations for British Council and CAT.

12- Terminal Bloomberg Lab:
The institute has the largest Bloomberg terminal lab in Mumbai. This Lab gives an edge to the students to master the knowledge for financial markets and give them an exposure for commodities and stock market analytics.

Biometric Attendance:

We have commenced the process of taking biometric attendance of students during class. This helps in reducing pilferage and increases teaching time.

6.3.6 Human Resource Management

The human resources department handles a range of functions eg. recruitment, training, payroll, development of the employees etc. The department screens, interviews and hires qualified candidates for the vacant / new positions. It handles the training and development of staff within an organization. It works in conjunction with department managers and supervisors to understand the training needs of employees and accordingly designs/ identifies suitable training programs.

Faculties are encouraged to participate in FDP/MDP programs, conferences & workshops.
Below mentioned are the details for the A.Y. 2017-18.

Particulars	Details
Training Programs / Workshops attended by the Staff	18
Faculty Development Programs attended by the Faculties	27
Apart from the above FDP attended by Faculties, there is a weekly knowledge series for FDP conducted in the institute as a part of FDP every Friday.	
Workshops attended by the Faculties	4
Conferences attended by the Faculties	10
Seminars attended by the Faculties	5
Papers presented by the Faculties	17
Papers published by the Faculties in National and International Journals	54

6.3.7 Faculty and Staff recruitment

The Institute recruits highly experienced faculty with a good blend of Industry and Academia. The Institute selects Faculty from reputed Academic Institutions like IIM, IIT, TISS etc. It also insists on recruiting faculties who have obtained Ph.D. to instil the academic rigour. As a result, many of the existing faculties are encouraged to pursue Ph.D. As on May, 2018, 13 faculties were Ph.D. and 10 faculties were pursuing Ph.D. There are many amongst the non-teaching staff who are management graduates (MBA/ PGDM).

6.3.8 Industry Interaction / Collaboration

Institute - industry interface cell is being created with required infrastructure, amenities and ambience under a Prof. I/C who would drive /oversee the cell supported by a full-time Programme Officer and a couple of part-time Practice Professors with a view to build and nurture a strong industry connect toward exploring opportunities of mutual interests. This is being done with a view to address industry needs such as training, consulting and sponsored research techno-economic studies. Further, by way of industry interaction, we are in negotiation with the Mira Bhayander Small Industries Association (MBSSIA) for conducting a number of techno-economic studies addressing MSME related problems concerning working capital, receivables management, viability, sickness etc. As for civic engagement, we have just completed five research projects for the Maharashtra Police in the Mira -Bhayander area - police image, stress & deviant behaviour, branding, drug addiction & peddling and insider-outsider conflict. The Special IG (Konkan Range), Maharashtra Police has commended this work and has held a Press Conference on 17th Oct. 2018 at the Institute Auditorium.

We have begun a few consulting assignments with Future Retail Group on customer service, promotional Schemes as a part of the larger involvement that includes studies on warehousing, cash tills, market survey etc.

6.3.9 Admission of Students

The admission process is a fully transparent process and the Institute will not show any restraint in answering any question posed by the prospective candidates, their parents and guardians. For that matter the application form is given to the candidate seeking admission in the Institute only after that person has read and understood the FAQs and posed other doubts to the admission team. The evaluation process is laid out and communicated to the students seeking admission. Except a few areas where subjectivity cannot be avoided as it forms part of the procedure and process (Group Discussion and Personal Interview), the other evaluation is open and transparent.

The Institute does not accept forms once the last date is over, the groups for Group Discussion are formed totally on a random basis and the interviewing panel is assigned as and when the student is available for the process and any panel is free. We also announce the results of the selection within four days after the last day of the process. There is no other way except this to get admission in the Institute.

For PGDM admissions, we have an internal assessment process which is based on a national level aptitude test score, group discussion, personal interview, past academic record, work experience and any extra curricular achievements.

We base our selection process by shortlisting candidates' basis their overall performance in all the parameters mentioned above.

The Admission process for 120 PGDM (Under AICTE) seats lasts from 8-12 days (earlier it used to be held in June and since the last two years it is held in April) where every day 300 applicants go through the rigorous Group Discussion and Personal Interview selection process. The panelists for the GD and PI are industry experts and our successful alumni who have made a mark in the corporate world.

To ensure high quality of student enrollment, we have given more emphasis on his GD/PI scores as well as his consistency in his academic performance from Xth to Graduation as well as additional marks for candidates with relevant work experience.

It has been observed over the past years that apart from the national level test scores which has 50% weightages, the overall personality of the student also played a significant role which was reflected while taking the personal interview of the candidate. Hence from the academic year 2016-17 the weight age of the PI scores have increased to 20% from 15 % and the weightage for the national level test has been reduced to 40% from 50%.

Also, from AY 2017-18, the institute has decided that any applicant applying for the PGDM program with less than 60 % in his/her graduation was not given any marks regardless of any stream. This decision was taken due to the feedback

from the placement department that companies coming to the campus like TCS are expecting minimum first class in their graduation. The weightage given to the graduation marks was 3 out of a total score of 100.

Also learning from the admission in take for 2016-17 batch, Marketing & Finance specialization forms were clubbed, were a student need not apply twice for his round of PI/GD as there were many students who applied last year at N Dalmia for both specializations. HR forms were however kept separate, looking at the number of students applying for HR.

To ensure high quality of student enrolment, we have been extremely conscious in selecting the best set of panelist which comprises of industry veterans who are senior position executives. These industry veterans are generally our past alumnus who are in reputed positions or our placement partners.

