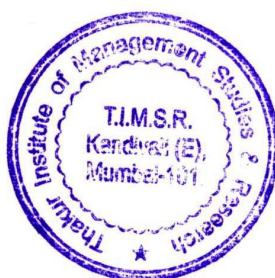
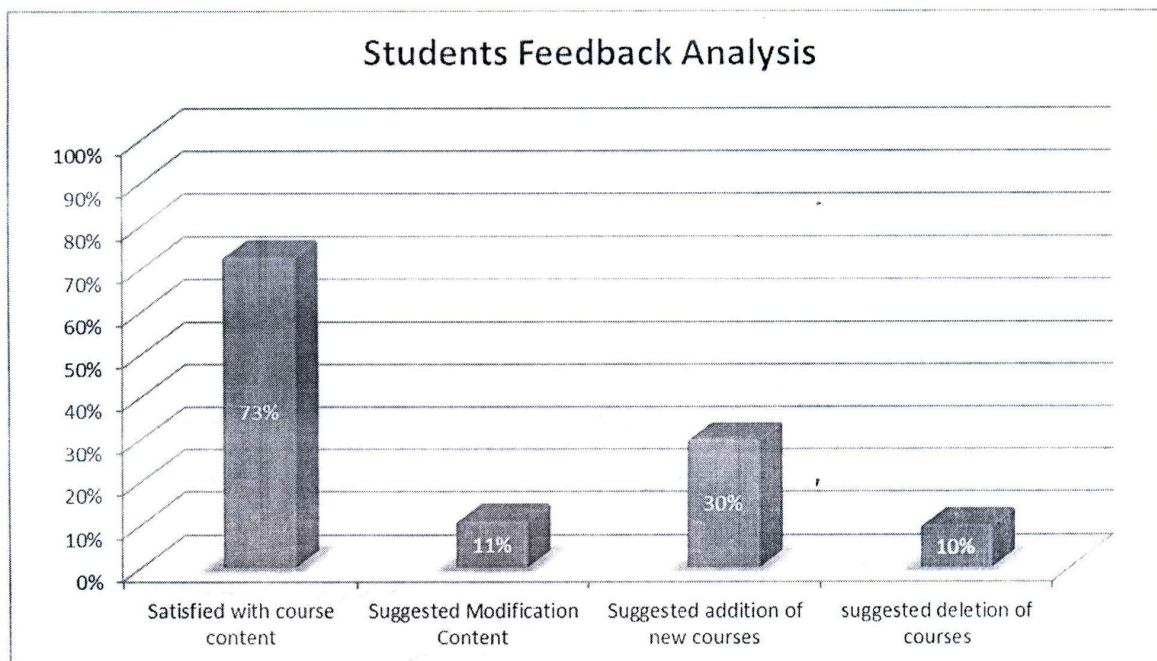


