

Stakeholders Feedback Report A.Y. 2022-23

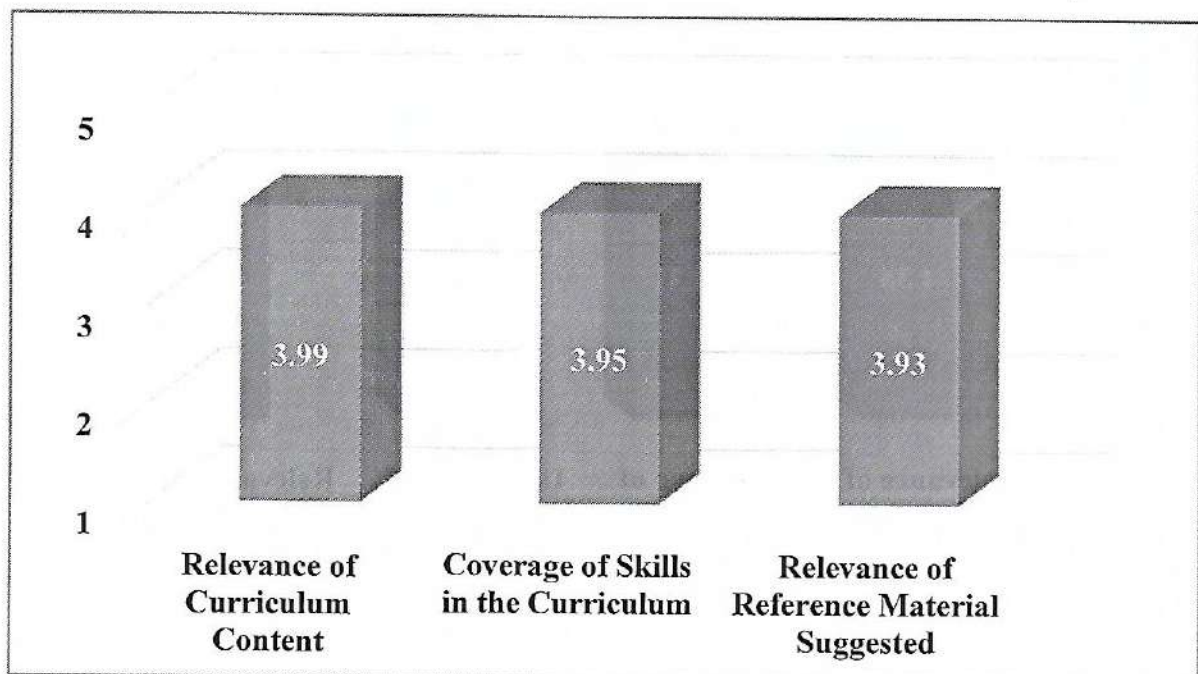
Students, Alumni, Industry, Faculty and Parents



A. Students Feedback on Teaching and Curriculum

In A.Y. 2022-23, students' feedback was collected on Teaching and Curriculum. It includes parameters such as relevance of curriculum content, coverage of skills in the curriculum and relevance of reference material suggested. Students was asked to rate the parameters on the scale of 1 to 5. (1 = Very Low Relevance, 2 = Low Relevance, 3 = Neutral, 4 = High Relevance, 5 = Very High Relevance)