Adequate briefing is given to these panelists well in advance regarding the guidelines on which the candidates would be rated in their GDs and PIs.

Emphasis is given on candidate who has a high academic rigour, where he is scoring consistently high grades in academics from school level to his graduation. They are assessed thoroughly on their domain level expertise, their technical knowledge as well as a their level of communication skills which they are suppose to excel.

A candidate with relevant work experience of 1 year and above is given special emphasis as he brings on relatively higher maturity and practical understanding of the subject compared to a candidate with no work experience.

In line with the culture of N L Dalmia, a student's character, his ethics plays a pivotal role. This domain is timely tested in the interview by the panelists along with the other mentioned parameters as well as during Group Discussions, where we introduce situation cases, nearly 40 percent of them are bases on ethical values and morals which is thus tested by the panelists.

The admission process to the Institute is totally integrated from the point the aspirant gets interested in getting admission in the Institute to the level of his starting the course. The website gives all the details of the Institute supported with photographs of the facilities.

The Institute complies with the norms stipulated by the statutory bodies and gives all the information mandated to be given in the website. When the advertisement is given for admission through the process of digital marketing and press advertisement the telephone numbers that can be contacted for further information get spelt out clearly. The brochure of the previous years is in the net for students to peruse and get their questions answered. Many faculty members do get phone calls from prospective applicants to get their doubts cleared. The telephone received from the prospective applicants are attended by a group of staff who patiently answers each and every question. Sometimes, the students who reside in the city choose to come to the Institute and meet the people in the premises to get themselves satisfied. For the digital media advertisements, we give the address box where the prospective applicants do respond with their phone numbers and e-mail IDs. The Institute systematically calls them to know their doubts and address them to satisfy.

When the students decide to apply, normally, they visit the Institute premises in person if they reside in nearby areas. We give them the FAQs to be read and understood before they take a decision to purchase the form. When some students seek counselling, the faculty members and admission committee members do give them advice as needed by them. When they have a serious doubt whether they stand a chance to get admission in the Institute based on their academic performance and qualifying examination scored, the admission committee dissuades them if they feel that there is not even a remote chance for that candidate. However if the candidate wishes to try, it is left to their choice.

The registration kit has the admission form which is sold to the candidate, FAQ* and 'About Us' brochure. They collectively give a very good idea for the candidates as to the procedures that we follow at the Institute with respect to the admission process. The normal question that include the placement services, the co-curricular activities etc. are answered to their satisfaction. It is the principle of the Institute not to sell any form giving false hope to the prospective candidates.

As a policy the Institute interviews every candidate who apply for the programme. It is our commitment that any candidate coming to the Institute shall complete the process of Group Discussion, Personal Interview and Document Verification within a maximum duration of 150 minutes. The planning is done in such a way that this criterion is met. Over a period of time the candidates who do not see any chance of getting admission in the Institute do not even apply to the Institute. The policy of subjecting all the students to the process of selection is done keeping in view that the qualifying examination marks is not really the index of students' capabilities. The students with a sound business sense and good years of experience may not have the capabilities that are possessed by the fresher from college. Our process ensures that students who have the latent potential do not get left out in the process of admission therefore we give equal importance to the experience and maturity. This well-balanced approach we feel gives the Institute the opportunity to choose the best candidates for the programme. We have found over the years that this approach of going for a mix of academics and experience ensures a good batch of students who gel well and the learning is more effective.

Though the process of screening all applicants is a time consuming, strenuous process, our process earns a lot of goodwill among the students as they get a fair chance having the basic requirements met. Many students and parents have appreciated our unbiased approach as they did get a good experience of our process after shelling out the money. Many parents have expressed displeasure over the competing Institutes' attitude of not letting them know the criterion. At the end of the day we get students of – caliber as desired by the Institute while building a goodwill among the public. Our cut-off gets fixed by evaluation process as we admit only those who come in top ranks. The entire transparent process is appreciated and we have not received any complaint whatsoever over the years.

Revised PGDM Admission process Flowchart

Step 1

Inviting application: from students who have appeared for CAT, XAT, CMAT, MHCET, ATMA, MAT and through advertisement released directly by the institute in various regional and national newspapers and magazines during the previous six months prior to the admission process. The opening and closing date for issue of form is mentioned in the advertisements and on the institutes notice board and website. Last date for submission of forms is mentioned in the advertisements and on the institute notice board and website.

Step 2

Interested students should apply for the admission online, where in they have to submit the filled form online on or before the stipulated date for form submission. The applicants have the liberty to choose the date of GD-PI in the given admission week. The respective applicants gets their GD-PI ID card through online ERP system.

Step 3

The institute then conducts Group Discussion and Personal Interview of each candidate on a specified date. During the time of GD and PI the students are required to submit a certified photocopy of their mark sheets, scorecards, certificates etc.

Step 4

The institute then collates the marks obtained by each student in their written test, GD, PI, Academic record, extra-curricular achievements and Work experience. Each parameter is given a certain weight age which is disclosed earlier on the website under its "Mandatory Disclosure Document" as per the rules and guidelines of AICTE. The list of selected students and waiting list candidates are put up on the institute's notice board and website on a specified date as mentioned in the advertisements earlier.

Step 5

> The main and waiting list candidate are given certain specified duration for payment of fees and submission of original documents. Rules and regulations regarding refund/cancellation are displayed on the institute's notice board and website along with the merit list.

Step 6

> The admission is confirmed on full payment of fees by the students and submission of original documents. A final approval / signature of the Director is obtained before confirmation of admission.

