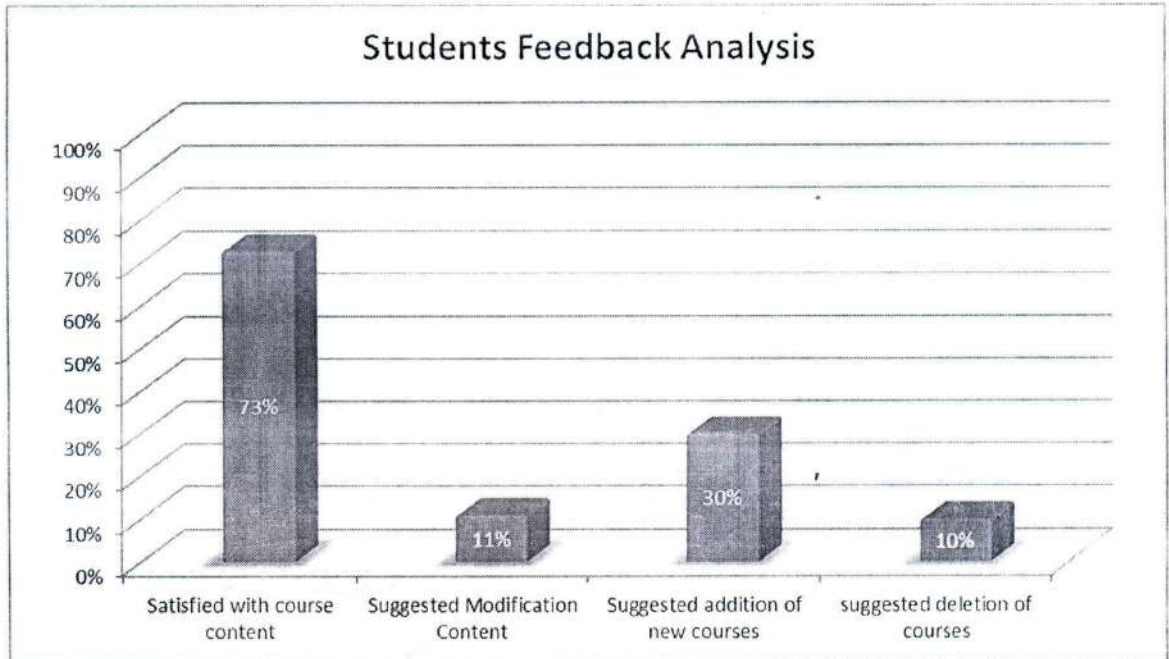


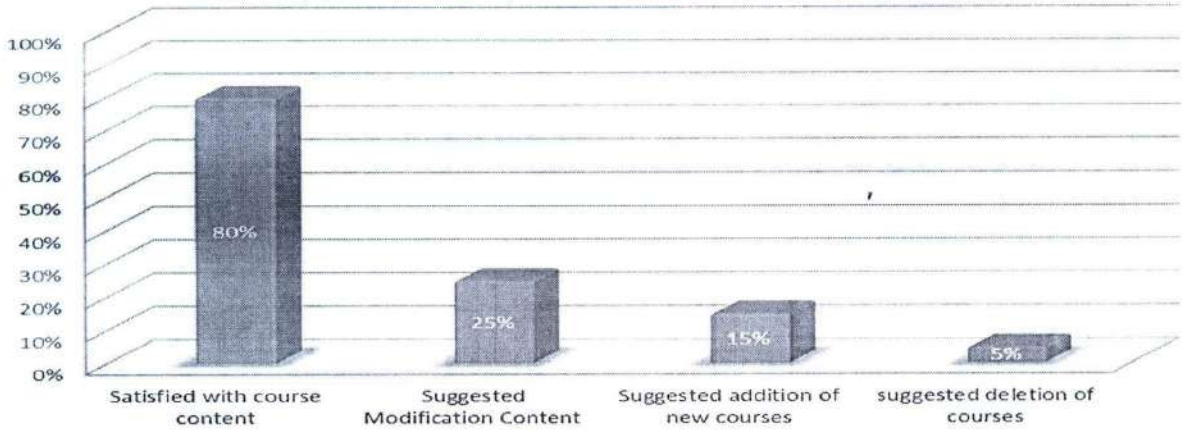
Stakeholders Feed Back Report

Academic Year 2018-2019

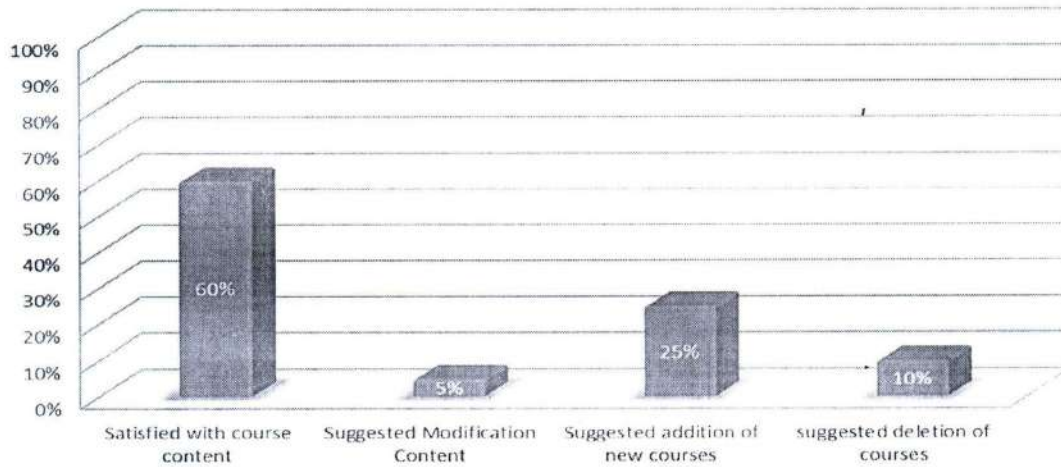
A. Stakeholder Feedback Analysis for the Curriculum Review