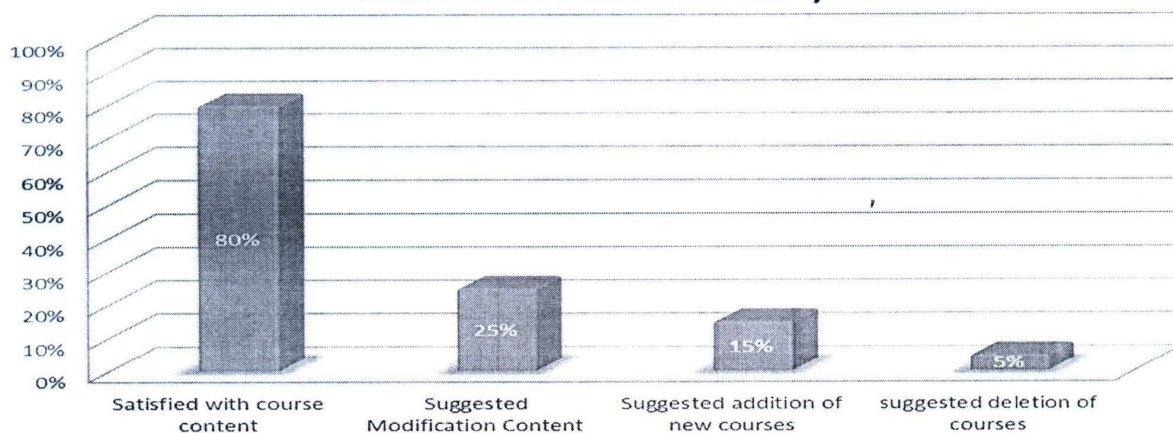
Stakeholders Feed Back Report

Academic Year 2018-2019

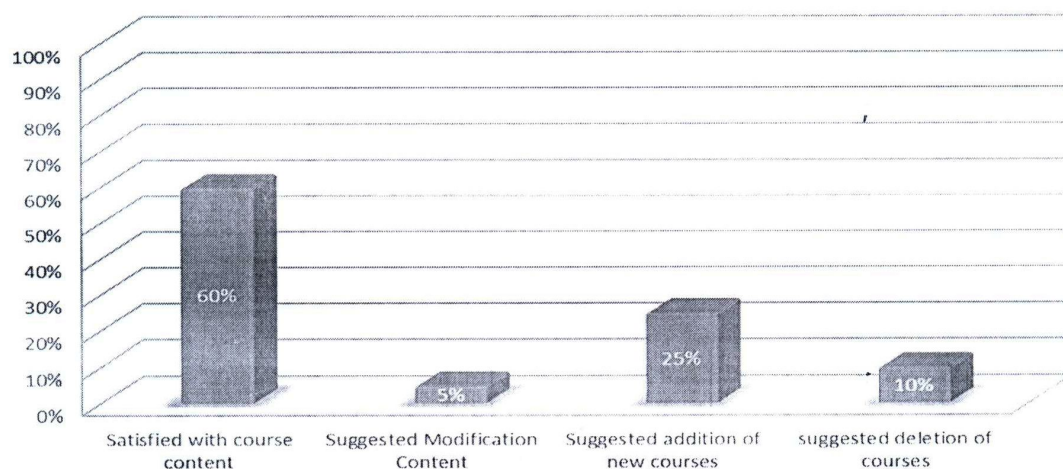
A. Stakeholder Feedback Analysis for the Curriculum Review