In order to ensure high quality of students, the entire admission process is quite stringent. It's been observed over the past years that we are in par with other leading Management institutes with respect to the cutoffs.

The institute ensures that the selection panel for GD PI comprises of placement partners and alumni at senior positions in industry as they are able to select the right candidates which have strong potentiality to be industry ready once they pass out from a PGDM program.

There is a thorough review conducted by the Management, academic advisory council and admission committee every year on the amendments to be incorporated (if needed) six months before the commencement of the GD PI process. This is reflected in the minutes of meetings.

The academic advisory council has eminent representatives from the field Finance, Marketing and HR. Out of a total of 17 members 14 are external and only 3 are internal members. This provides greater objectivity and an enriched industry interface to the discussions and decisions regarding necessary skill sets required for selecting the right candidates as per market demand such as communication skills, leadership skills, decision making ability which is reflected in the parameters rated by the industry panelists during GD PI.

Every candidate coming for admission process goes through the GD, PI and Document verification round. Document verification involves verifying the marks of the candidates in his graduation, XIIth grade, Xth grade as well as written aptitude score in any of the following national level aptitude test: CAT, XAT, CMAT, CET, MAT or ATMA.

The PI Panelists conducts a semi structured interview of the candidate for around 10-15 minutes where in the panel interrogates the reason for the candidate to apply at NLDIMSR, and for PGDM program in general and the utility this program will bring in his professional career. His knowledge level in the domain he comes from as well as his awareness level in the business scenario nationally and globally. His overall personality and his communication skills are rated as well. Candidates with minimum of 1 year of experience are been told to share their experience and marks are given based on relevancy of the work experience.

In order to bring out the decision making ability among the candidates, and ensuring a higher level of interaction among the candidates, the GD process involves discussion on situational cases in the form of mini caselets. The institute then collates the marks obtained by each student in their written test, GD, PI, Academic record, extra-curricular achievements and Work experience. Each parameter is given a certain weight age which is disclosed earlier on the website under its "Mandatory Disclosure Document" as per the rules and guidelines of AICTE.

For the PGDM selection process we ensure that our selection panel comprises of eminent industry professionals. These industry professionals are either our alumni who are in esteemed positions in the industry or our placement partners who recruit our students during campus placements. Below mentioned are names of few panelists, just to name a few, along with their designations and organisations they work for specialization wise.

The MMS admission of 120 seats are done through DTE, whereas for the admission of students to the Part Time MBA program, application are invited through advertisement released directly in national newspapers, applicants obtain the admission forms and prospectus in person from the admission office. Applicants fill up the admission forms and submit it on or before the stipulated date. Written Aptitude test and Personal Interviews are conducted at the institute's

campus. At the time of GD-PI, document verification is conducted of applicants, where the applicant has to show his work experience of minimum 2 years, his education qualification certificates, extra-curricular if any. The list of selected students and waiting list candidates are put up on the institute's notice board and website. The selected and waiting students are given specific time of payment of fees and submission of original documents.

6.4 Welfare schemes for

Teaching	Mentioned below
Non-teaching	
Students	

- Each and every staff member is covered by the Institute under a free Accident Insurance Policy and free Mediclaim Insurance Policy, both Policies are 24x7x365 days of the year

- As a special consideration, the management has borne / reimbursed full/part medical bills of employees in some cases

- Rewards and recognitions for exceptional performers for their excellent contribution as well as staff with long standing service to the Institute

- Promotions are also given apart from monetary benefits in the form of cash rewards

- Faculties are encouraged to make paper presentations in national / international journals

- Earmarked funds of Rs.10 million for Research

6.5 Total corpus fund generated   Rs. 2,76,10,407

6.6 Whether annual financial audit has been done   Yes [✓]   No [ ]

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	ISO	-	-
Administrative	Yes	ISO	-	-

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes   Yes [-]   No [-]

For PG Programmes   Yes [✓]   No [ ]

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

It has been decided that the internal marks (out of 40) which were earlier handed over to the exam department, will now be handed over with bifurcation, i.e. Mid-Term, Projects, Attendance etc. The internal marks will be shared with the students as well in case of any grievances. Also Mid-Term has been decided to be compulsory nearly for every subject in a semester.

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

University is helping institute in promoting autonomy at different levels. In the updation of curriculum, senior professor as members of various academic bodies like academic council, Executive council etc. and helps in enhancing the curriculum. Besides, this senior professor from university also provides valuable feedback as moderator of final semester examination in various subject areas.

6.11 Activities and support from the Alumni Association

Alumni Support is found at every level from Admissions to Placements.

- Every year during the admissions season in all the 10 panels (8 for PI and 2 for GD) we have one senior Alumni and one faculty member.
- After the selection during the one month/ 15 days orientation programme the Alumni join the faculty in making the students industry ready by handling various topics in Finance, Marketing, HR and IT with the latest best industry practices and approaches for a successful corporate career.
- Mentor the students along with the Faculty mentors so that they know the science and art of management to be industry ready at the earliest.
- Judging various events in the Institute where the students look upon the senior Alumni as icons of inspiration and knowledge.
- Deliver guest lectures as and when needed and guide the students with the latest industry knowledge.
- Contribute as the visiting faculty and provide the students the industry perspective.
- Support the Institute by being a member of the Advisory council.
- Participate in the Alumni meets held every year.
- Interact with the students to provide the various job options/profiles available in the 3 specializations namely Finance, Marketing and HR so that students can take an informed decision.
- Participation in mock interviews to provide valuable feedback and equip the students with the confidence to face the interviews.
- Provide support to the Institute for coaching on any specialized subject.
- Participate or be the Resource person in MDP Programmes conducted by the Institute.
- Support the Institute in placements.

