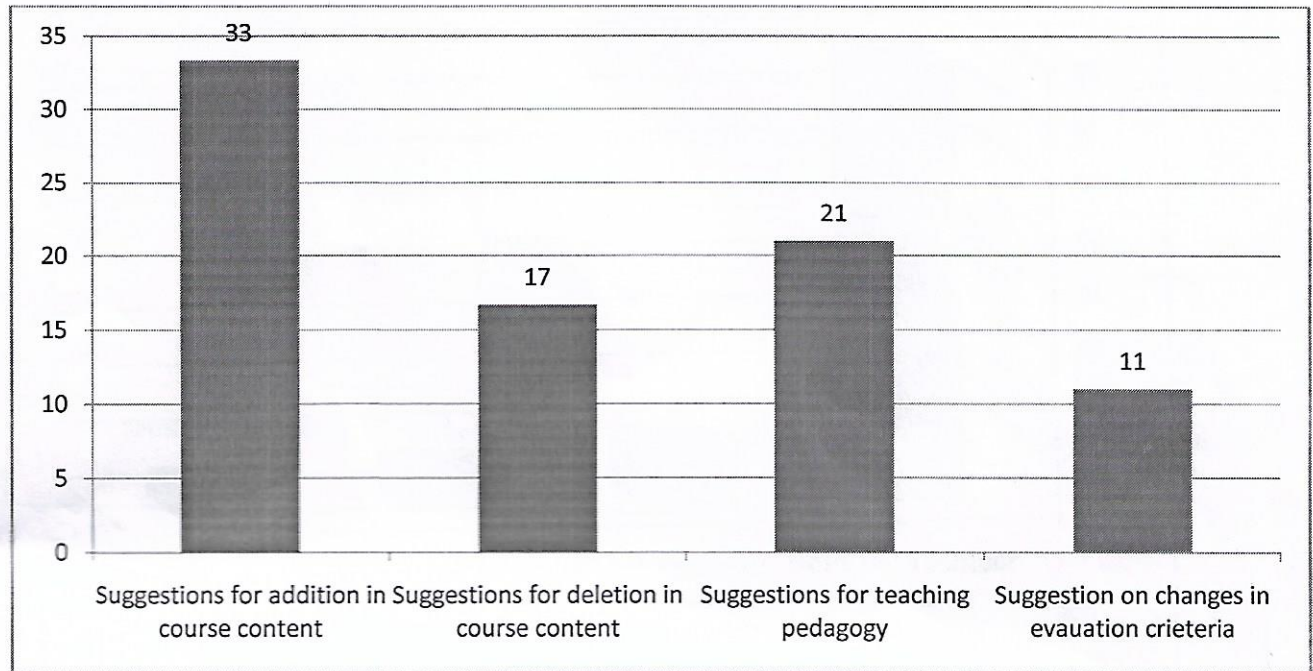


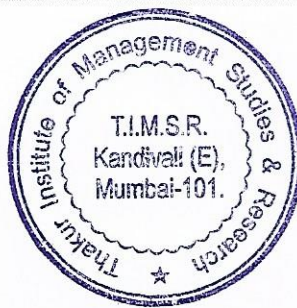
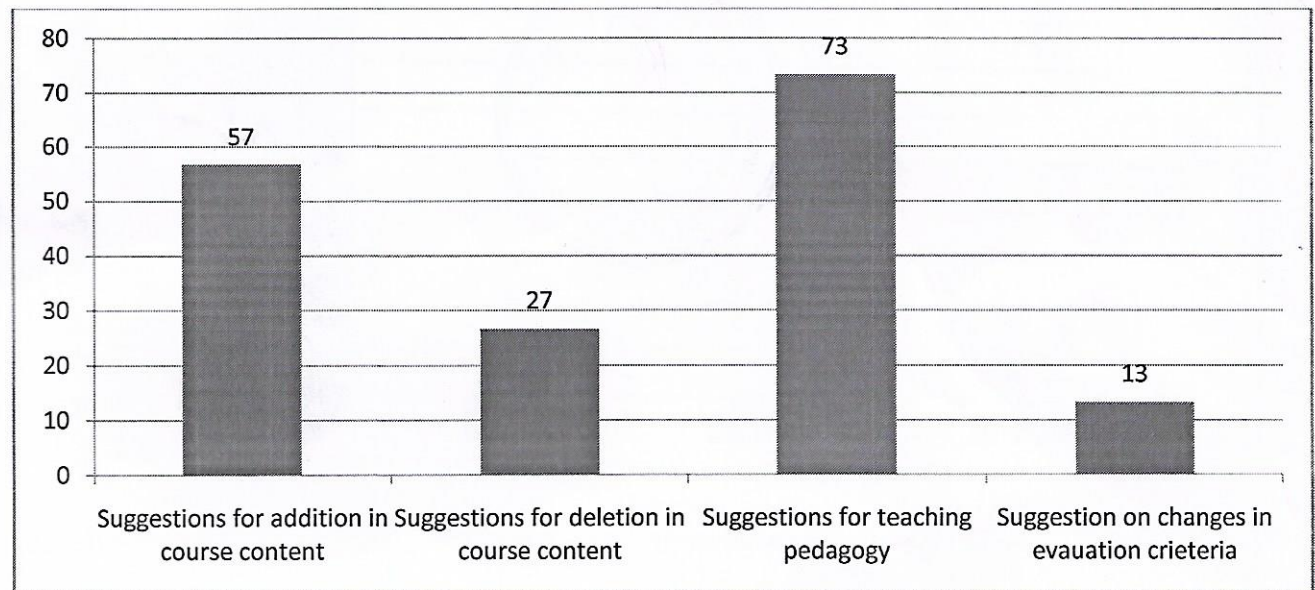
Stakeholders Feed Back Report