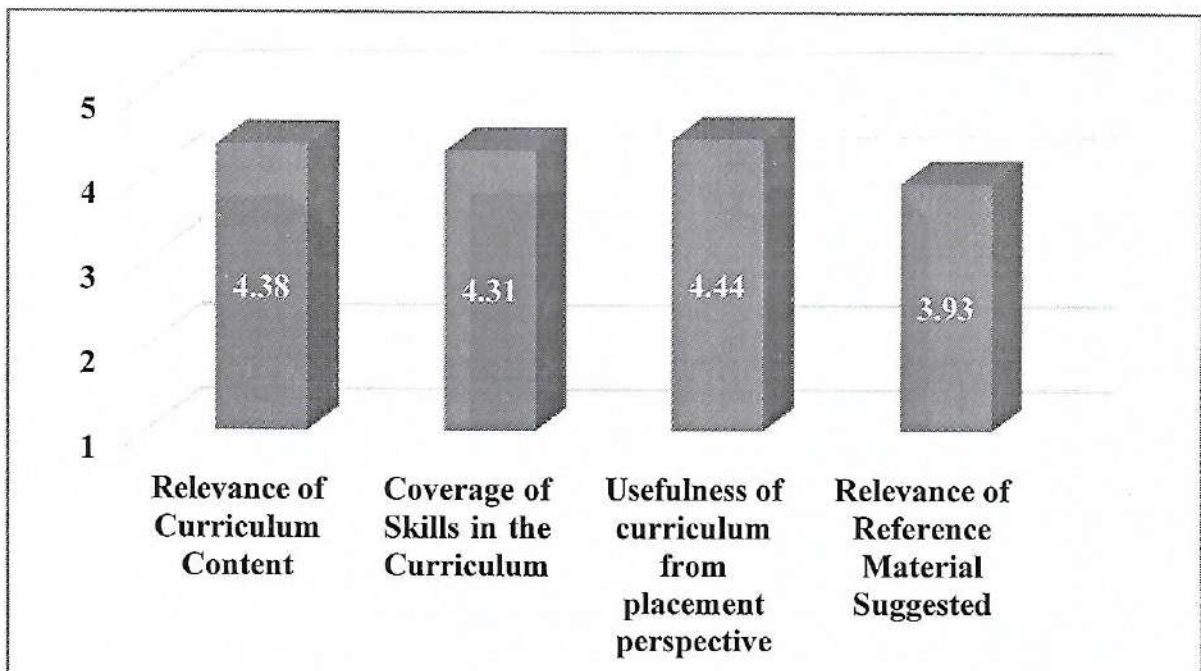
Parameter	Score	Remarks
Relevance of Curriculum Content	3.99	High relevance was found in curriculum content. In addition to MMS curriculum, which is prescribed by University of Mumbai, institute offers value added and bridge courses in curricular aspects.
Coverage of Skills in the Curriculum	3.95	Domain specific skills were covered in the curriculum at the high level. Institute regularly organize the conclaves, seminars, workshops and guest sessions, which helps in coverage of skills in the curriculum.
Relevance of Reference Material Suggested	3.93	Relevant reference material suggested by faculty members in Semester Plan. Students rated with high response.



B. Alumni and Industry Feedback on Teaching and Curriculum

In A.Y. 2022-23, alumni and industry expert feedback was collected on Teaching and Curriculum. It includes parameters such as relevance of curriculum content, coverage of skills in the curriculum and relevance of reference material suggested. Alumni and Industry expert was asked to rate the parameters on the scale of 1 to 5. (1 = Very Low Relevance, 2 = Low Relevance, 3 = Neutral, 4 = High Relevance, 5 = Very High Relevance)