So as to build a close rapport NLDIMSR and the Alumni following steps are taken:

- In the final semester of every batch update the student data done to fill in the gaps if any.
- AlmaShines software purchased to store data and connect with the Alumni. Being web based the data is more secure.
- Through the AlmaShines software update the Alumni data captured from LinkedIn and Facebook.
- Maintain records of the Alumni in AlmaShines portal for networking and rapport.
- Through the Alumni AlmaShines software initiate the process to make the website interactive for feedback and suggestions to improve the teaching learning processes.

- Update the records periodically through AlmaShines portal, Google form, personal calls and mails especially during the Alumni meets.
- Organize annual Senior Alumni Conclave, Alumni Meets for the Full Time and Part Time Alumni.
- Invite the Alumni for various events and workshops.
- Keep the Alumni posted of the various programmes and developments in the Institute through the Departmental News Letters and posting of events and news on the portal Notice Board.
- Keep the Alumni connected through Alumni contact section of Institute's the official website.
- Alumni Association has been proposed and the registration is being worked upon.
- The proposed Alumni Association has representatives from every Full Time (1997-99 to 2016-18) and Part Time (2003-2006 to 2015-18) batches. Hence it is possible to connect with every batch through the Alumni Representatives since each batch is connected with each other through WhatsApp group.

6.12 Activities and support from the Parent – Teacher Association - NA

6.13 Development programmes for support staff

Non-teaching staff are encouraged to attend skill development programs where they hone their skills which are expected to help them to improve their productivity and help them to grow and develop professionally.

For the Admission staff: A one day training program was conducted by Cloud Vision Inc. Pune regarding their ERP system for admissions. To make the entire PGDM admission process online and hassle free.

Workshop on Urkund & Turnitin: Workshop was conducted on 'Urkund' an anti- plagiarism software, for students, staff & faculty members to get familiarize to the product as well as sensitize them regarding intellectual property (IP) & copyright issues. On similar lines 'Turnitin', one of the well-known, anti- plagiarism software was familiarized to the staff & faculty members.

A workshop was conducted on Impactful Training through Effective Communication by Hory Sankar Mukerjee, Infosys Limited and Oxford University Press was given to the academic and non academic staff

Conference on Knowledge Feast 2018 - Future Trends in Knowledge Services was organised by EBSCO Information Services participated by the library staff.

6.14 Initiatives taken by the institution to make the campus eco-friendly

- We have already installed Solar Power equipment on our terrace to generate green energy

- We are also separating the wet and dry waste to help the Municipality to treat / dispose appropriately

- We are constantly upgrading our air-conditioning equipment to more "green" systems. We are replacing with VRV/VRF systems and even installing inverter air-conditioners at appropriate places

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

Every year the institute has been conducting Business Game Simulation workshop in the name of 'Markstrat' for Marketing students.

In this program stuents virtually running a business enterprise for a period of two financial years and in the process has enhanced his/her analytical, problem solving, creative thinking, decision making and change management skills. As a learning method, the game offers following benefits:

a. It makes experimentation possible. One can examine the validity of previous decision in the light of result obtained and make a different set of decisions to determine their advantages in comparison with those of previous decisions.
b. It integrates knowledge of business functions in such a way that importance of overall balance among these functions is appreciated and understood.
c. It highlights the need in business for reaching decisions under time constraints and with incomplete data on matters, which are neither black nor white, but somewhere in between. Playing a dynamic game force the participants' attention on planning and establishing business strategies in an uncertain environment.
d. It results generally in a high degree of teamwork and participant involvement.

Also, a Personal Growth Lab (PGL) is a well-designed workshop using a series of scientific psychometric assessments & management exercises. The focus of a PGL is to construct a context wherein an individual is facilitated to discover, explore, experiment his/her self in context to others. The concept of PGL can be well translated to an organizational context wherein the individual essentially faces varied situations dealing with interpersonal relations, conflict, decision making, working in teams, understanding one's strengths etc. This is a comprehensive program that is crafted meticulously to appeal to the instincts & interests of our students. Students were also given an understanding of the concepts of "Personality" and "Emotions & moods" with emphasis on Emotional Quotient. Innovative topics were introduced to the Marketing students for the first time to be with par of industry. Following are the details of these topics:

Topic	Conducted by	Designation	Organisation
Marketing 4.0	Dr. Raja Roy Choudhury	Director,	NLDIMSR
Marketing Matrix Evaluation & Audit	Dr. Raja Roy Choudhury	Director	NLDIMSR
Python Scripts	Mr. Amit Kashyap & Mr. Amit Torka	Founder & CEO Co-Founder	Digital House Anti-Social Dragon
Sentiment Analysis	Mr. Amit Kashyap Mr. Aman Torka	Founder & CEO	Digital House Anti-Social

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year.

ATR 1.1: An Institute faculty-relationship policy was drafted and implemented with effect from 01 Nov 2017, with an overall objective of striving for academic excellence by creating and nurturing a conducive environment, keeping in view the stated vision and mission statements. This document included revised parameters on faculty's performance appraisal, promotions, grievances and redressal. Norms for faculty training, attending seminars and conferences, faculty work load norms remuneration for conducting MDPs, consultancy and publishing in quality research journals to motivate research in the institute etc..