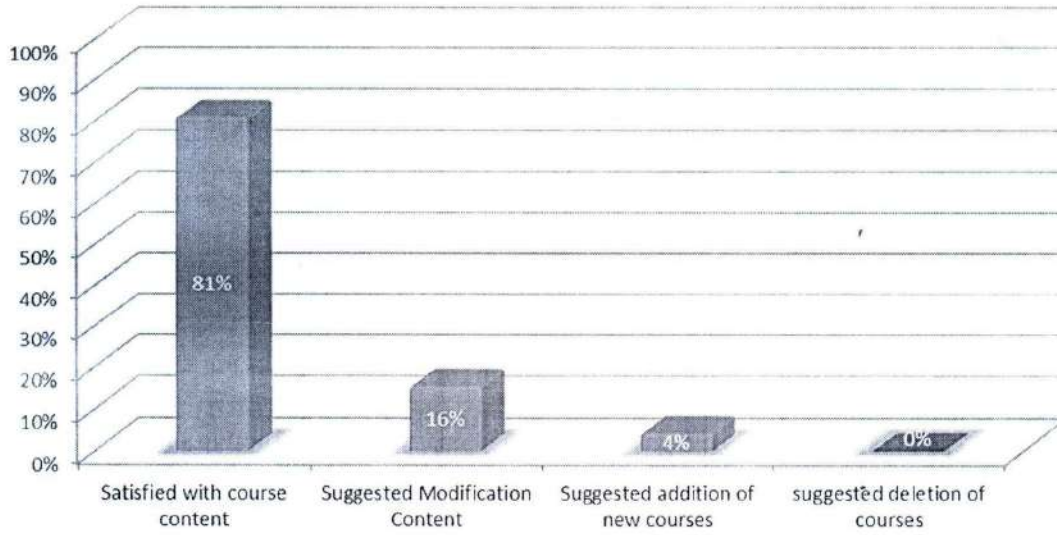
Teacher's Feedback Analysis



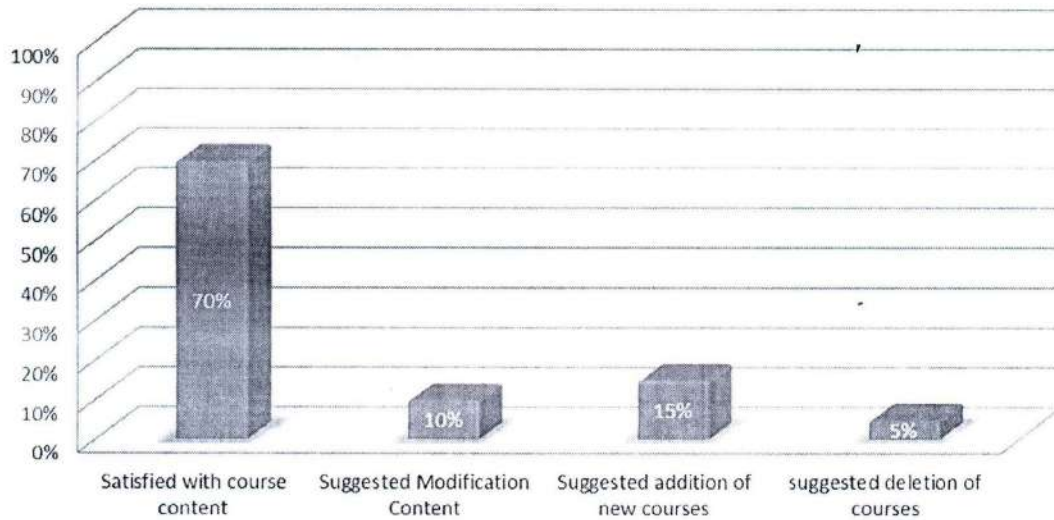
Employer Feedback Analysis



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.



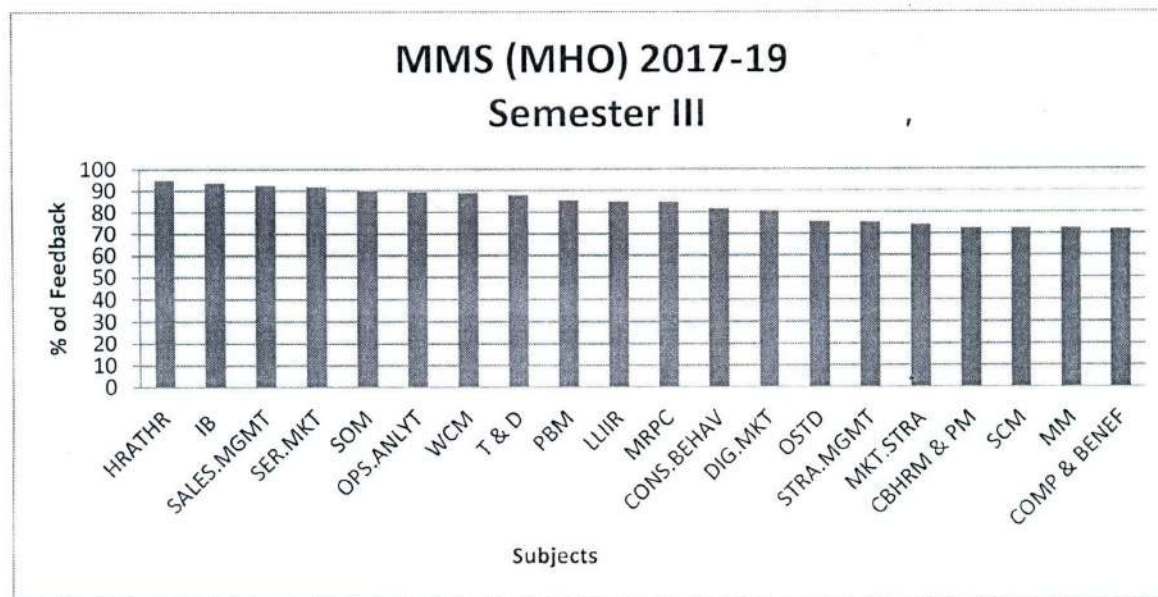
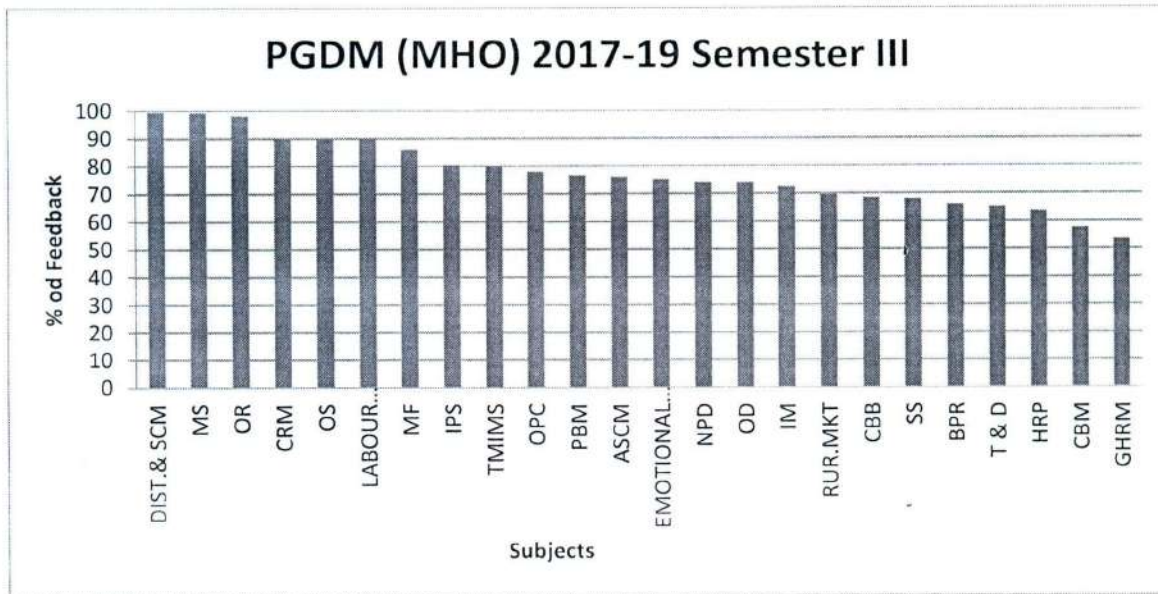
32	Investment Banking and Private Equity	Added	Requirement of industry.
33	Lean Six Sigma	Added	Introduced as need of corporate world a Global Requirement
34	Learning Organization and KM	Added	The subject highlights upon the HRs ability to enhance employee performance by developing it as a learning organization
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