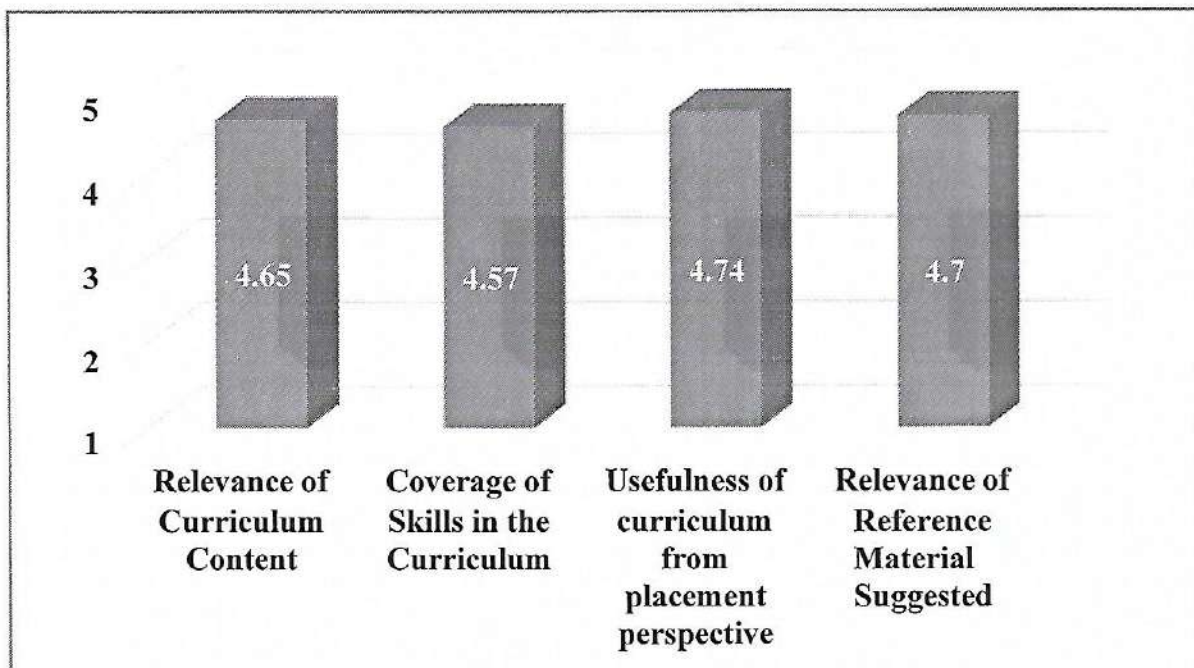
Parameter	Score	Remarks
Relevance of Curriculum Content	4.38	Alumni and industry experts reviewed the curriculum content with the highly relevant and suitable as per the industry requirements.
Coverage of Skills in the Curriculum	4.31	Alumni and industry experts reviewed and found that various skills were covered by curricular, co-curricular and extra-curricular courses / activities.
Usefulness of curriculum from placement perspective	4.44	Institute offers value added courses in addition to MMS curriculum. Alumni and industry experts reviewed the curriculum and found useful for placement perspective.
Relevance of Reference Material Suggested	4.50	Suggested reference material was reviewed and found highly relevant by alumni and industry experts.



C. Faculty Feedback on Teaching and Curriculum

In A.Y. 2022-23, faculty feedback was collected on Teaching and Curriculum. It includes parameters such as relevance of curriculum content, coverage of skills in the curriculum and relevance of reference material suggested. Faculty was asked to rate the parameters on the scale of 1 to 5. (1 = Very Low Relevance, 2 = Low Relevance, 3 = Neutral, 4 = High Relevance, 5 = Very High Relevance)