ATR 1.2: A weekend Faculty Knowledge series was executed every Friday from 4-5 pm there was a 30 mins presentation given by faculties on their subject of expertise in form of research paper presentation, conceptual lecture on a topic, knowledge sharing on a contemporary topic. Significant contribution was made by the faculty staff where in total 42 presentations where made. After every presentation appropriate feedback was given to the faculty which included the scope of improvement.

ATR 1.3 We ventured into emerging technology program under the aegis of NLDIMSR. We now plan to offer Post graduate certificate programme in:

Big Data with an exclusive partnership with SAS India: This course is a 480 hours course which is a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the best minds with over 15+ years of industry & Data Science management experience. The course encompasses SAS programming, Introductory Statistics, Data Management & Manipulation, Data Quality, Hive & SAS, Working with Hadoop and Data Visualization.

Digital marketing & Social media analytics: This is a 480-hour program providing aspirants with a unique combination of interdisciplinary coursework and cutting-edge research. Learn from the pioneers of the Digital marketing industry. Learn at state of the art classrooms and labs equipped with the latest software & applications.

Information and cyber security: A 06-month course divided into three stages gives the students a unique opportunity to develop their careers in ethical hacking and cybersecurity. The course is a perfect fit for students with a strong engineering/sciences background in computer sciences and information technology. The course would holistically cover everything right from the basics of penetration testing to cyber laws.

ATR 1.4: In our quest to go global, we continued our relationship for the 2nd consecutive year with University of Wisconsin-Parkside, USA for the one plus one Global MBA, where the students spends the first 11 months in NL Dalmia and the next 1 year in UWP campus in USA. We started the program in the academic year 2016-17, with 12 students who had enrolled in this program and for the 2nd batch we got a phenomenal growth in the intake of 22 students. Plans were made and executed to market this program outside Maharashtra, hence info sessions where conducted in the cities of Ahmedabad and Indore. Dozens of info sessions were also conducted in the Mumbai campus. We also proposed to tie up with University of Virginia Tech for program in Business Analytics for working class professionals.

ATR 1.5: Any student applying for the PGDM program with less than 60 % in his/her graduation was not given any marks regardless of any stream. This decision was taken due to the feedback from the placement department that companies coming to the campus like TCS are expecting minimum first class in their graduation. The weightage given to the graduation marks was 3 out of a total score of 100.

Also learning from the admission in take for 2016-17 batch, Marketing & Finance specialization forms were clubbed, were a student need not apply twice for his round of PI/GD as there were many students who applied last year at N

Dalmia for both specializations. HR forms were however kept separate, looking at the number of students applying for HR.

ATR 1.6: A revised manual was prepared for the new batch of 2018-20 students of PGDM and Global MBA students. The student handbook shared the vision and mission of the institute, policies of the institutes, do's and don'ts, ethics, morals and value system of the institute, introduction to various committees such as disciplinary, anti-ragging, unfair means etc. Strict prohibition against any form of ragging or racism or any kind of professional misconduct.

ATR 1.7: Lots of emphasis was given to research & consultancy by the committee, under which various projects were bagged by the institute:

A. INS Hamla Project: A comprehensive tailor-made MBA program in the name of LLMC was designed to for execution for Indian Naval Service, INS-Hamla, Mumbai.

B. Maharashtra Police Project: 5 projects were conducted over a span of 6. To name them - Studies on Police Image, Delinquency, Brand Building, Drug Addiction/Peddling, Insider Vs Outsider conflict.

C. A market survey for Pet Diaper Industry was conducted for **Noble Hygiene Pvt. Ltd.**

D. Apart from the above mentioned projects, consultancy assignments is under progress for Noble Hygiene, **Mahindra First Choice, Mira Bhayander Small Scale Industrial Association,** Future retail of Future Group.

There was a significant growth in the no. of research papers seen in academic year 2017-18.

MDPS were conducted in the area of Digital Marketing, Goods & Service Tax, Labour laws & HR Analytics.

ATR 1.8: Institute went for its first International Accreditation- ASIC, UK, i.e. Accreditation Services for International Colleges & Universities in the month of 16th & 17th Feb 2017. NLDIMSR got the ASIC 'Premier Status' for a period of 5 years. Where in it was rated highest in all categories from admission, teaching & learning to infrastructure.

ATR 1.9: The institute for the very first time went for its PGDM & PTMBA pre and post admission process online for AY 2017-18, with the help of ERP. From enquiry to sale of forms, registering the dates of GD-PI, and display of merit and waiting list was made online. The step was taken to make the pre and post admission process hassle free for the students.

ATR 1.10: In continuation with the MSR activities taken by the institute in the past, this year as well there was significant work done:

In the area of Health & Hygiene, awareness program was organised to build and use toilets, where the institute was successful in converting 90% tribal villagers to use toilets, and defection in open has been practically nil.

Also awareness regarding health and hygiene was given to 400 students of 6 Zilla Parishad schools and 800 Ashram Shala students about health and hygiene.

With respect to environmental concerns, Panchayat had in acted a plastic ban, where institute ran education awareness campaign for the same.

Mini check dam was built to improve the water table near the culvert for safe drinking water especially through the bore wells.

Awareness campaign was created for the importance of education among school students.

School bags and educational kits where distributed to all the Zilla Parishad school students from standard I-IV.

With regards to women livelihood, Mahila Mandals were motivated to work out a plan for income generation.

ATR 1.11: Wordsworth English Language lab has been installed and made operational for the students to improve on their language skills for better corporate communication.