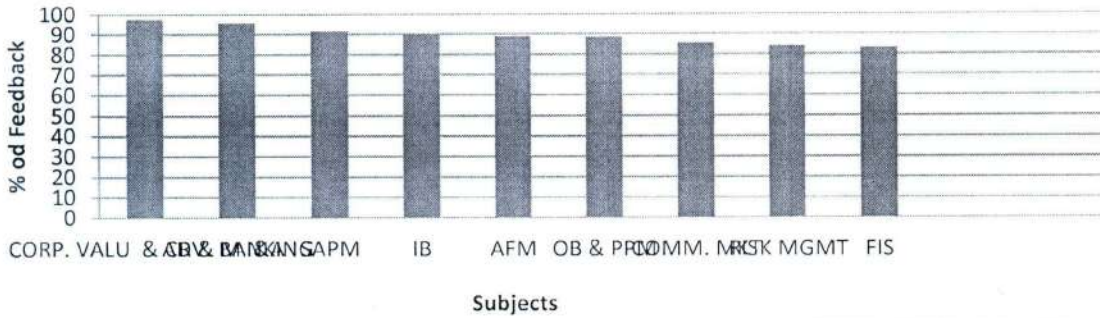
			building new operational, mathematical model for complex business solutions
44	Performance Management	Added	discovers the process of PMS, and implementation of the same
45	Role of HR in Knowledge Management	Added	The process of development of Hr competency in the process of knowledge management
46	Sales 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



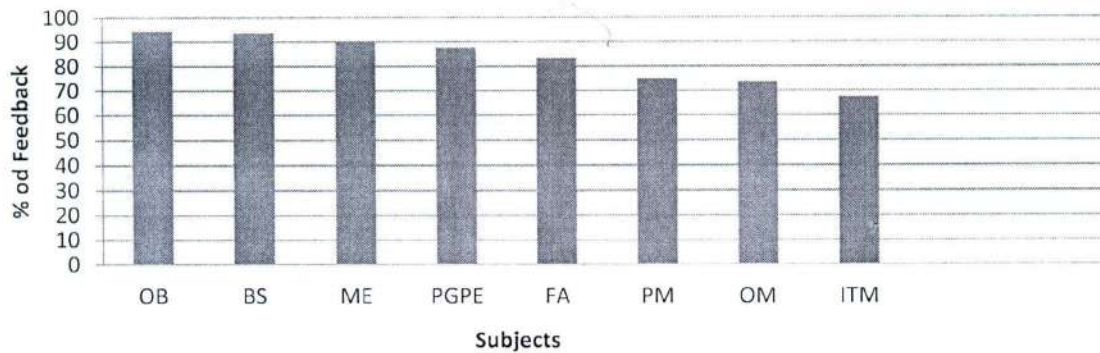
D. Student Feedback on Teaching Learning Process for the Academic Year 2018-19