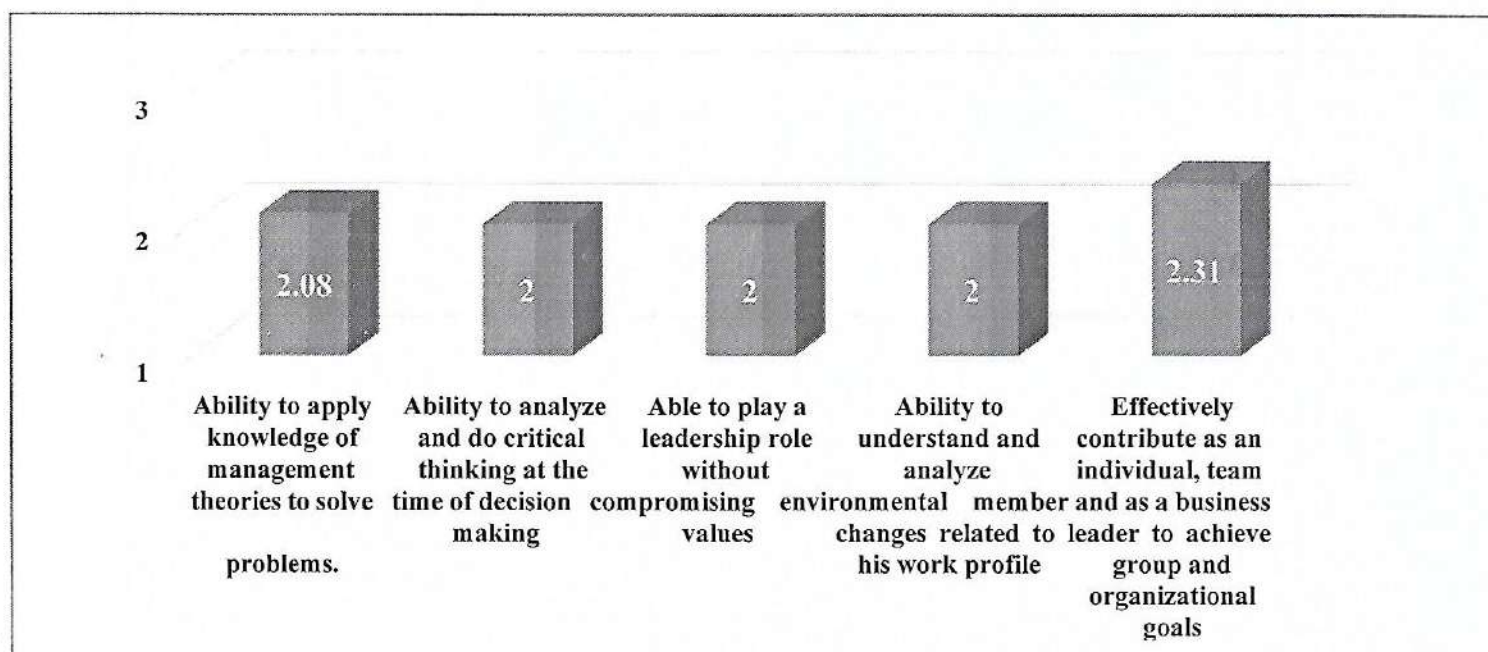
Parameter	Score	Remarks
Relevance of Curriculum Content	4.65	Faculty reviewed the curriculum content as the highly relevant and planned the activities in semester plan.
Coverage of Skills in the Curriculum	4.57	Institute teaching-learning pedagogy includes knowledge, skill and attitude. Faculty reviewed the curriculum and covered the various skills while delivering the course content.
Usefulness of curriculum from placement perspective	4.74	Faculty used the curriculum as inputs and delivered the course from the placement perspective.
Relevance of Reference Material Suggested	4.70	Suggested reference material was reviewed and found highly relevant by faculty. All suggested materials are available at Learning Resource Center (Library).



D. Employer Survey on Teaching and Curriculum

In A.Y. 2022-23, employers survey was collected on students' ability to solve business problems, analyze the critical thinking and decision making, leadership skills and environmental and ethical values. Parameters of Employers Survey are also mapped with Program Outcome (POs) of MMS program. Employers was asked to rate the parameters on the scale of 1 to 3. (1 = Low, 2 = Medium, 3 = High).

Parameter	Program Outcome (POs)	Score
Ability to apply knowledge of management theories to solve business problems	PO 1	2.08
Ability to analyze and do critical thinking at the time of decision making	PO 2, PO 3	2.00
Able to play a leadership role without compromising values	PO 4	2.00
Ability to understand and analyze environmental changes related to his work profile	PO 2, PO 4	2.00
Effectively contribute as an individual, team member and as a leader to achieve group and organizational goals	PO 3, PO 4	2.31



E. Stakeholder's Suggestions and Action Taken Report on Teaching and Learning

Sr.	Course	Stakeholder	Basis of Feedback	Details of Feedback	Action Taken
1	Cost and Management Accounting	Faculty	Teaching Pedagogy	Create cost sheet on the basis of field survey.	Respective faculty member conducted through CCE. Cost sheet prepared on the basis of Field work / survey.
			Value Added Course	Session on Recent Trends in Cost and Management Accounting	Session conducted and included in semester plan.
		Alumni	Value Added Course	Use of ERP or Software to learn Cost Management	Session will be scheduled in the A.Y.2023-24.
			Addition	Include Project Costing as topic.	Project Costing is covered in the course project management.
2	Banking of Financial Services Institutions	Faculty	Addition	In addition to syllabus, add recent trends on banking	Articles on Block Chain, Fintech was discussed
			Suggestion on Teaching Pedagogy	Refer the articles, newspaper, web links to cover the recent trends in banking	
			Suggestion on Teaching & Reading Material	Latest RBI guidelines on Banking (RBI website)	RBI Guidelines was discussed
3	Business Research Methods	Employer	Addition	Some preliminary courses (Certificate Course) can be introduce before core subject like basics in statistics before BRM or courses in imp and exp before IB	Business Statistics is a part of SEM I and BRM is part of SEM II
			Suggestion on Teaching Pedagogy	More practical assignments can be introduced	The CCE are designed to give practical exposure to the students
			Suggestion on Teaching & Reading Material	Students Forum for current economic activities and its analysis	The same was covered in the CCE.
			Value added Course	Swayam Portal Courses, Diploma in International Business (available on website)	Swayam and MOOC Certification will be planned in the next Academic Year