ATR 1.12: An external professional body named, Board infinity, was hired to train the students on soft skill development and career guidance. Students benefited out of the workshops conducted by board infinity, in the areas of resume building, getting practical exposure to the corporate world by facing mock interviews, attending counselling sessions on career guidance.

ATR 1.13: Induction programs were conducted for all the post graduate programs of the institute- PGDM, MMS, & Global MBA, PTMBA The program went for a week, where new batch students were oriented about the institute, their respective programs, code of conduct of the institute, sessions were conducted by external industry experts, alumnis, institute faculties and staff. The orientation program was conducted for PTMBA batch as well.

ATR 1.14: N. L. Dalmia Institute of Management Studies and Research hosted the International Innovation Roundtable 2018, which featured a panel of Industry experts from India and Academicians from Virginia Tech, USA. They addressed various topic of urgency in the world.

ATR 1.15: Personal Growth Lab was set up during induction program with the focus of facilitating the student to discover, explore, experiment his/her self in context to others. The concept of PGL can be well translated to an organizational context wherein the individual essentially faces varied situations dealing with interpersonal relations, conflict, decision making, working in teams, understanding one's strengths etc. This was a comprehensive program that was crafted meticulously to appeal to the instincts & interests of our students. Students were also given an understanding of the concepts of "Personality" and "Emotions & moods" with emphasis on Emotional Quotient.

ATR 1.16: The institute has installed a RFID reader in the Library. All books will have the RFID tag. Once the student selects a book, it will "pass-through" this reader machine to record the name of the student who is borrowing the book. This will make the system more efficient. The RFID tags in the books will also help taking inventory at the end of the year.

ATR 1.17: The institute has installed a Digital library facility with Remote access: Faculty & Students can access E-Resources from Institute as well from home. Providing study material to all courses. Students allowed them to keep permanently these Study material

ATR 1.18: The institute has commenced the process of taking biometric attendance of students during class. This helps in reducing pilferage and increases teaching time.

ATR 1.19: Workshop was conducted on 'Urkund' an anti- plagiarism software, for students, staff & faculty members to get familiarize to the product as well as sensitize them regarding intellectual property (IP) & copyright issues. On similar lines 'Turnitin', one of the well-known, anti- plagiarism software was familiarized to the staff & faculty members.

7.3 Give two Best Practices of the institution *(please see the format in the NAAC Self-study Manuals)*

- The Management Quota for admission to our institute has been voluntarily relinquished to take care of the quality of students taking admissions at NLDIMSR

- Management Review Meetings are conducted once every quarter by the Management, where the concern department, HOD, faculty and staff has to show their progress as well as share their concern with the Management, all ensuring towards quality improvement in the institution

7.4 Contribution to environmental awareness / protection

We have already installed Solar Power equipment on our terrace to generate green energy. This has helped reduce our energy costs. We are also separating the wet and dry waste to help the Municipality to treat / dispose appropriately. We are constantly upgrading our air-conditioning equipment to more "green" systems. We are replacing with VRV/VRF systems and even installing inverter air-conditioners at appropriate places.

7.5 Whether environmental audit was conducted?   Yes ✓   No ☐

7.6 Any other relevant information the institution wishes to add. (For example SWOT Analysis)

> *S*TRENGTHS OF NLDIMSR

- **NAAC Accreditation**
  The institute is accredited with NAAC Grade 'A'

- **International Accreditation:**
  The institute is ASIC Accredited (Accreditation Services for International Schools & Colleges, London, UK. It has been accredited 'Premier College' status by ASIC.

- **Self-Financed Minority Institute:**
  The Institute is self-financed and does not take any grant from the Govt. nor does it take any donations from public. The Institute has sufficient corpus. Institutes main source of income is the fees it receives from the students. In case there is a shortfall, it is met from the interest income of the Society.

- **Ranking:**
  The Institute is ranked amongst the Top Management Colleges not only in Mumbai but in India. It is currently ranked amongst Top 3 self-financed

  Management Institutes in Mumbai and No. 1 in Thane District

- **Recognition:**
  The Institute has Permanent Affiliation from University of Mumbai, Govt. of Maharashtra. Further, the PGDM course is approved by AICTE, HRD Ministry, New Delhi

- **PhD Centre:**
  The Institute is an approved PhD Centre, by University of Mumbai

- **ISO Certified:**
  The Institute is ISO 9001:2008 Certified by UKAS, United Kingdom Accredited Services & SGS. We are in the process of upgrading for ISO 9001:2015.

- **No Management Quota Seats:**
  Our Institute is the first Management Institute in the State of Maharashtra and amongst the handful in the country to have voluntarily relinquished the Management Quota seats. All students are admitted purely on basis of merit. This is one of the hallmarks of this Institute for which we receive a lot of accolades from the students and industry. The Trustees are education focused and believe in doing well to its society and provide the very best to its stakeholders.

- **100% Placement track Record:**
  Our students are regularly placed in Morgan Stanley, Citibank, Citicorp, ITC, Credit Suisse, Capgemini, TCS, Godrej, HDFC, HDFC Bank, IDFC, ILFS, Edelweiss, JLL, Kotak Bank, L&T, Nielsen, Jet Airways, Sun Pharmaceuticals, Sanofi, Wipro, Mahindra, NSE, BSE, UTI, J P Morgan, KPMG, E&Y, D. E. Shaw, ICICI Bank, Aditya Birla Group, TATAs, Essar Group, Reliance Group, etc.

- **Very low acceptance rate for admissions:**
  Due to the Institutes goodwill and brand, each year the Institute receives thousands of applications for admission. About 95% of the applications are rejected and only 5% of the students are admitted.