Academic Year 2019-2020

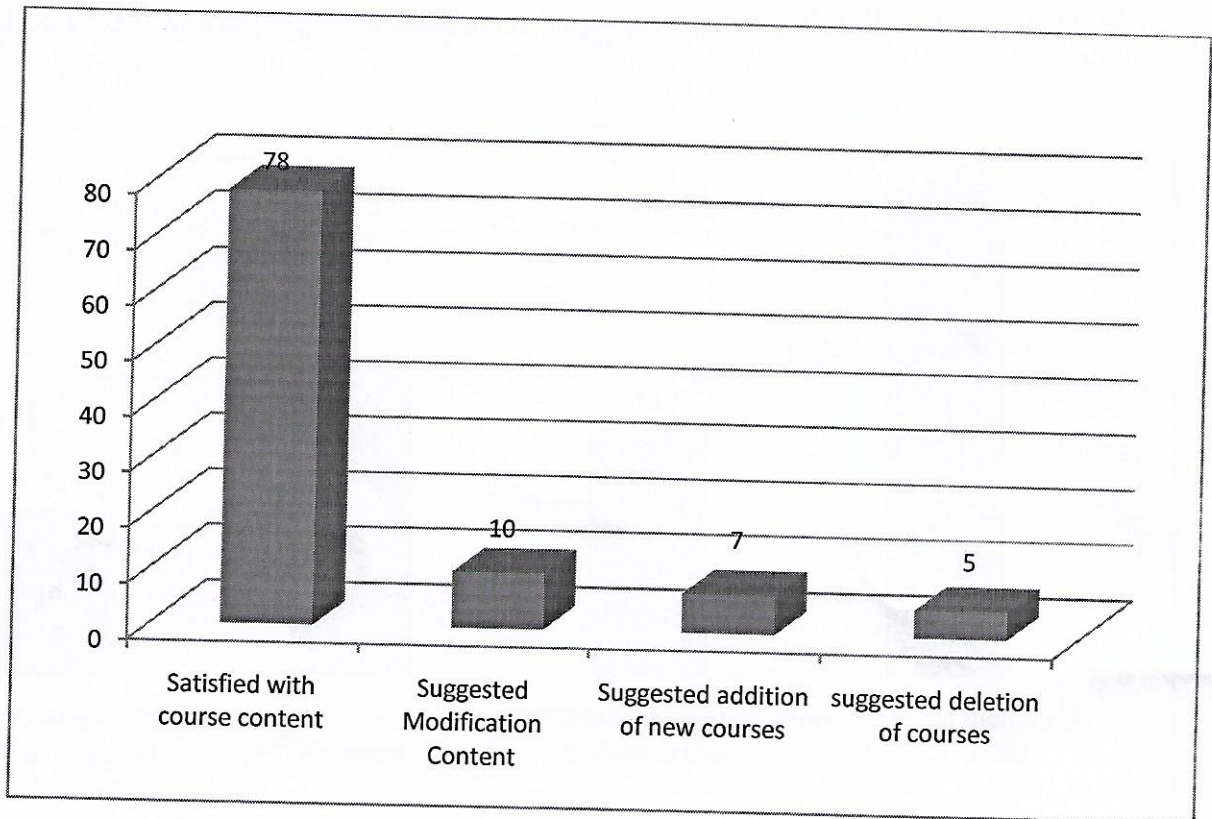
A. Students Feedback Analysis for the Curriculum Review for the A.Y - 19-20



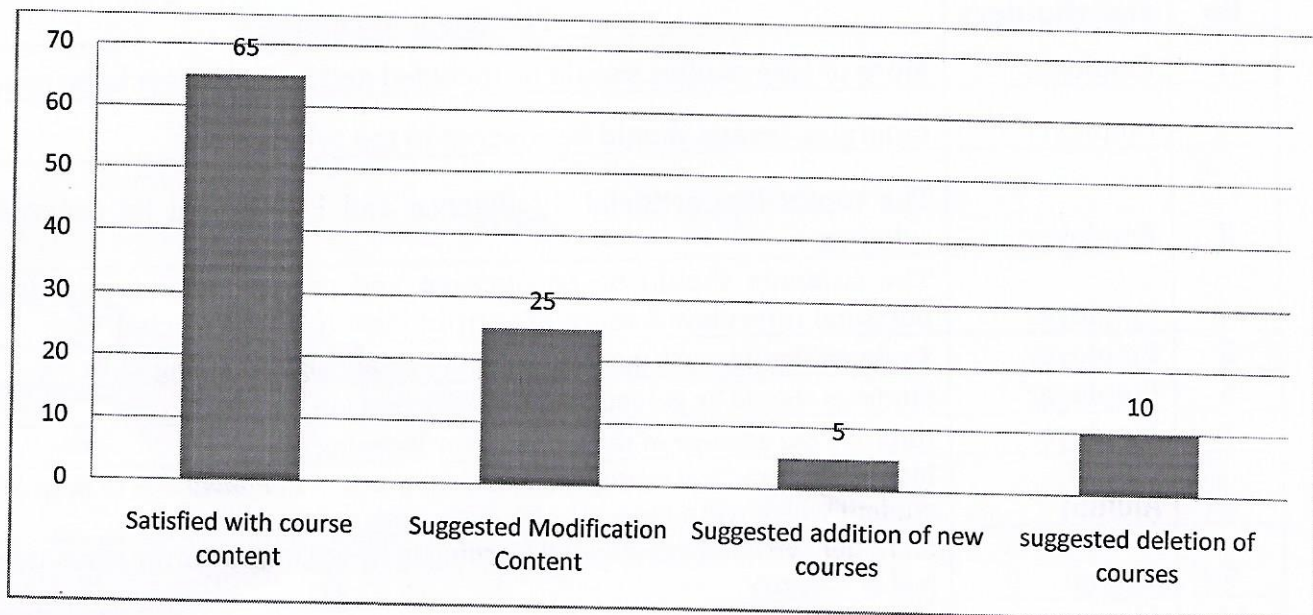
B. Faculty Feedback Analysis for the Curriculum Review for the A.Y - 19-20



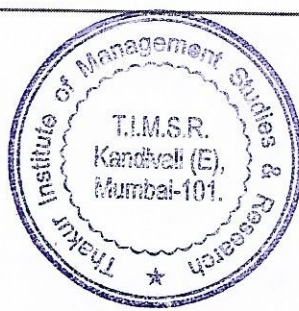
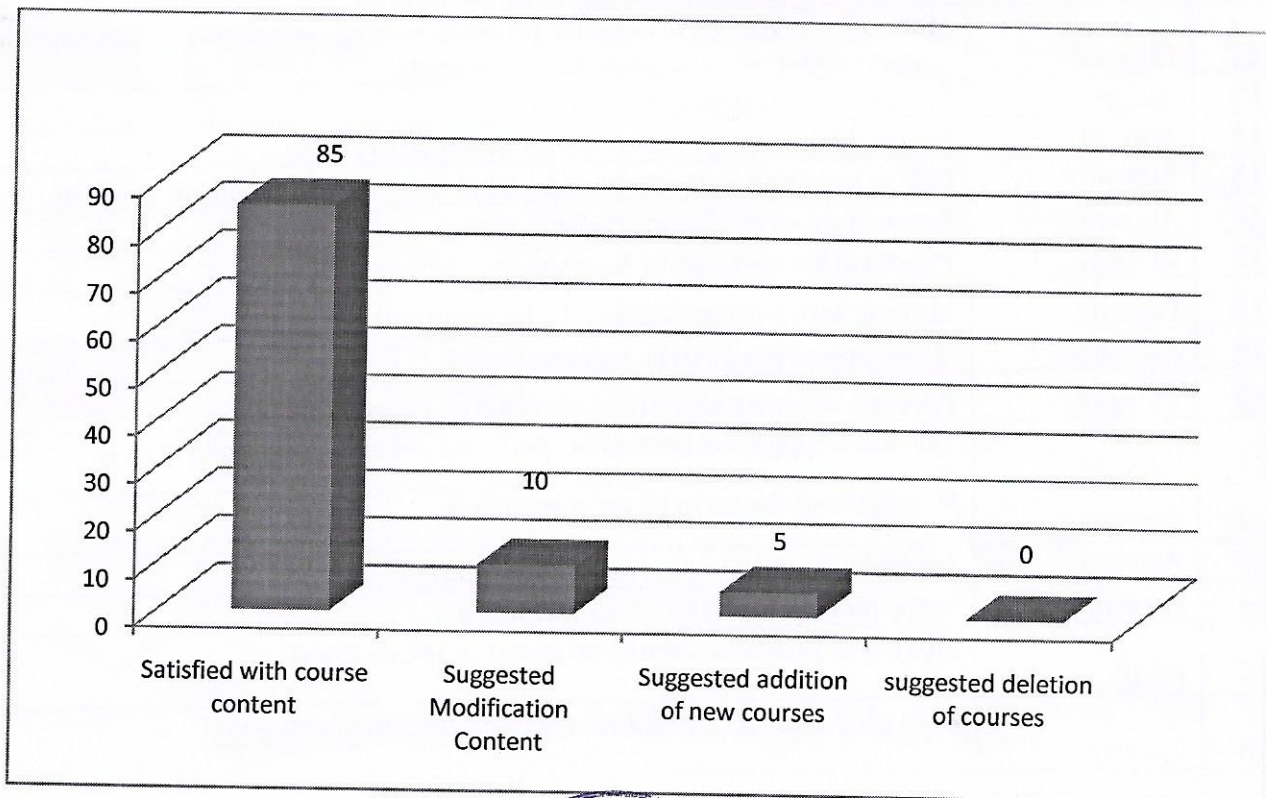
C. Employers Feedback Analysis for the Curriculum Review -19-20



D. Alumni Feedback Analysis for the Curriculum Review -19-20



E. Parents Feedback Analysis for the Curriculum Review -19-20

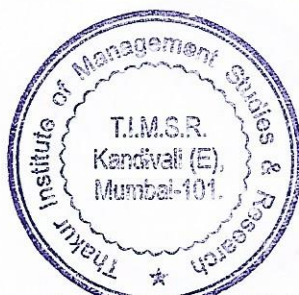


F. Suggestions received from Stakeholders

Sr. No	Stakeholders	Feedback Received
1	Employer	More of case studies should be included and aptitude test to be conducted
2	Employer	Emerging trends should be covered in the syllabus
3	Employer	The topics like artificial intelligence and FDI should be covered in the syllabus
4	Employer	The students should be encouraged and prepared for group discussion, personal interview & more of aptitude test to be conducted
5	Employer	Students should work more on communication and grooming skills
6	Employer	Students should be guided to accept different job locations
7	Employer	Improve the attitude of the students for listening skills
8	Alumni	Most of the practical example and industry oriented knowledge to be give to student which will connect the students with the concepts
9	Alumni	More field visits or experiential learning to be organized for the student to get the feel of industry
10	Alumni	Basics of valuation report to be covered in the syllabus
11	Alumni	Innovative teaching pedagogy to be introduced
12	Alumni	More of case studies to enhance problem solving techniques. Examples related to current situation to be given to the students
13	Alumni	CCE evaluation should be deleted
14	Alumni	Swaps, IDC etc. to be covered with practical example
15	Alumni	GST to be added as it was introduced in 2017 - more details to be given
16	Alumni	Focus More on basics and concept clarity
17	Alumni	Practical knowledge in Accounting subjects
18	Parents	More & More Guest Session to be conducted
19	Parents	Management Books to be recommended
20	Parents	Parents meeting should be conducted more frequently
21	Parents	Teacher's support is needed for personal development along with other stuff
22	Parents	Management Books to be recommended
23	Parents	Students should be given more presentations
24	Parents	More focus should be on placements
25	Faculty	More live projects should be given in HR domain
26	Faculty	Role play and GD should be used as teaching pedagogy



27	Faculty	Online demo tools should be given to students in subject Compensation and Benefits Management
28	Faculty	The subject Organizational Behavior should be more activity based
29	Faculty	More case studies should be incorporated in Services Marketing
30	Faculty	For Statistics excel should be used as a tool for teaching pedagogy
31	Faculty	Research paper should be part of teaching pedagogy for the course Consumer Buyer Behavior
32	Faculty	More Video relating to topics should be shown in Service operation Management
33	Faculty	Factors of Demand Forecasting is not required in course Supply Chain Management
34	Faculty	Online demo tools should be given to students in subject Compensation and Benefits Management
35	Faculty	More case studies should be part of teaching pedagogy for the course Labour Legislation
36	Faculty	Self Management should cover more corporate topics
37	Student	Most of the syllabus is outdated as per industry standard. So the portion must be improved
38	Student	In Digital Marketing subject more practical sessions should be included
39	Student	Practical Assignment should be added in most of the subjects
40	Student	Should include commodity market and alternative investment subject in the curriculum
41	Student	More current examples to given in BFSI
42	Student	Financial Modeling should be part of syllabus
43	Student	The faculties should be with good background and with corporate knowledge
44	Student	Innovative teaching pedagogy should be used more video to be shown for concept clarity
45	Student	More presentation less assignment to be given

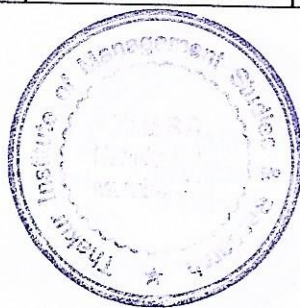


46	Student	Add more faculties with good background and corporate knowledge
47	Student	Add practical events experiential learning and live projects
48	Student	More aptitude sessions, industrial visits to be organized as a part of teaching pedagogy
49	Student	Current Affair Analysis to be part of curriculum
50	Student	Derivatives should be included in first year of PGDM program
51	Student	Taxation should be shifted to second year
52	Student	In-depth knowledge of investment banking to be given to students and a part of curriculum
53	Student	More Session on Fintech to be added,

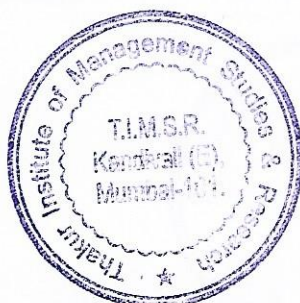
G. Action Taken Report

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

Course Name	Added / Deleted	Remark
Quantitative Techniques in Business	Deleted	Reintroduced as Business Statistics and Analytics for Decision Making
Cost Accounting	Deleted	Incorporated in Accounting for Managers
Creativity & Innovation Management	Deleted	Creativity & Innovation Management
Foreign Language	Deleted	Incorporated in PGDM Curriculum 20-22 Batch
Basics of Banking Operations	Deleted	Reintroduced as Management of Banks
Marketing of Financial Services	Deleted	Included in FMI
Finance Consultancy	Deleted	Replaced by Behavioral Finance
Green HRM practices	Deleted	The content is being covered in HRM course
Role of HR M&A	Deleted	As per the survey the profiles in this area are very less
HR Leadership & Emotional	Deleted	The content is covered in organizational



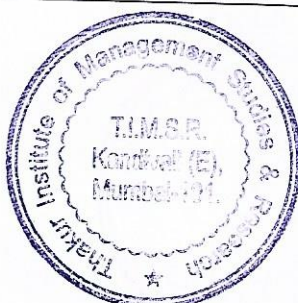
Intelligence		behavior
Green Marketing	Deleted	Can be 2 credits and not 4 credit course. Jobs offered not there
Public Policy & Industry	Deleted	Not chosen as elective by student
Basics of Logistics	Deleted	Subject removed to avoid redundancy as being covered in Logistics and SCM
Research Methodology	Deleted	Relaunched as value added course
Business Economics	Deleted	Shifted to Sem III
Business Writing	Deleted	Its covered in Business Communication
Principles & Practice of Management	Deleted	Replaced by Perspective Management
Financial Management	Deleted	Shifted to Sem I
Investment Banking and Private Equity	Deleted	Relaunched as value added course
Aspects of Taxation	Deleted	Renamed as direct and indirect taxation
Start-up Finance	Deleted	Reintroduced in sem IV as Entrepreneurship Management
Strategic Cost Management	Deleted	Offered as elective in sem I
EXIM	Deleted	Important terms and concepts of the subject now covered in PPC - Operations Glossary
Lean Six Sigma	Deleted	Removed as concepts covered in other subjects like TQM
Operations Modeling	Deleted	Removed as related concepts covered in Operations Research and Analytics
World Class Manufacturing Practices	Deleted	Removed as related concepts covered in Manufacturing resource planning
Industrial Engineering Applications & Management	Deleted	Removed as related concepts covered in Manufacturing resource planning
Recruitment and Selection	Deleted	Part of HRM course
Learning & Development	Deleted	Shifted to semester III
Human Resource Planning and Development	Deleted	No profiles in this area
Team Development and Management	Deleted	It is not a core HR course
Role of HR in Knowledge Management	Deleted	No profiles in this area



Quantitative Skills for Managers	Deleted	Reintroduced as Business Statistics and Analytics for Decision Making
Sales Management & Personal Selling	Deleted	Changed the course Name
Business 2 Business Marketing	Deleted	Shifted to Semester 3 since makes more relevant after internship
Marketing for Non Profit	Deleted	Clubbed with Rural marketing
Advance Certification in Equity Trading and Investment	Deleted	Relaunched as value added course
Corporate valuation and Restructuring	Deleted	Renamed as Corporate
Derivatives and Commodities Market	Deleted	Introduced in Sem II
Behavioral Finance	Deleted	Relaunched as sem I elective
Business Analytics	Deleted	clubbed with Business Statistics and Analytics for Decision Making
Strategic Financial Management	Deleted	Part of Financial Management in Sem I
Treasury and Funds Management	Deleted	Incorporated in Management of Banks
Operations Analytics	Deleted	Removed as related concepts covered in Operations Research and Analytics
WebXpress Certification	Deleted	Removed as related training catered to ERP products of only one single company
HR Analytics	Deleted	This subject requires filed project
Compensation and Benefits	Deleted	Shifted to semester II
Human Resource Audit	Deleted	Shifted to semester II
Strategic HRM	Deleted	Merged with Global HRM
Global HRM	Deleted	Merged with Strategic HRM
Emerging Trends in HRM	Deleted	Taught as value added session in boot camp
Building Learning Organization	Deleted	No profiles in these areas
Industrial Psychology & Psychometric Testing	Deleted	Very neach type of recruitment
Marketing Analytics	Deleted	Offered in Semester 3
Retail Management	Deleted	Offered as elective
Marketing through Research	Deleted	Students opt less of research Jobs



Luxury Marketing	Deleted	Shifted to Semester 1 as elective
Rural Marketing	Deleted	Shifted to Semester 1
Integrated Marketing Communication	Deleted	Major theories are covered in other courses and jobs less offered
Consumer Buying Behavior	Deleted	Name changed to Consumer Behavior rather than Buying Behavior
International Marketing	Deleted	Less Job opportunities
Service Operations Management	Deleted	Removed as subject added to semester II
Operations Strategy	Deleted	Removed as related concepts covered in strategic sourcing
Operations Planning & Control	Deleted	Removed as related concepts covered in Manufacturing resource planning
Technology Management including Manufacturing Strategy	Deleted	Removed as related concepts covered in Manufacturing resource planning
Advance Supply Chain Management	Deleted	Removed as subject added to semester II
Business Process Re-engineering and Benchmarking	Deleted	Concepts covered in Service Operations Management
Strategic Sourcing	Deleted	Removed as related concepts covered in strategic sourcing management
Business Ethics & CSR	Deleted	Covered in Organizational Behavior
Business Statistics and Analytics for Decision Making	Added	Placement perspective, many profiles were coming for data analytics
CAA (Current Affair Analysis)	Added	Current news
Peak Performance Coaching-1	Added	For placement perspective
Foreign Language	Added	Incorporated in PGDM Curriculum 20-22 Batch
Training Program & Workshop	Added	Additional training programme offered
Management of Banks	Added	Clubbed Basics of Banking operations Sem I and Treasury and funds management sem III
Behavioral Finance	Added	Placement perspective
Strategic Cost Management	Added	Kept as elective in Sem I as cost accounting was clubbed in Accounting for managers
Rural Marketing	Added	Shifted from semester 3 to Semester 1 as elective
Compensation and Benefit	Added	Added as a core HR function



Competency & Performance Management	Added	Recent trend in HR
Logistics and Supply Chain Management	Added	Added to increase initial exposure of students to logistics and SCM from first semester
Self Management 2	Added	To develop the managerial and life skills of students
Peak Performance Coaching-2	Added	To promote 360 degree development
CAA (Current Affair Analysis)	Added	Current Affairs and Industry perspective
Derivatives and Risk Management	Added	From placement perspective
International Finance	Added	Placement perspective, many profiles were coming for FOREX
Direct and Indirect Taxation	Added	Introduced to incorporate GST
Marketing Analytics	Added	Instead of Certification Programme, offered as Course
Integrated Marketing Communication	Added	Shifted to Semester 2
Human Resource Audit	Added	Shifted from semester III
Labour Legislation	Added	It is significant for HR students to handle the situations better than me.
Organizational Development	Added	Brings organizational change perspective
Cross Cultural Management	Added	This subjects will give students the globalization perspective.
Employer Branding	Added	this subjects help students to understand the role of HR in employer branding
Strategic Sourcing Management	Added	Added as important for procurement related profiles
Service Operations Management	Added	Added as important for all service Ops profiles
Business Economics (Including Business Environment)	Added	Clubbed business environment as a part of Business Economics
Peak Performance Coaching-3 (Inclusive of CAA) - MHO	Added	From placement perspective and grooming of students
Personal Grooming Personal Effectiveness - (MHO)	Added	From placement perspective and grooming of students
Training Program & Workshop - 4	Added	To bridge gap between curriculum and industry requirement





Laxmi Singh Charitable Trust's (Regd.)

THAKUR INSTITUTE OF MANAGEMENT STUDIES & RESEARCH

(Approved by AICTE, Govt. of Maharashtra & Affiliated to University of Mumbai)

C - Block, Thakur Educational Campus,
Shyamnarayan Thakur Marg, Thakur Village,
Kandivali (East), Mumbai - 400 101.

Tel.: 6730 8201 / 2, 2884 7147 / 445

Fax : 2887 3869

Email : timsr@thakureducation.org

Website : www.timsrmumbai.in • www.thakureducation.org

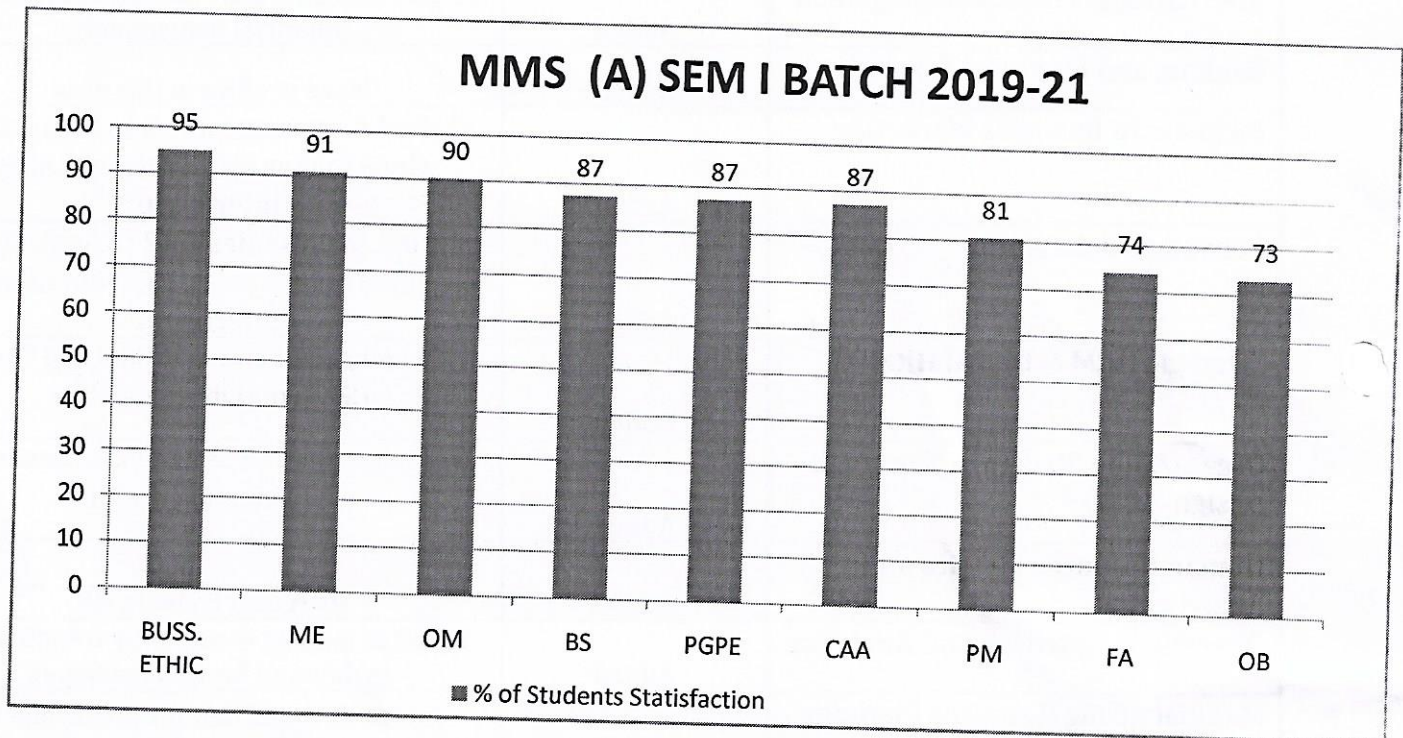


ISO 9001 : 2015 Certified

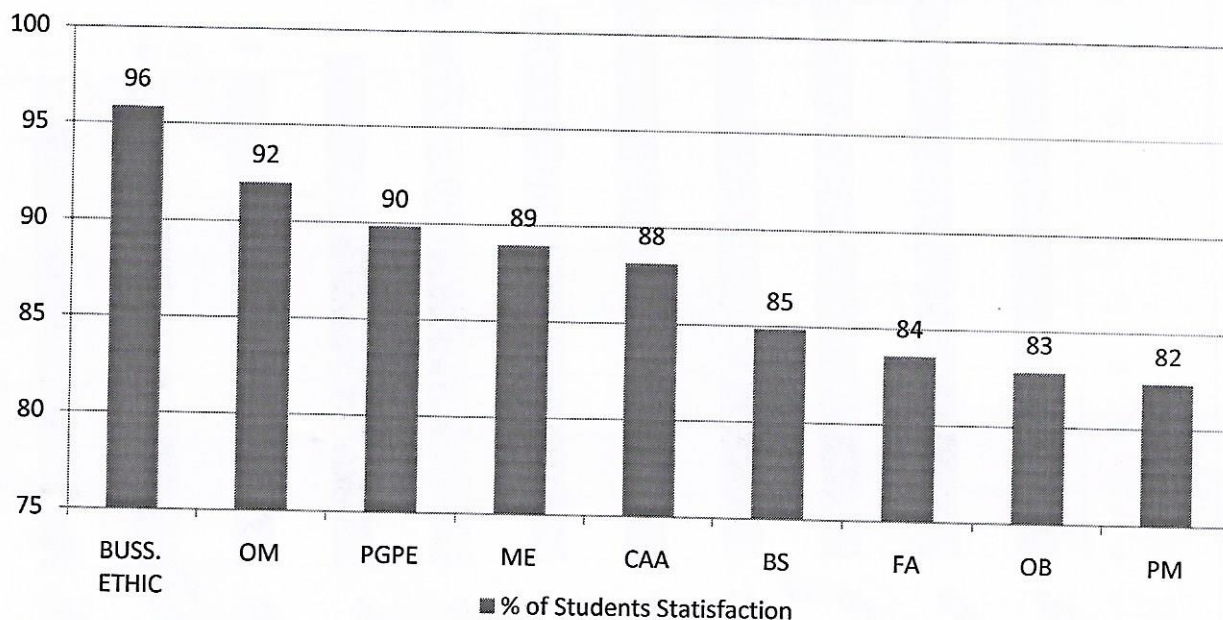
Corporate Valuation, Mergers Acquisition & Corporate Restructuring	Added	Reintroduced , earlier was covering only Corporate valuation
Fixed Income Securities	Added	placement Perspective
International Finance Management	Added	To give students exposure on international financial instrument
Banking and Financial Services	Added	More profiles in this area
Business to Business Marketing	Added	Shifted from semester 2 to Semester 3 since makes more relevant after internship
Consumer Behavior	Added	Shifted from semester 2 to Semester 3 since makes more relevant after internship
Strategic HRM & Global HRM	Added	The two papers strategic HRM and Global HRM are clubbed together
Organization Structure Theory & Design	Added	This subject gives a better understanding of organization design
Human Resource Metrics and Analytics	Added	Its recent trend in HR
Operations Research and Analytics	Added	Added as subject is currently trending and in demand for Ops managers
Manufacturing Resource Planning & Control	Added	Added as important for procurement related profiles
International Business	Added	To enhance students knowledge on International markets and practices
Dissertation Project	Added	To enhance the capabilities of conducting research in students



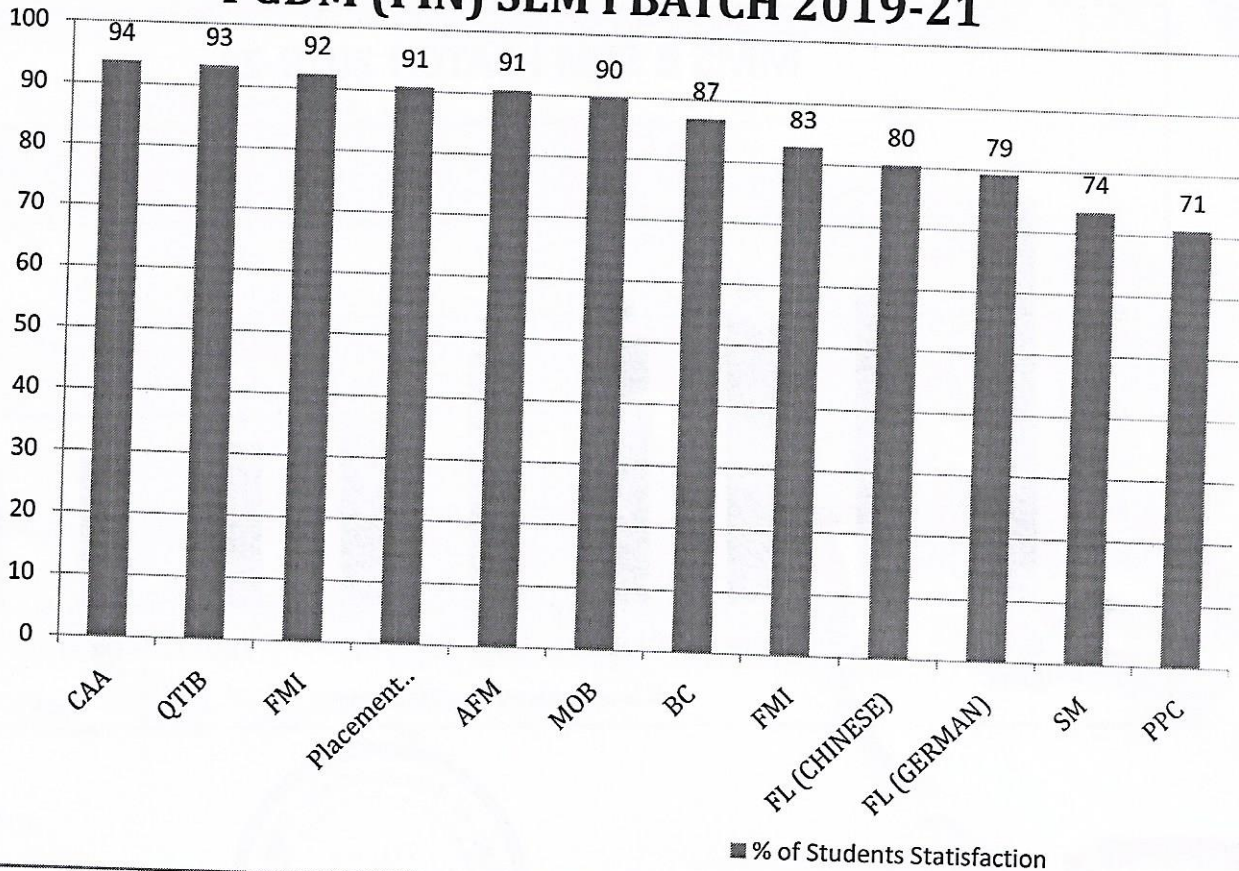
H. Students Feedback on Teaching Learning Process for the Academic Year 2019-20



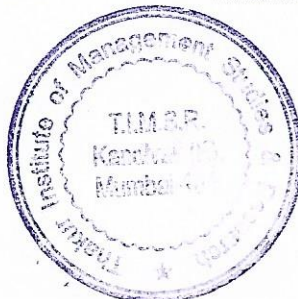
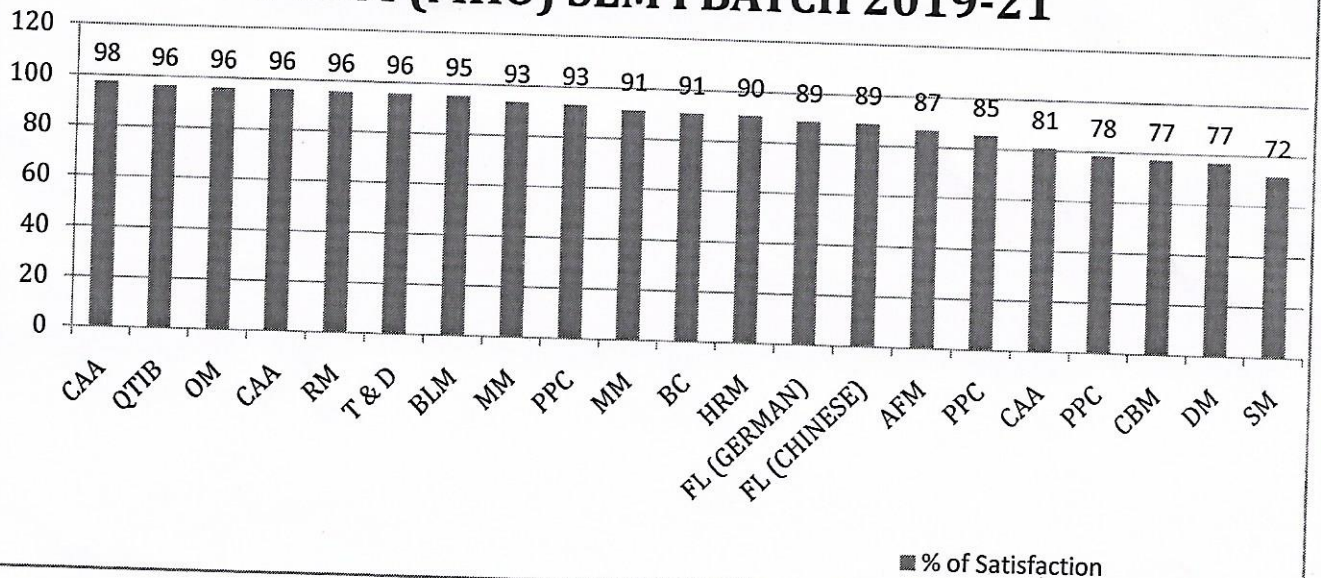
MMS B SEM I BATCH 2019-21



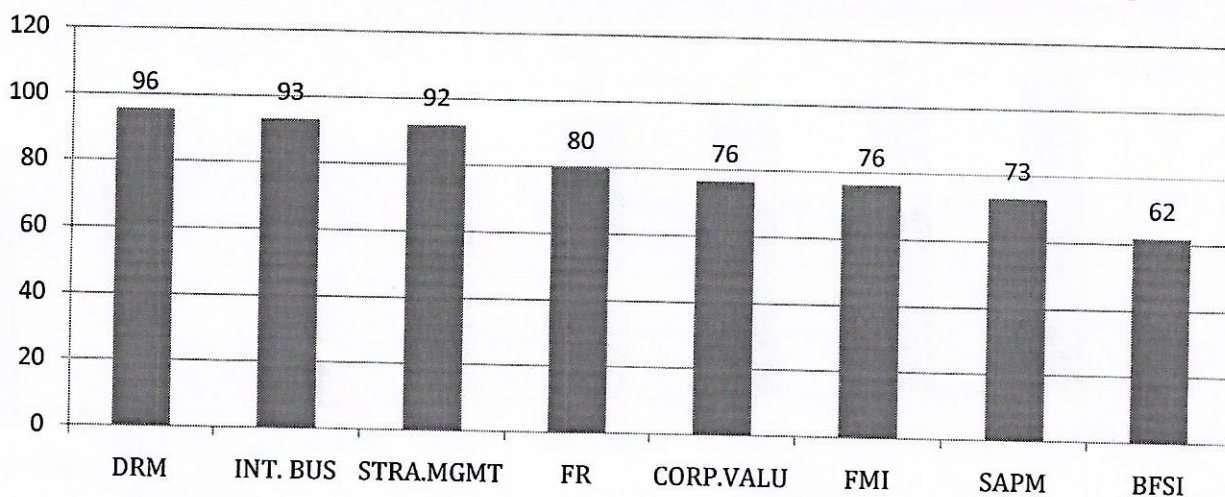
PGDM (FIN) SEM I BATCH 2019-21



PGDM (MHO) SEM I BATCH 2019-21

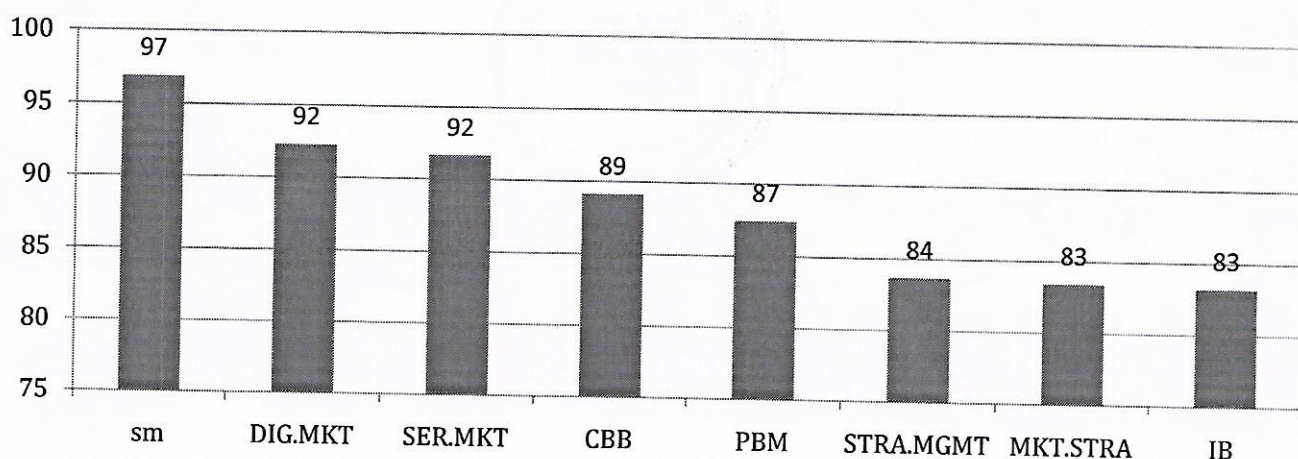


MMS (FIN) SEM III BATCH 2018-20



■ % of Students Satisfaction

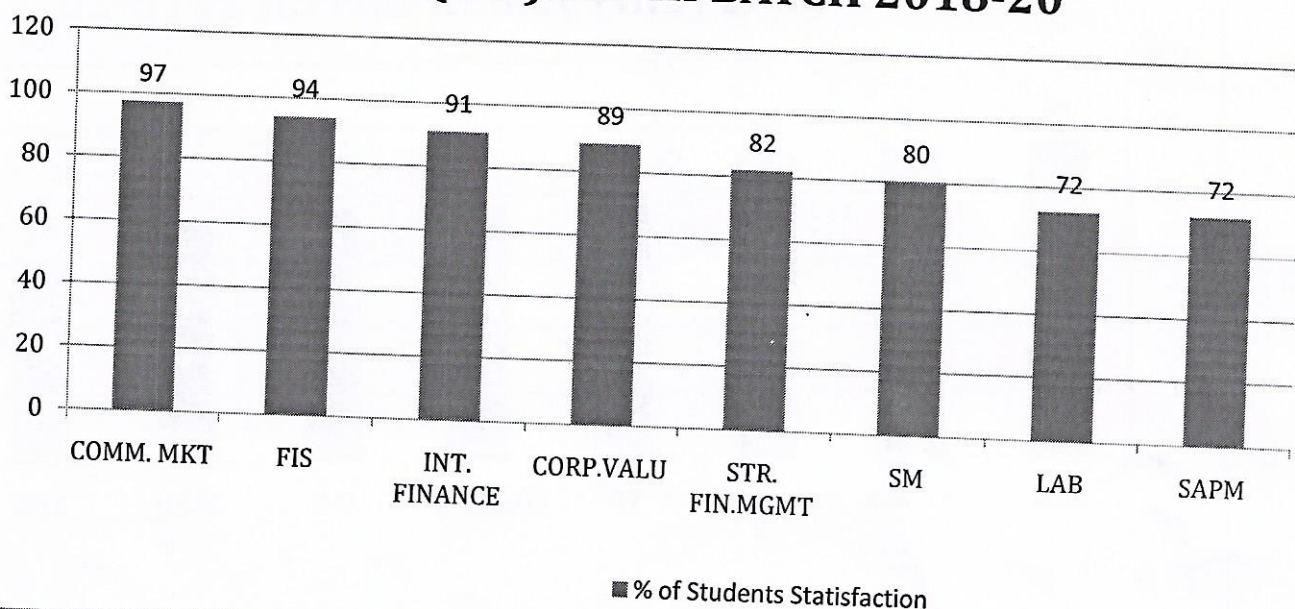
MMS (MKT) SEM III BATCH 2018-20



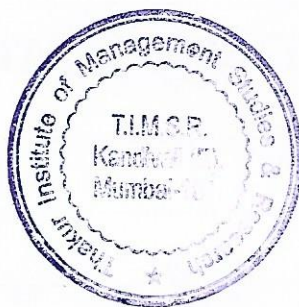
■ % of Students Satisfaction



PGDM (FIN) SEM III BATCH 2018-20



Action Taken: The Faculty members whose feedback of any of their respective course is below the benchmark of 75% are counseled and guided by HOI.



TIMSR			
TIMSR/FRM/MP-05-03		REVISION: B	
STUDENT'S FEEDBACK ABOUT INSTITUTE INFRASTRUCTURE			
Course : MMS & PGDM (19-21 & 18-20)		Semester : I, II, III & IV	
Sr. No	Parameters	Level of Satisfaction	% of Feedback of infrastructure
		Low to High	
		(1 to 5)	
1	Classroom	4.5	90
2	IT infrastructure	4.5	90
3	Learning resource /library	4.5	90
4	Amenities	3.6	72
	(Computer Lab, Parking, Canteen, Boy's & Girl's Common Room, Recreation Room Parking , Lift, , First Aid Room, Seminar Hall, Rest Room)		
5	Value addition facilities	4.2	72
	(Consciousness Lab, Placement Cell, Student Council, TCCI (TIMSR Centre for Creativity and Innovation), Incubating Facilities, First-Aid Room, Hostel Facilities, Wi-Fi,)		
6	Divyangjan Friendliness	4.3	86
	(Lifts, Ramp, Rest rooms, Physical Facilities)		
7	Safety and Security	4.6	92
8	Cleanness & Hygiene	4.7	94

Action Taken: The feedback of the overall infrastructure is above 70% ie above satisfaction level and the same is being reviewed by Administrative Officer (AO).



I. Parents Feedback about institution

Sr.No	Feedback on Question	Yes
1	Do you find this institution better than others for your ward?	81%
2	Do you feel facilities in the Institute are adequate?	77%
3	Do you feel that your ward is physically secured in the campus?	86%
4	Are you satisfied about Library facilities?	88%
5	Are you satisfied for cooperation from the administrative staff?	84%
6	Can you make direct communication with teaching staff?	83%
7	Do you find the ambience of the institute is positive?	86%

J. Feedback from Recruiters

1. More of case studies should be included and aptitude test to be conducted
2. Emerging trends should be covered in the syllabus
3. The students should be encouraged and prepared for group discussion, personal interview & more of aptitude test to be conducted
4. Students should work more on communication and grooming skills
5. Students should be guided to accept different job locations
6. Improve the attitude of the students for listening skills
7. Students should be guided on working in new normal



Action Taken Report

Based on the Feedback provided by the Industry Partner we have set up placement coaching activities.

1. Current Affair Analysis is being included as a credit based paper in the curriculum
2. Simulation process has been initiated.
3. Various credit based certification programme have being introduced for PGDM
4. Research and Emerging trends sessions have being proposed for MMS students of Batch 2020-2022.
5. Aptitude test is being conducted as per the requirement of the companies.
6. Mentoring session are scheduled on regular basis to provide insights on various grooming activities.
7. Boot camp training is conducted for the students.
8. Personal Grooming and Personal Effectiveness training is offered to MMS students to groom them for placement purpose.
9. Industry experts and alumni interaction kept for the students of MMS and PGDM to enhance the current knowledge of the industry.
10. International speakers and session through them is arranged for the students to get the global insights.



Director

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