4	Commercial Banking	Employer	Addition	The course content is good as per industry just it could have been more of practical	Practical part is covered through CCE
5	Compensation & Benefits	Faculty	Addition	Salary Structure and income tax calculations can be included	This topic was discussed in the class to cover the concepts.
			Value added Course	In OB theory of motivation in specific equity theory 2 factors theory	The topic is covered in detail in Organizational behavior
6	Corporate Valuation and M & A	Employer	Suggestion on Teaching Pedagogy	Case studies to cases real life mergers are suggested	Case studies have been covered by all faculty members while teaching.
			Suggestion on evaluation Criteria	Suggest students to cover NISM series XV Research Analytics Exam for making them placement ready	Mentors encourage students to appear for NISM certification
7	Sales Management	Alumni	Addition	Big data and Data analysis, inside sales & International Sales	Bridge course viz. Marketing Analytics will be introduced in Semester III
			Value added Course	Addition of aptitude cognitive capacity to help students, clear placement rounds as many organizations use that as an elimination tool	Value Added course viz. Cognitive Capacity Building is introduced in SEM II Placement department conducts activities for placement preparedness
		Employer	Addition	Business case study building under Design thinking in practice	Design Thinking is a bridge course conducted for students of MMS (Semester II), where business case study is taken up.
8	Negotiation & Selling Skills	Faculty	Suggestion on Teaching & Reading Material	Essentials of Negotiation (HBR)	Students reviewed the HBR- Essentials of Negotiation and understood the concept of Table Negotiation LRC continuously shares the e-Learning material to faculty and students.
		Employer	Addition	Connect with empathy	Students were encouraged to read the book - Reading your Customer's Mind, which helped them to learn about selling with empathy
			Value added. Course	Strategy, digital marketing, media research management	Strategic Marketing is a subject which is offered to students of MMS (Semester III) &





					Digital Marketing is offered as an elective in SEM III - MMS. We will encourage the students to learn the media research management through experiential learning.
9	Marketing Management	Faculty	Suggestion on Teaching Pedagogy	More live examples to use video / ads for teaching	Faculty during the session ensures that the concepts are made clear through live examples supported by relevant ads and videos.
			Suggestion on evaluation Criteria	PADYATRA to be continued since it gives them real world examples	PADYATRA would be scheduled in A.Y. 2023-24.
			Addition	Giving students more details about each sector and improvising on their excel & Communication skills	Presentations conducted in Marketing Management subject on various topics related to Marketing. Workshop on Advanced Excel organized in A.Y. 2022-23.
10	Retail Management	Faculty	Teaching & Reading Material	Reports on current scenario of retail market in India	Newspaper Article Review on Indian Retail Business was discussed.
11	Labour Laws and Implications in Industrial Relations	Employer	Addition	Need of legal rules and regulations for unorganized sector to be discussed	The topic was identified as a gap and discussed.
				More focus on practically transferable skills like instructional design, training facilitation, L & D Analytics etc.	Moot Court / Factory Visit / Guest Session would be organized in A.Y. 2023-24
			Suggestion on Teaching Pedagogy	Practical aspects need to be covered	Students were asked to prepare a detailed analysis of the practical cases in relevance with the subject
			Suggestion on Teaching & Reading Material	Practical relevance of laws in day-to-day practices to be evaluated through assignments.	As per suggestions, Government, regulators and departmental official website referred and discussed.
			Suggestion on Teaching & Reading Material	Refer official website of Government, Regulators and Departments.	

12	International Business	Faculty	Addition	Needs to add legal aspects of IB	Legal framework with respect to FDI was discussed
			Suggestion on Teaching Pedagogy	Use of important web link in relevance with international business	Various Web links used in the context of International Business
			Value added Course	Significance of foreign investments in India (FDI)	Sector wise impact of FDI in India discussed
13	Financial Markets and Institutions	Alumni	Addition	should have practical content in the course	Practical part is covered through CCE
14	Financial Modeling	Alumni	Addition	More practical like current market scenario	Financial Modeling is offered as a bridge course
15	Financial Management	Faculty	Addition	Contemporary issues and emerging trends in Financial Management	Suggested topics are covered in A.Y. 2022-23 and included in semester plan.
			Suggestion on Teaching & Reading Material	Suggest students to read news related to finance and research journals	Faculty has informed the students to issue research journals from Learning Resource Center and also regularly read the news on finance.
16	Financial Accounting	Employer	Value added Course	Foreign exchange topics can be included also topics around working capital, budgeting and forecasting techniques analytics etc.	Foreign Exchange topics are covered in IB and other financial topics are covered in Financial Management
			Suggestion on evaluation Criteria	Include case studies	Case studies are included in the teaching Pedagogy
17	Managerial Economics	Faculty	Addition	Following topics need to be covered: Economic Indicators, Section circular flow model, Business cycle & Business Polices	Faculty has identified the topics based on curriculum and subsequently covered in class room discussion.
			Suggestion on Teaching Pedagogy	Case Studies on Economics	Case studies have been covered by faculty while teaching. CCE 2 is covered as Case Study discussion. Evaluation is carried out based on rubrics.





18	Product & Brand Management	Employer	Addition	Current trends in the retail sector	Retail Management is a bridge course offered to MMS (Semester III) students wherein the current trends are discussed.
19	Security Analysis and Portfolio Management	Faculty	Suggestion on Teaching & Reading Material	Recent trends in security market	Covered in the respective subject
			Value added Course	Can include the ideas and logics of hedge fund investment banks and the job role which. requires the knowledge of SAPM	Guest Session will be planned for the next Batch to cover the topic
				Can cover the financial modeling aspects and utilization of valuation matrix for portfolio building	Guest Session will be planned for the next Batch to cover the topic
			Suggestion on Teaching Pedagogy	Investment Strategies majorly involve only FD's mutual fund and equities other products / assets shall be included	The same will be covered in GAP Analysis
20	Strategic Management	Employer	Addition	Taxation aspect may be added	Workshop on Taxation organized
21	Training and Development	Employer	Value Added Course	Budgeting, Learning HR systems and tools etc.	These topics are covered by the faculty and the CCE was conducted on training Budget, Planning and Evaluation
			Suggestion on evaluation Criteria	Practical evaluation and review of HR / T&D strategy created by students	
			Suggestion on Teaching & Reading Material	Industry relevant research articles, news	Faculty regularly encourages students to read research articles and papers available at Learning Resource Center.
22	Emerging trends in Marketing	Faculty	Addition	AR & VR in Marketing	Topics covered in Emerging Trends in Marketing Semester II

23	Design Thinking (Bridge Course)	Employer	Addition	Foreign exchange topics can be included also topics about working capital, budgeting and forecasting techniques analytics etc.	Design Thinking Bridge was desired specifically for MIO students. For Finance Students these topics are dealt in subject viz. Financial Management, Analysis of Financial Statement and Emerging Trends in Finance.
			Suggestion on Teaching Pedagogy	Action learning project to be mandatory	The workshop on Design Thinking was conducted on 10 th Sept 2022 by Industry Expert (Ms. Harini Srinivasan)
			Suggestion on evaluation Criteria	Project to be given due weight age	Since It is bridge course, the evaluation was done based on project submitted by Students
24	Derivatives and Risk Management	Employer	Addition	Live examples on Financial Derivatives live trading platform	Option Building Strategies from NSE Portal covered in the subject
			Value added Course	VBA Excel	
			Suggestion on Teaching Pedagogy	Suggest to expose to hands on trading especially in simulated environment, Case study based approach, cover past live cases for e.g.: 2008 market crash etc.	The same is covered by the faculty.
		Suggestion on evaluation Criteria	Internal marks could be assigned based on marks scored by the student in NISM series VIII: Equity derivatives Certification	Examination guidelines provided by University of Mumbai.	
		Alumni	Addition	Swaps can be included with more in depth analysis and more examples	Covered in DRM subject
25	Commercial Banking	Employer	Addition	The course content is good as per industry just it could have been more of practical.	Practical part is covered through CCE
26	Compensation and Benefits	Faculty	Addition	Salary Structure and income tax calculations can be included	This topic was discussed in the class to cover the concepts.
			Value added Course	In OB theory of motivation in specific equity theory and 2 factors theory	The topic is covered in detail in organizational behavior



F. Review of gap identified in curriculum covered in respective course

Sr. No	Course Name	Faculty Name	Topic Covered beyond the Curriculum
1	Business Research Methods	Dr. Shehbaz Bano Khan	Preparation of Research paper (Practical implications)
2	Marketing Management	Dr. Yesha Mehta	atl or btl? Role of Digital in Marketing
3	Financial Management	Ms. Lata Poojari	Emerging Trends in Financial Management through review of Newspaper article
4	Human Resource Management	Ms. Richal Tuscano	HR Audit and Accounting
5	Operations Research	Mr. Navin Bhatt	Assignment Problem with alternate or multiple option solution
6	Ethos in Indian Management	Ms. Anshita Chelawat	Lessons from Vedas and Upnishad and their applicability in corporate world
7	Entrepreneurship Management	Mr. Gunwant Awasthi	Workshop on Entrepreneurship
8	Cost & Management Accounting	Dr. Charu Upadhyaya	latest trends in CMA
10	Design Thinking	Ms. Anshita Chelawat	Recent trends in design thinking
11	Emerging trends in Human Resource	Ms. Richal Tuscano	Workplace Diversity
13	Emerging trends in Marketing	Ms. Reema Shah	Marketing 4.0 & Sales 4.0
15	International Business	Dr. Vishal Sandanshive	Significance of FDI in India
16	Strategic Management	Ms. Aarti Vuas	Recent trends in Strategic Management
17	Financial Markets and Institutions	Mr. Gunwant Awasthi	Applicability of Alternatives Investment fund
19	Security Analysis and Portfolio Management	Dr. Aastha Sharma	Ethical aspect on Insider Trading in Security Market
20	Financial Regulations	Ms. Prachi Chaturvedi	National and Economic indicators for investment
21	Derivatives and Risk Management	Dr. Charu Upadhyaya	SWAP
23	Banking and Financial Services Institutions	Dr. Megha Sharma	Recent Trends and Practices in BFSI



24	Training & Development	Ms. Anshita Chelawat	Strategic Training & Development
25	Compensation and Benefits	Mr. Amit Gursale	Rational behind fitment of employees in a specific compensation structure, Special group compensation, international compensation, Income tax computation, behavioral economics in Long term compensations.
26	Labour Laws and Implications on Industrial Relations	Ms. Prachi Chaturvedi	Visit to government website
27	HR Planning and Application of Technology in HR	Dr. Rekha Singh	Case Study on HR Analytics
28	O.S.T.D.	Ms. Richal Tuscano	Why big companies fail to innovate?
29	Supply Chain Management	Ms. Meghana Patil	Impact of Suez Canal blockage, Covid and Russia Ukraine war on Global demand/ Supply uncertainty and the supply chain Features and advantage of National Logistics policy
30	Service Operations Management	Mr. Amit Chauhan	Opportunities in Service operations, Managing Service and Service Operations bifurcation and overlap, Service development process cycle and Amazon one day delivery case study
31	Manufacturing Resource Planning & Control	Mr. Mahendra Daima	Manufacturing resource planning and control is a software-oriented course. Thus, Videos were shown based on software application of MRPC
32	Materials Management	Mr. Mangesh More	Automation in Material Storage, Handling, Packing
33	Sales Management	Ms. Reema Shah	Sales Farmer vs Hunter Concept
34	Marketing Strategy	Ms. Prachi Chaturvedi	How do companies decide the price for the product
35	Consumer Behaviour	Dr. Yesha Mehta	Post Covid: The New Normal
36	Product & Brand Management	Mr. Ashish Kumar	Brand Positioning, Brands Over Time, Brand in a Borderless World, E-Branding-Building the Brand Online, Branding & Marketing Communications
37	Digital Marketing	Dr. Yesha Mehta	Native advertising, Website analytics, Trends in Digital



38	Retail Management	Ms. Deepshika Sharma	Introduction to Retailing - Factors affecting Retailing, Retail Models, Retail Formats Strategic Planning in Retailing Retail Supply Chain Store operations Trade Area Analysis Pricing in Retailing Web-Based Retailing Retail HRM
39	Commercial Banking	Dr. Charu Upadhyay	Emerging Trends in Banking Sector
40	Project Management (UA)	Mr. Navin Bhatt	EVA through network diagram
41	Strategic HRM	Ms. Anshita Chelawat	Reports on corporate culture by Deloitte and Google
42	Operations Outsourcing and Offshoring	Mr. Mahendra Diama	Lot of legalities are involved in Outsourcing and Offshoring process. Thus, basic rules, regulations and laws regarding the contract were explained to the students
43	Business Statistics	Mr. Harpreet Singh	Gap Analysis-Research Project for presenting & analyzing data on real term basis.
44	Business Ethics	Ms Anshita C	Concept of utilitarianism and consequentialism
45	Perspective Management	Dr. Sonal Sharma	Workforce Management
46	Financial Accounting	Dr. Shehbaz Khan	Preparation of Accounting on Excel
47	Personnel Grooming/Personal Effectiveness(Bridge Course)	Dr. Sonal Sharma	Video CV
48	Negotiation & Selling Skills	Ms. Deepshika Sharma	Trending Negotiation Tactics & Negotiations happening in Aviation Industry
49	Managerial Economics	Ms. Lata Poojari	Emerging Trends in Managerial Economics through Review of Newspaper article
50	Operations Management	Mr. Mahendra Diama	Various Software used in Operations Management
51	Organizational Behaviour	Ms. Richal Tuscano	Gender Equality
52	IT skills for Managers(FMHO) (Bridge Course)	Mr. Aashish Kumar	Information System and Technology



G. Students Feedback about Infrastructure:

Sr. No.	Parameters	Low to High	% of Feedback
		(1 to 5)	
1	IT infrastructure	4.38	87.66
2	Classroom	4.08	81.54
3	IT infrastructure	3.93	78.51
4	Amenities (Computer Lab, Parking, Canteen, Boy's & Girl's Common Room, Recreation Room, Lift, First Aid Room, Seminar Hall, Rest Room)	4.04	80.82
5	Value addition facilities (Consciousness Lab, Student Council, TCEI), Incubating Facilities, First-Aid Room, Hostel Facilities, Wi-Fi)	3.59	71.88
6	Placement Assistance	3.74	74.85
7	Administrative Services	4.16	83.16
8	Divyangjan Friendliness (Lifts, Ramp, Rest rooms, Physical Facilities)	4.34	86.80
9	Safety and Security	4.36	87.27
10	Cleanness & Hygiene	4.25	85.05



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H. Parents Feedback about Institution

Parameter	% of Satisfaction
Institute's Infrastructure facilities	88
Cleanliness and Hygiene	89
Teaching Learning Process and Mentoring	77
Events/other activities conducted by the Institute	78

I. Recruiter Feedback

Sr. No	Suggestion	Action Taken Report
1	More practical knowledge on domain and internship project is required	Domain specific Value added courses included in MMS Program Orientation session was organized on Internship
2	Introduce Aptitude Test as a part of Placement Preparedness	Mock Aptitude Test was conducted as a part of placement preparedness
3	Awareness about company profile among the students	Profile Briefing session was conducted at regular interval
4	Open mindset of students in terms of relocation and profile	Students were guided by faculty in mentoring session
5	Confidence Level during interview	Presentations covered in every course to encourage confidence of the students
6	Improvement is required in communication skills	Session conducted in the course Personal Grooming and Personal Development