- **Foreign Tie-ups:**
  - Wisconsin University, Wisconsin, USA
  - Sprott Shaw College, Vancouver, Canada

- **National Tie-Up:**
  - MCX, Multi Currency Exchange
  - Bombay Stock Exchange
- **Foreign Faculty visits from:**
  - Wisconsin University, Indiana, USA
  - State University of San Francisco, California, USA
  - Valprasio University, Indiana, USA
  - University of Connecticut, Connecticut, USA
  - Xavier University, Ohio, USA

- **Some of the Awards won by the Institute in the past years:**
  - Outstanding B School West Award from National Education Leadership
  - Leading B School of the Year Award from World Education Congress
  - Educational Excellence – Academic Institution Award at Conference Asia's 2nd Annual HR Awards
  - Best Business School in Management Award
  - Great Place to Study Award from World Education Congress
  - Best Placement Brochure from Dewang Mehta National Education Award
  - Innovation in Building Academic & Industry Interface Award

- **Located at the fastest growing suburb**
  - Developed exponentially over the last 20 years.
  - Once a remote suburb when the Central Business District was Fort and Nariman Point, today with BKC and Andheri being the favorite destination of the Corporates, Mira Road with a population of more than 10 lacs is well within the reach of the Corporate Houses and is strategically located off Western Express Highway, thus providing an added advantage to the students and other stakeholders

- **State of Art Infrastructure**
    o Well-lit and ventilated, air-conditioned classrooms with Smart Interactive Boards, Wi-Fi enabled, LED Projectors with collar mikes provided to faculty
    o Air-conditioned hi-tech Auditorium with Video Conferencing facility for Global Connectivity with 283 seating capacity
    o CISCO Wi-Fi enabled campus
    o Dedicated 70 mbps internet leased line
    o Hi-tech Air-conditioned Wi-Fi IT Lab with licensed Microsoft Software
    o Air-conditioned Wi-Fi enabled Seminar Hall with seating capacity of 250, equipped with Wi-Fi, LED Projectors, Interactive Board
    o Faculty Room: equipped with individual cabins for Professors and Associate Professors, Wi-Fi enabled
    o Video Conferencing Facilities to ensure global connectivity
    o Large air-conditioned Conference Room with Interactive Board, and LED Projector
    o State of art air-conditioned MDP Room equipped with Audio Visual Aids
    o Well-equipped and air-conditioned Wi-Fi enabled canteen providing nutritious and healthy food

- **State of the art Air-conditioned Library**
    o Spread over 2 floors, with separate reading and discussion area
    o Having over 35,000 books
    o Free Newspapers provided to the students
    o International Journals and Magazines provided to the students
    o Library includes an in-house Digital Lab comprising of 15 computers
    o E-books subscriptions of various magazines and journals
    o Online search and reservation of books available to students
    o Library packages available like KOHA, J-Gates, EBSCO, etc.
    o Enhanced Campus library with institutional membership of American Information Resource Centre(AIRC)
    o Daily distribution of Copies of Business Standard and Mint to the students

- **State of the art IT Infrastructure**
    o CISCO Wi-Fi enabled Campus
    o Total population of 419 laptops and computers with latest configuration provided to students, faculty and staff □ Average replacement age of laptops/Pcs is less than 3 years
    o All machines are LAN Configured to integrated IBM Server
    o Campus Agreement with Microsoft for licensed software
    o Internet facility provided free to Faculty, Staff and Students
    o Dedicated 20 mbps internet leased line for faculty
    o Dedicated 20 mbps internet leased line for students
    o Dedicated 10 mbps internet leased line for staff
    o Dedicated 20 mbps internet leased line for Bloomberg Lab
    o Computer Lab comprising of 64 HP desktops with latest configuration
    o Regular back up taken by the IT Dept. to ensure safety of data
    o Dedicated in-house IT Team to ensure smooth functioning
    o 34 LCD and LED TV's installed in the whole campus, on each floor, reception and offices for dissemination of Information

- **Bloomberg Lab:**
  - Mumbai's Largest 12 Terminals Bloomberg Lab and one of the largest labs in Academia in the country.
  - The Bloomberg Lab gives an edge to the students to master the knowledge for financial markets and give them an exposure for commodities and stock market analytics.

- **MDP (Management Development Programs) and FDP (Faculty Development Programs)**
  - 1 fully equipped MDP room is in the Institute that can house 40 participants
  - 3 MDP Rooms at the Head Office of the Management in Andheri as many Corporate Houses are located in that area and vicinity.

- **Emphasis on Research and development.**
  - Earmarked funds of Rs.10 million for Research
  - Every Faculty is encouraged to conduct research and publish Papers in the reputed national and international journals.
  - Institution sponsors Faculty member's international conferences,
  - Seminars and Training Programs
  - Incentives are provided for research contributions
  - Lecture load is remitted to encourage research, publication and paper presentations

- **Initiatives to narrow the Industry Academia Gap:**
  - HR Conclaves
  - Collaborations with NHRD, MTHR, NIPM
  - Industry Mentorship Program
  - Membership with professional bodies like:
  - AACSB
  - Bombay Management Association(BMA),
  - Indian Merchants Chamber(IMCI),
  - Institute of Management Consultants of India(IMCI)

- **Implementation of ERP.**
  - Enterprise resource planning (ERP) is in the process of implementation
  - An integrated applications to manage the institute and automate many back office function related to technology, academics, services and human resources.