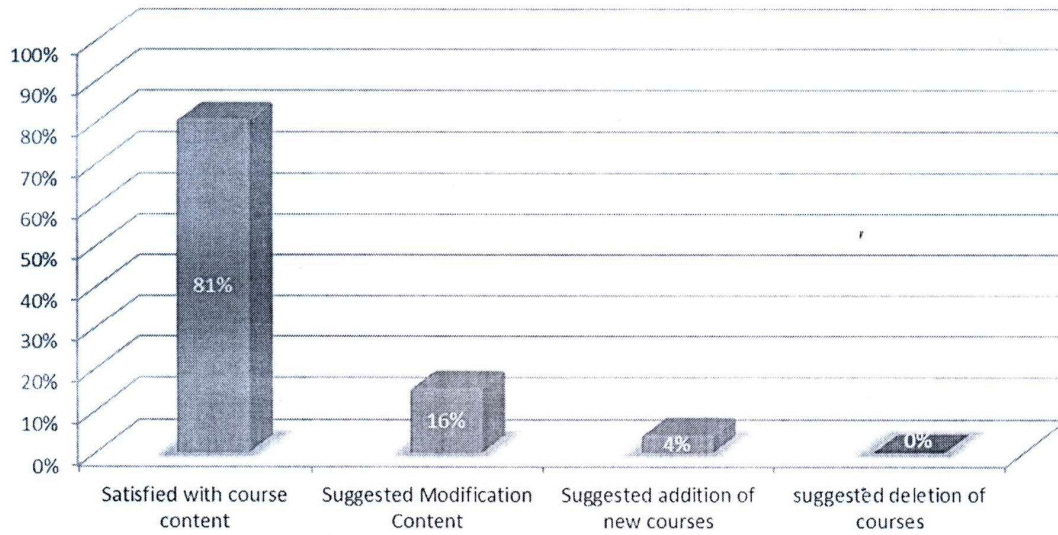
Teacher's Feedback Analysis



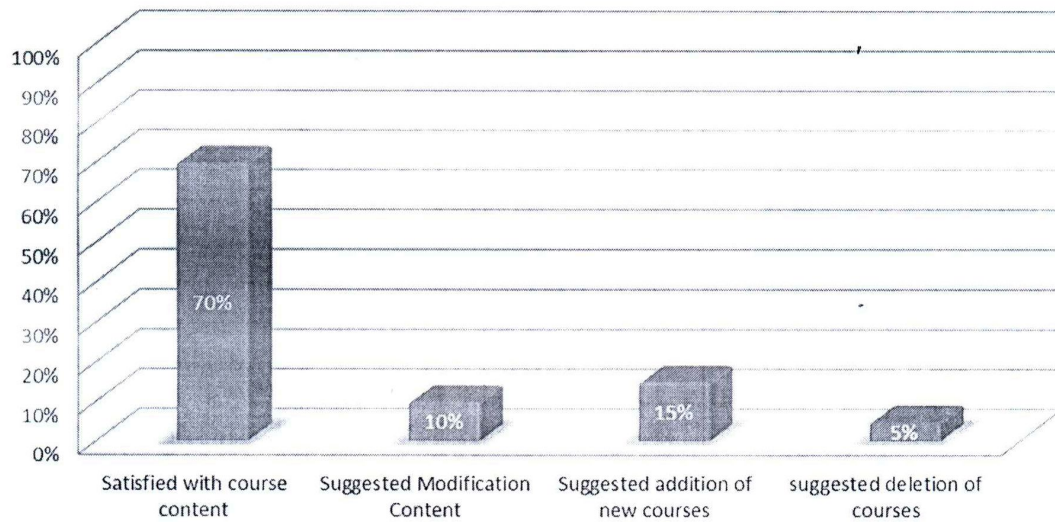
Employer Feedback Analysis



Alumni Feedback Analysis

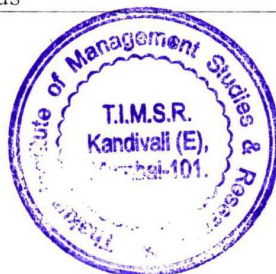


Parent's Feedback Analysis



B. Suggestions received from Stakeholders

| Sr. No | Stakeholders | Feedback Received |
|--------|--------------|--|
| 1 | Employer | Students should improve their general knowledge / awareness levels during their tenure at college. |
| 2 | Employer | More understanding on Private Equity and Hedge Funds needed. Knowledge on Financial analysis with Technical analysis would be helpful |
| 3 | Employer | More preparation needed in detail for Group Discussions. The students should know current affairs, data, policies etc to connect to the topics of discussion |
| 4 | Employer | More concepts of fixed income to be included in the course. |
| 5 | Employer | Data Analytics module can be introduced. Use digital tools for subjects like digital marketing |
| 6 | Alumni | Discuss more case studies to enhance problem solving technique |
| 7 | Alumni | Great role of continuous mentoring. |
| 8 | Alumni | Experiential Sessions for students to be organized more. |
| 9 | Alumni | More of Practical knowledge and Corporate Value |
| 10 | Alumni | Experiential learning-based teaching to be incorporated. |
| 11 | Alumni | More Practical Assignments to be given, New languages can be introduced. |
| 12 | Alumni | More Practical Learning to inculcated in syllabus. |
| 13 | Alumni | Add a subject of HRIS for HR students. |
| 14 | Alumni | Major need of HRIS as a subject for students. |
| 15 | Alumni | Include data analytics as subject for marketing. |
| 16 | Alumni | Practical knowledge in derivative trading |
| 17 | Faculty | More emphasis on problems in the industry and issues involved and live projects |
| 18 | Faculty | More practical lesson than theoretical aspects and more lab session should be there for practical subjects |
| 19 | Faculty | More Indian cases to be incorporated |
| 20 | Faculty | Alumni connect to inculcate skill sets to make the students more employable |
| 21 | Faculty | Inputs on creating a resource for a program based emerging trends |



| | | |
|----|---------|---|
| 22 | Faculty | Emphasis on the need to promote executive and short term programs |
| 23 | Faculty | Inputs on trends in market place over the past five years |
| 24 | Parents | Teach them Latest trends about industry |
| 25 | Parents | Train them for placements |
| 26 | Student | More guests' sessions to be conducted |
| 27 | Student | LDP sessions to be conducted |
| 28 | Student | More of simulation sessions to be conducted |
| 29 | Student | Include subjects like corporate valuation |
| 30 | Student | More of practical sessions along with theory |
| 31 | Student | Library sessions on regular basis |
| 32 | Student | More of Microsoft excel training |

C. Action Taken Report

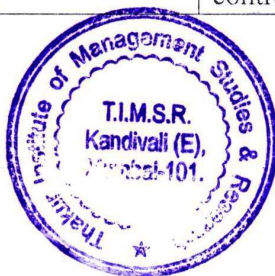
Suggestions received from stakeholders have been Review by Academic Advisory board and after taking their suggestions also following revision has been done in curriculum for implementation. These amendments have been approved by Governing council

List of the few of courses added or deleted in curriculum based on stakeholder feedback is as:

| SL NO | Courses | Addition/Deletion in curriculum | Reasons |
|-------|---------------------------------------|---------------------------------|--|
| 1 | Peak Performance Coaching | Added | Feedback received form Corporate, Employers and parents |
| 2 | Advance Equity Trading and Investment | Added | Due to emerging job opportunities in this area |
| 3 | Current Affair Analysis | added | Due to Placement and student' feedback |
| 4 | Start-up Finance | Added | Emerging Trends in the Economy |
| 5 | Advance Equity Trading and Investment | Added | Due to emerging job opportunities in this area and on feedback of parents and teachers |



| | | | |
|----|---|---------|--|
| 6 | Alternate Investments | Added | Due to Placement Requirements as many companies are asking for the knowledge of Alternate investments |
| 7 | Business Statistics and Analytics for Decision Making | Added | Faculty feedback |
| 8 | Productivity Management | Added | Faculty & Student feedback |
| 9 | Cross Cultural Management | Added | Due to Placement Requirements as many companies are asking for the cross-cultural business knowledge |
| 10 | Inventory Management | Added | Due to Increase Industry Demand in the Domain |
| 11 | Banking and International Finance | Deleted | Banking Is introduced in Second Sem |
| 12 | Basic of Logistic | Deleted | Deleted to check if redundant in face of subjects like SCM and ASCM |
| 13 | Behavioral Finance | Added | Due to Increase Industry Demand in the Domain |
| 15 | Building Learning Organization | Added | The subject highlights upon the HRs ability to enhance employee performance by developing it as a learning organization |
| 16 | Business Analytics | Added | Due to Increase Industry Demand in the Domain and suggested by Advisory board |
| 17 | Business Economics | Added | Economics helps managers to decide on the planning and control of the benefits. Managerial Economics is synchronized between the planning and control of any institution or firm and hence |



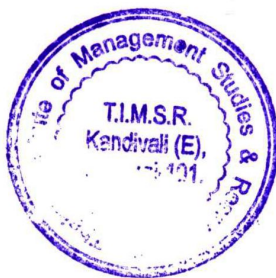
| | | | |
|----|--|---------|--|
| | | | its importance increases. Thus, It plays a huge role in business' decisions. |
| 18 | Compensation and Benefit | Added | Gives exposure of the compensation theories and reward management. Is a specialized area |
| 19 | Corporate Governance | Added | Corporate Governance has become the essential part of the business. |
| 20 | Corporate valuation and Restructuring | Added | Requirement of industry. |
| 21 | Derivatives | Deleted | Faculty feedback |
| 22 | Derivatives and Commodities Market | Added | Due to industry requirement and from summer internship perspective. |
| 23 | Digital Marketing | Deleted | Moved to Sem I as suggested by Advisory board |
| 24 | EXIM | Added | EXIM is essential for helping the student to familiarize with the logistical concepts that are relevant for international logistics operations in the export and import oriented business, as part of emerging global trends |
| 25 | Financial Market & Services | Deleted | This subject has been shifted to Sem-I based on faculty feedback |
| 26 | Financial Planning and Wealth Management | Deleted | Covered in Portfolio Management |
| 27 | HR Analytics | Added | HR Analytics is the buzz word and the nature of HR job is more of research and analysis |
| 30 | Human Resource Audit | Added | Requirement of industry. |
| 31 | International Finance | Added | Due to global nature of business. |



| | | | |
|----|--|---------|---|
| 32 | Investment Banking and Private Equity | Added | Requirement of industry. |
| 33 | Lean Six Sigma | Added | Introduced as need of corporate world a Global Requirement |
| 34 | Learning Organization and KM | Added | The subject highlights upon the HRs ability to enhance employee performance by developing it as a learning organization |
| 35 | Legal Aspects of Business | Added | It's important for business owners, managers, and other professionals to have a basic understanding of business law to help them make better decisions. Throughout a business' existence, it can do most things that a person can do, and we need laws to control those activities. |
| 36 | Luxury Marketing | Added | Luxury marketing brought as optional subject from 2018-20 to check the potential of domain as future employer for the students. |
| 37 | Marketing Analytics | Added | Added because of market demand |
| 38 | Marketing for Non-Profit | Added | Added because of Non-profit market growth |
| 39 | Marketing through research | Added | To bring more research into the culture |
| 40 | Material Management and Transportation | Deleted | Deleted as found no value adding in face of current industry practices and trends |
| 41 | New Product Development & Concurrent Engineering | Added | Students should know the development process for the new development and startups |
| 42 | Operations Analytics | Added | Analytics and business analysis is now one of the most in demand skill sets in the industry. |
| 43 | Operations Modeling | Added | operations modeling concepts are very relevant in the industry which is looking at |

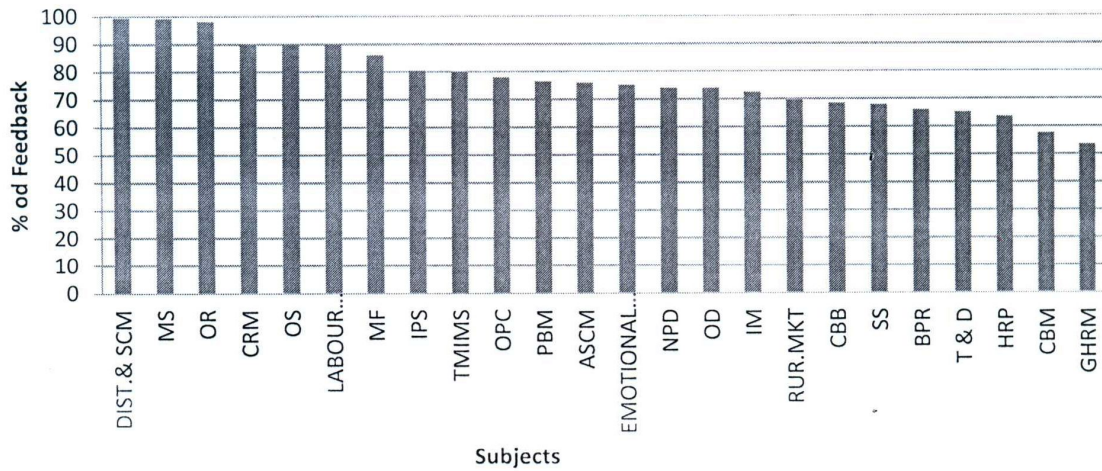


| | | | |
|----|-------------------------------------|---------|--|
| | | | building new operational, mathematical model for complex business solutions |
| 44 | Performance Management | Added | discovers the process of PMS, and implementation of the same |
| 45 | Role of HR in Knowledge Management | Added | The process of development of Hr competency in the process of knowledge management |
| 46 | Sales Management | Added | Moved all the job relevant courses to Ist or IInd sem |
| 47 | Service Operation Management | Deleted | To see if soft skills were enough to replace this subject in the service industry |
| 48 | Strategic Cost Management | Added | Due to industry Requirement |
| 49 | Strategic Financial Management | Added | Due to industry Requirement |
| 50 | Total Quality Management | Added | To give the Students of Operations a holistic familiarity to all the concepts of quality in Operations processes |
| 53 | Webxpress Certification | Added | To bridge the gap between industry and academics |
| 54 | World Class Manufacturing Practices | Added | To keep students up to date with the most prevalent principles followed by the manufacturing entities throughout the world |
| 55 | Simulations | Added | To give firsthand experience of interview, GD sessions |
| 56 | Mentoring | Added | On the go mentoring and coaching sessions for students. |
| 57 | Foreign Language | Added | Orientation to 3 different languages was given |

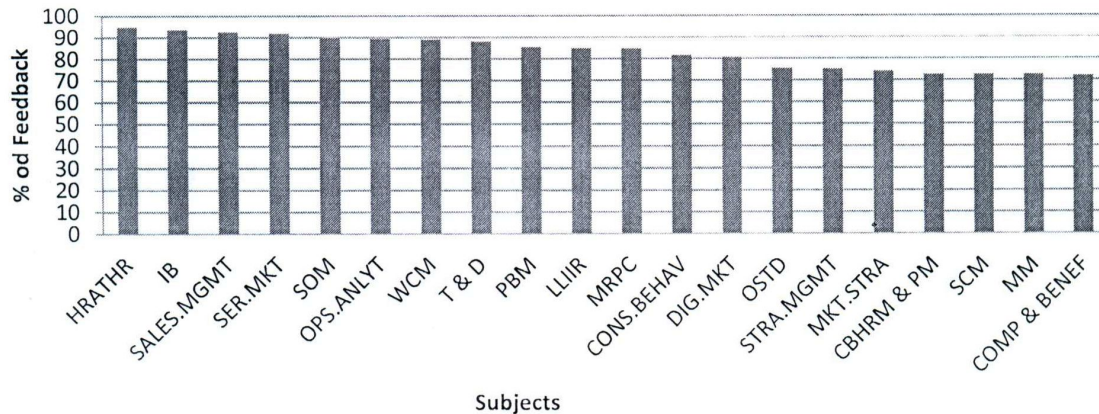


D. Student Feedback on Teaching Learning Process for the Academic Year 2018-19

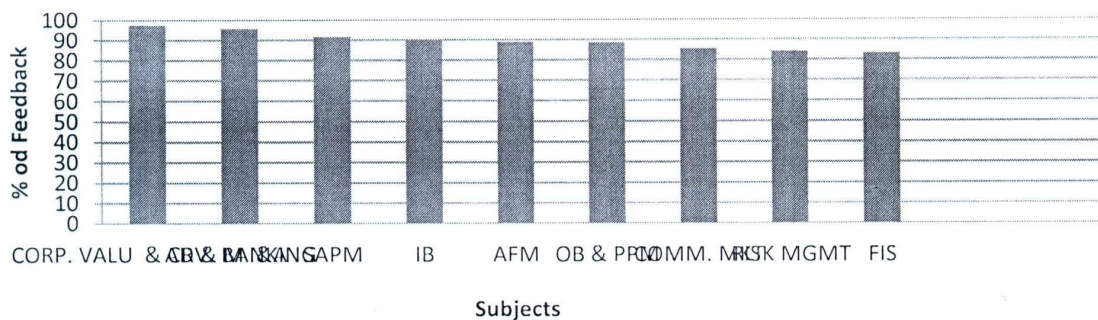
PGDM (MHO) 2017-19 Semester III



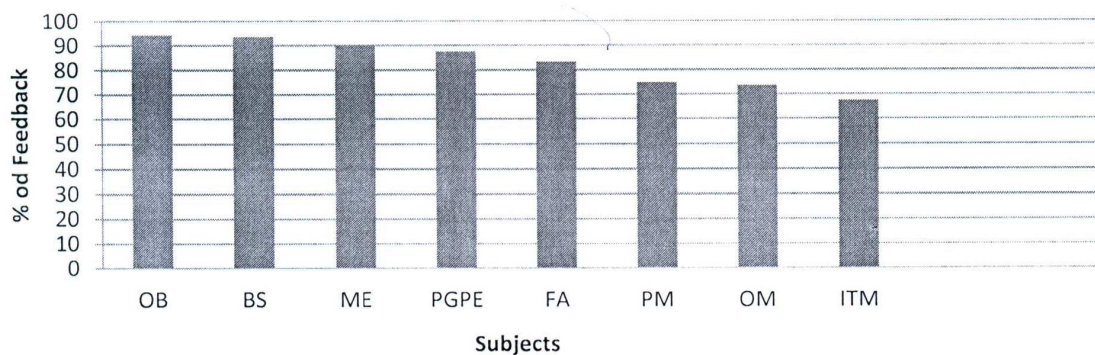
MMS (MHO) 2017-19 Semester III



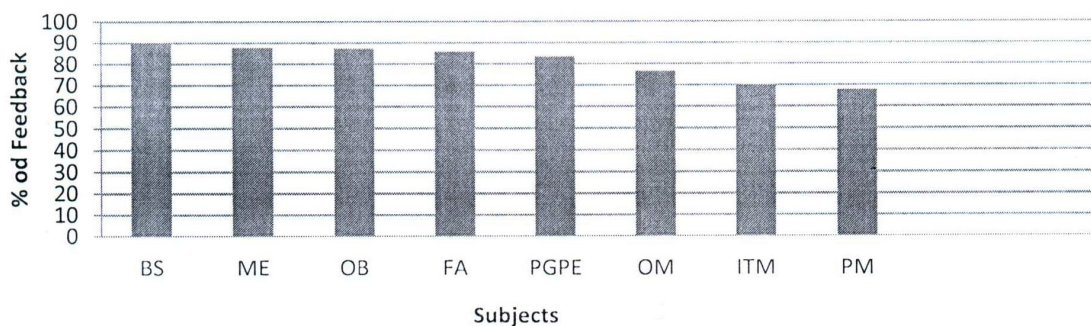
PGDM (F) 2017-19 Semester III



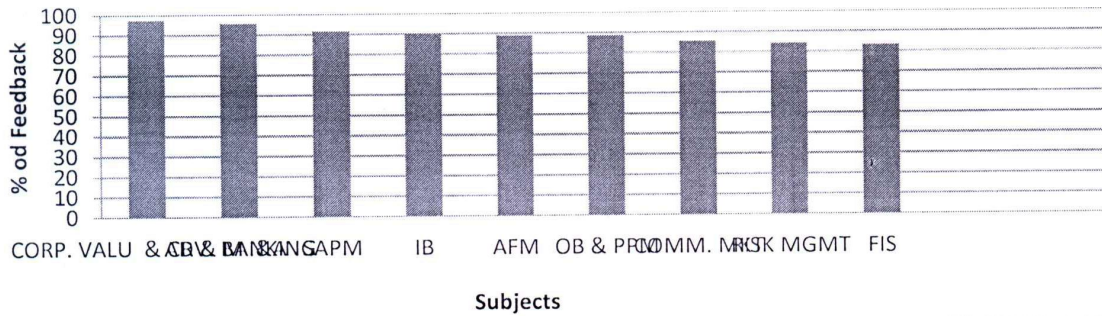
MMS (B) 2018-20 Semester I



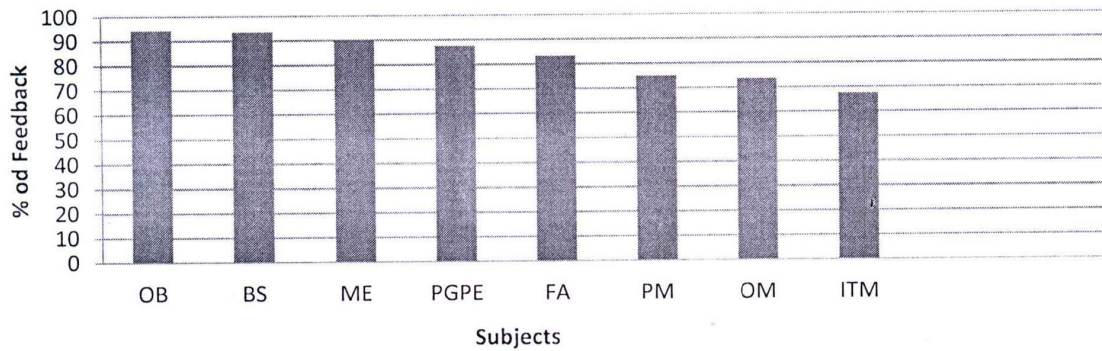
MMS (A) 2018-20 Semester I



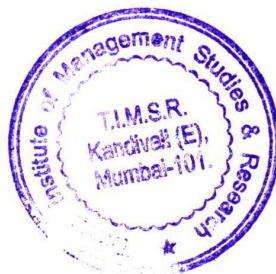
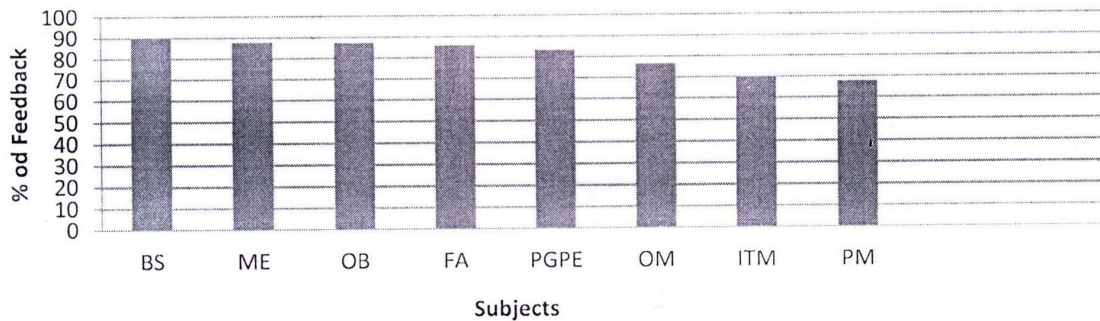
PGDM (F) 2017-19 Semester III



MMS (B) 2018-20 Semester I



MMS (A) 2018-20 Semester I



E. Stakeholders (Students) Feedback about Institution for the Academic Year 2018-19

| Sr No | Parameters | % of Satisfaction |
|-------|------------------------------------|-------------------|
| 1 | CLASSROOM CONDITION | |
| 1.1 | Condition of Furniture & Fittings | 85% |
| 1.2 | Lighting | 92% |
| 1.3 | Air Ventilation | 87% |
| 1.4 | Cleanliness | 90% |
| 2 | COMPUTER LABORATORY | |
| 2.1 | Hardware Configuration | 82% |
| 2.2 | Latest Software Availability | 80% |
| 2.3 | Availability of Computers | 81% |
| 2.4 | Maintenance of System Network | 81% |
| 2.5 | Internet Connectivity | 83% |
| 2.6 | Behavior of Staff | 81% |
| 3 | LIBRARY | |
| 3.1 | Availability of Books | 83% |
| 3.2 | Indexing and Stacking | 83% |
| 3.3 | Condition of Books | 82% |
| 3.4 | Availability of New Versions | 82% |
| 3.5 | Reading Room Environment | 84% |
| 3.6 | Availability of Journals/Magazines | 86% |
| 3.7 | Behavior of Staff | 81% |
| 4 | CANTEEN | |
| 4.1 | Hygiene & Cleanliness | 85% |
| 4.2 | Menu Choices | 76% |
| 4.3 | Pricing | 73% |
| 4.4 | Timely Delivery | 70% |
| 4.5 | Service Quality | 73% |
| 5 | OTHER FACILITIES / AMENITIES | |
| 5.1 | Response of Administrative Staff | 75% |
| 5.2 | Auditorium Availability | 78% |
| 5.3 | Games & Sports | 79% |
| 5.4 | Information Display | 75% |
| 5.5 | Drinking Water | 80% |
| 5.6 | Toilet Facilities | 82% |
| 5.7 | Cleanliness | 87% |
| 5.8 | Maintenance | 89% |



F. Parents Feedback about the Institution

| Sr.no | Feedback on Question | Satisfied |
|-------|--|-----------|
| 1 | Do you find this institution better than others for your ward? | 83% |
| 2 | Do you feel facilities in the Institute are adequate? | 81% |
| 3 | Do you feel that your ward is physically secured in the campus? | 82% |
| 4 | Are you satisfied about Library facilities? | 80% |
| 5 | Are you satisfied for cooperation from the administrative staff? | 83% |
| 6 | Can you make direct communication with teaching staff? | 84% |
| 7 | Do you find the ambience of the institute is positive? | 85% |

G. Feedback from Recruiters

- Students can work more on their General Knowledge/ awareness level
- Improve Industry knowledge
- Give more real working situation to execute the knowledge
- More understanding on Private Equity and Hedge Funds

Action Taken Report

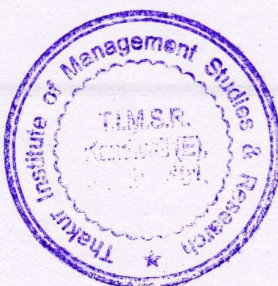
Based on the Feedback provided by the Industry Partner we have set up Peak Performance Coaching Activities. These training sessions are carefully designed and inbuilt in the time table to ensure success at the time of selection process. The activities are as follows:

CAA - Current Affair (News Paper) Analysis

1. Newspaper reading session has been incorporated in the timetable to improve current affair knowledge with rigorous on business and general knowledge.
2. Different newspaper like Economic Times, Business Standard, Business Line etc are considered for this activity.

CAP- Career Action Plan

1. Provide information on domain specific career opportunities so that students can map their knowledge, skill set & attitude as per the requirements.
2. Guide students on different external certification program like NISM, CFA, digital marketing etc. to enhance the domain specific skill set.



PPC- Pre-Placement Concept Coaching

1. Develop domain / industry specific conceptual insights from placement perspective.
2. Prepare students to clear Aptitude, Group Discussion, and Technical as well as HR interviews.

Boot Camp (Simulated Selection Process)

1. Faculty members, Industry experts and Alumni conduct regular mock simulation process to evaluate and provide feedbacks to students.
2. Domain / Industry specific selection process are conducted which comprises of Aptitude test, Group Discussion, Case Study Analysis and Technical as well as Stress Interviews.

Live Projects & Internship

1. Students are encouraged to participate in live projects and winter internship to apply their concept in real life corporate scenario.
2. The summer internships are generally defined for a period of 8 weeks during the months of May and June. This internship program is compulsory for all the students.

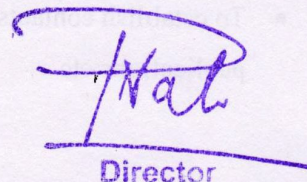
Certification Program

1. Various new certification program conducted like Investment Banking & Private Equity, Advanced Excel, Selling & Negotiation, Six Sigma, Learning & Development etc to improve student's domain specific knowledge

Mentoring

1. Regular mentoring sessions are conducted to provide insights on communication skills, resume building, competency and career development.





Director

**THAKUR INSTITUTE OF MANAGEMENT
STUDIES & RESEARCH**
Shyamnarayan Thakur Marg, Thakur Village,
Kandivali (E) Mumbai - 400 101