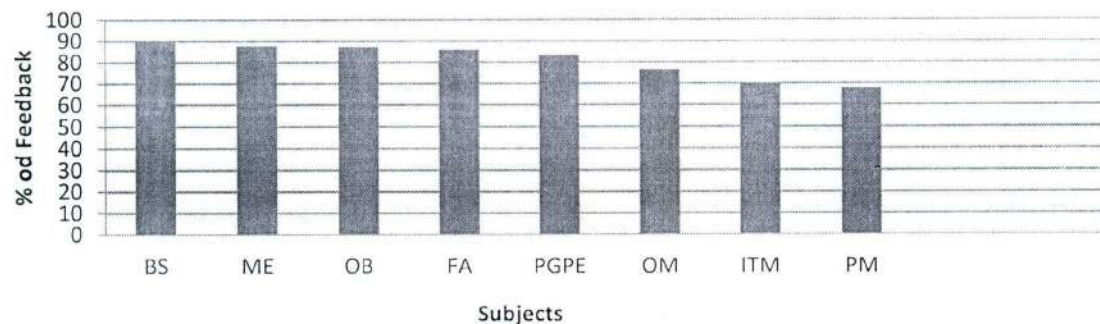
PGDM (F) 2017-19 Semester III



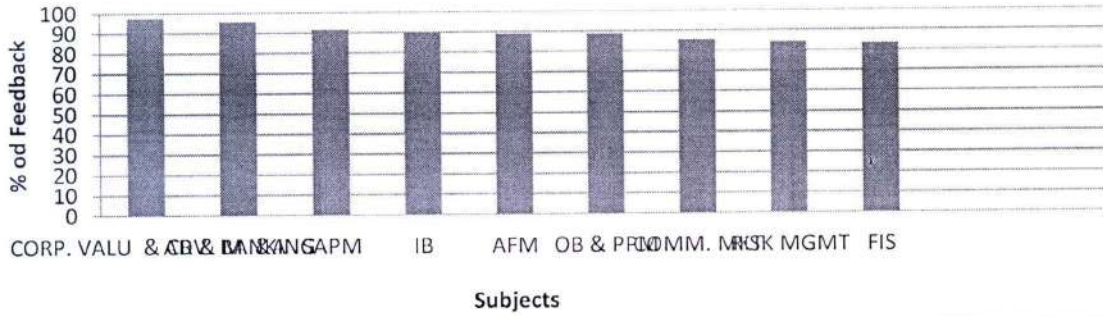
MMS (B) 2018-20 Semester I



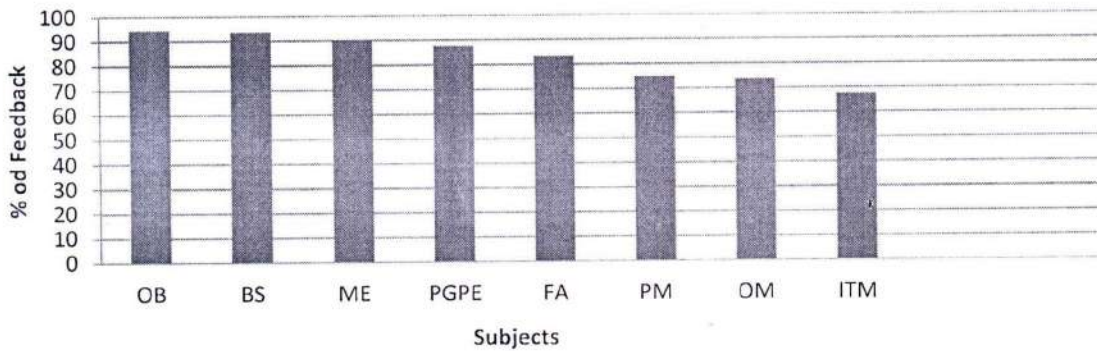
MMS (A) 2018-20 Semester I



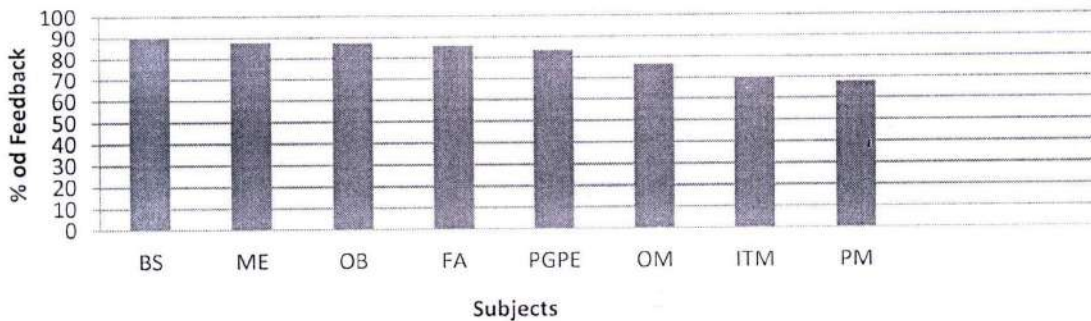
PGDM (F) 2017-19 Semester III



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