- **Strong connect with Alumni**
  - The Institute has a strong connect with its Alumni and regularly engages them in:
  - Admissions for GD/PI
  - Induction & orientation
  - MDP
  - Mentoring
  - Guest Lectures
  - Enrichment Programs
  - Placement etc.

- **Intra College Level Paper Presentations:**
  - Mirage for Marketing

- o Manusandhan for HR
- o Vishleshan for Finance
- o Business Simulation Games

- **Inter College National Level Paper Presentation:**
  There is a huge participation in these programs such as IIMs, XLRI, NMIMS, etc. Jury Panel consists of eminent personalities from Industry.

  - o Mulyankan for Finance
  - o Madhyam for Marketing
  - o Utkarsh for HR
  - o Shikhar for Finance

- **Induction & Orientation Program for Students**
  - o Self - defense Module
  - o Code of Conduct
  - o Seven habits of Effective People
  - o Advance Excel course
  - o Personality Development Course
  - o Soft skills enhancement and many other modules
  - o
- **Special Industry driven and industry aligned innovative teaching learning experience**
  - o Experiential teaching-learning methods through:
  - o Audio-visual aids,
  - o Case studies
  - o Role play
  - o Business simulation games
  - o Hands on industry experience through industrial visits and internships.
  - o
- **Incubation Cell for students**
  - o The Incubation cell at the Institute that encourages the budding Entrepreneurs to start their venture and provide all the handholding facilities for 2 years till their venture takes off.

- **Mentoring:**
  - o Mentor-Mentee ratio of 1:15
  - o Emotional, personal and Psycho-social support given to all the students
  - o All mentors maintain a handbook for the same
  - o Evaluation form to assess the impact of mentoring and plan the next course of action for the mentees
  - o Industry Mentors conduct regular workshops for the students

- **Weekly industry interface and guest lectures from industry and thought leaders.**
  - o Saturday being a day off for most industries the Institute makes best use of this weekend holiday for the Industry
  - o Experts and invites specialists from Finance, Marketing and HR to address the students of that specialization so that the students are well aware of the current industry practices and can prepare themselves for their stint in the industry.

- **Inter-division competitions during the Annual Cultural festival - Aakarshan**

  - o To foster team spirit and sportsmanship.
  - o In the 2 days long event students learn the major Principles of Management namely – Planning, Organizing, Staffing, Leading and Controlling.
  - o This learning beyond the classroom helps them to learn not only management as a science but also as an art.

- **Safety & Security:**
  - o 134 CCTVs cameras installed in premises with DVR recording facility
  - o Back up for one year
  - o 24x7x365 manned vigilant Security
  - o Fire Sensors installed in premises
  - o Fire Extinguishers and other Fighting Equipment installed in campus

- **Care and Concern:**
  - o 24x7x365 Medi-claim for Faculty, Staff and Students (Rs.50,000 to Rs.5,00,000 depending upon the position)
  - o 24x7x365 Accident Insurance Policy (Rs. 1,00,000/-)
  - o Free Annual Medical check-ups for Faculty and Staff
  - o Reimbursement of expenses for hospitalization in exceptional cases for staff

- **Institutional Social Responsibility**
  - o Sensitizing Students towards Community
  - o Blood Donation
  - o Village adoption
  - o Balgram project

- **Recreational facilities provided to students:**
  - o Badminton
  - o Table Tennis
  - o Volley Ball
  - o Basket Ball
  - o Carom
  - o Chess
  - o Cricket
  - o Well-equipped gym
  - o Approx. 10,000sq ft. Cricket Ground independently for sports promotion under NLDCA, (N.L. Dalmia Cricket Academy)
  - o Conduction of Inter management College Cricket tournament : Howzatt

➢ **WEAKNESSES OF NLDIMSR**
  - o Limited scope for Campus expansion so unable to have a dedicated in house Hostel facilities
  - o Lack of flexibility to admit International students as the institute is in the want of accreditation
  - o Lack of autonomy

➤ **OPPORTUNITIES AT NLDIMSR**

  o International collaborations and affiliations with foreign university
  o To become a Deemed University
  o To have foreign Accreditations of AMBA, EQUIS, AACSB and likewise
  o To establish Campus abroad
  o To enrol International students

➤ **CHALLENGES AT NLDIMSR**

  o Maintaining Value Based education in a commercially driven world
  o To have students who subscribe to academic rigor
  o Recruiting highly experienced faculty with a good blend of Industry and Academy.
  o The challenge also lies in motivating the students to eliminate casual and flexible attitude and subscribe to discipline and focus throughout the Program

8. Plans of institution for next year

We are in the process of establishing an Institute- Industry Interface Cell (IIIC) with a team headed by a Prof. in-charge supported by a Program officer and active involvement of 2 Visiting professors – who are industry experts as practice managers. This is being under taken with the objective of establishing industry connect and nurturing it to make way for opportunities in training, consultancy and sponsored research projects.

We are also looking forward for program specific accreditations such as NBA for our PGDM program, and some international accreditations such as ACBSP, US/IACBE, USA.

Getting the institute CRISIL rated which would give a strong boost in the eyes of our industry stakeholders.

Going strong further in the field of consultancy and research – emphasising the faculties to publish in quality research journals.
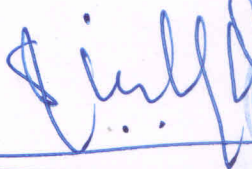
Looking forward for more action with respect to international linkages

Strengthen our Marketing team for branding our institute on a PAN-India presence. Having more visibility on social media platforms.

Name – Dr. Mangesh Prasad Kasbekar

Name – Dr. Dinesh Hegde

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC