



## Yearly Status Report - 2019-2020

### Part A

#### Data of the Institution

<b>1. Name of the Institution</b>	THAKUR INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH
Name of the head of the Institution	Pankaj Natu
Designation	Director
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	022-67308201
Mobile no.	8104258849
Registered Email	timsr.director@thakureducation.org
Alternate Email	pankaj.natu@thakureducation.org
Address	C- Block, Thakur Educational Campus, Shyamnarayan Thakur Marg, Thakur Village, Kandivali (E), Mumbai
City/Town	Mumbai
State/UT	Maharashtra

Pincode	400101																		
<b>2. Institutional Status</b>																			
Affiliated / Constituent	Affiliated																		
Type of Institution	Co-education																		
Location	Urban																		
Financial Status	Self financed																		
Name of the IQAC co-ordinator/Director	Dr. Leena Gadkari																		
Phone no/Alternate Phone no.	02267308201																		
Mobile no.	9821339840																		
Registered Email	leena.gadkari@thakureducation.org																		
Alternate Email	timsr@thakureducation.org																		
<b>3. Website Address</b>																			
Web-link of the AQAR: (Previous Academic Year)	<a href="https://timsrmumbai.in/index-demo-mandatorydisclosure.html#">https://timsrmumbai.in/index-demo-mandatorydisclosure.html#</a>																		
<b>4. Whether Academic Calendar prepared during the year</b>	Yes																		
if yes,whether it is uploaded in the institutional website: Weblink :	<a href="https://www.timsrmumbai.in/academiccalendar.html">https://www.timsrmumbai.in/academiccalendar.html</a>																		
<b>5. Accrediation Details</b>																			
<table border="1"> <thead> <tr> <th rowspan="2">Cycle</th> <th rowspan="2">Grade</th> <th rowspan="2">CGPA</th> <th rowspan="2">Year of Accrediation</th> <th colspan="2">Validity</th> </tr> <tr> <th>Period From</th> <th>Period To</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>A+</td> <td>3.29</td> <td>2019</td> <td>15-Nov-2019</td> <td>14-Nov-2024</td> </tr> </tbody> </table>						Cycle	Grade	CGPA	Year of Accrediation	Validity		Period From	Period To	1	A+	3.29	2019	15-Nov-2019	14-Nov-2024
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				Period From	Period To														
1	A+	3.29	2019	15-Nov-2019	14-Nov-2024														
<b>6. Date of Establishment of IQAC</b>	10-Jul-2018																		
<b>7. Internal Quality Assurance System</b>																			
<table border="1"> <thead> <tr> <th colspan="3">Quality initiatives by IQAC during the year for promoting quality culture</th> </tr> <tr> <th>Item /Title of the quality initiative by</th> <th>Date &amp; Duration</th> <th>Number of participants/ beneficiaries</th> </tr> </thead> <tbody> <tr> <td colspan="3"> </td> </tr> </tbody> </table>						Quality initiatives by IQAC during the year for promoting quality culture			Item /Title of the quality initiative by	Date & Duration	Number of participants/ beneficiaries								
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IQAC		
LOR & Liberal Arts as Teaching Learning Tool	25-Sep-2019 8	240
Seven Days FDP	22-Nov-2019 7	30
Upgradation of FinTech lab	20-Nov-2019 1	270
Spreading Mindfulness Quotient outside TIMSR	25-Sep-2019 1	200
<a href="#">View File</a>		

**8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.**

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	NIL	NIL	2020 0	0
No Files Uploaded !!!				

**9. Whether composition of IQAC as per latest NAAC guidelines:**

Yes

Upload latest notification of formation of IQAC

[View File](#)

**10. Number of IQAC meetings held during the year :**

4

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

**11. Whether IQAC received funding from any of the funding agency to support its activities during the year?**

No

**12. Significant contributions made by IQAC during the current year(maximum five bullets)**

LOR Liberal Arts as Teaching Learning Tool Seven Days FDP Upgradation of FinTech lab Spreading Mindfulness Quotient outside TIMSR

[View File](#)

**13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year**

Plan of Action	Achievements/Outcomes				
Taking the concept of mindfulness to students outside TIMSR as part of Institutes long term perspective plan	Posters of Mindfulness displayed in sister institutes Thakur School of Architecture and Planning (TSAP) and Thakur College of Engineering and Technology (TCET)				
Augmentation of resources for improvement in quality- Up-gradation of Fin-tech Lab	Funds received from Seneca, International, Canada of 15,000 Canadian Dollars				
Qualitative improvement in Research: Institute has initiated to conduction one week FDP	A. Published quality research paper post one week FDP, B. FDP on Digital tools				
Event based Learning Outcome as a part of Innovative Teaching Learning Processes	a. Post Event Learning Outcome submitted by students, b. Zumba sessions has been initiated				
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<b>14. Whether AQAR was placed before statutory body ?</b>	Yes				
<table border="1" style="width: 100%;"> <thead> <tr> <th>Name of Statutory Body</th> <th>Meeting Date</th> </tr> </thead> <tbody> <tr> <td>Governing Council</td> <td>20-Nov-2020</td> </tr> </tbody> </table>		Name of Statutory Body	Meeting Date	Governing Council	20-Nov-2020
Name of Statutory Body	Meeting Date				
Governing Council	20-Nov-2020				
<b>15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?</b>	Yes				
Date of Visit	08-Nov-2019				
<b>16. Whether institutional data submitted to AISHE:</b>	Yes				
Year of Submission	2020				
Date of Submission	14-Jan-2020				
<b>17. Does the Institution have Management Information System ?</b>	Yes				
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	The IT department in TIMSR provides latest technology based services (Hardware Software) for smooth running of teaching and learning process. Four labs with 233 PCs are available. All the PCs are connected to LAN and Internet Facility with 55 MBPS bandwidth. The labs are opened for 8 hours (3 Days in a week) and 12 hours (3 Days in a week) for student access.				

The faculty and staff are provided with computer, LAN and Internet facility. Google Classroom is an online Learning Management Platform that strives to enable paperless and online mode of learning. It enhances the learning and the teaching experience. Faculty at TIMSR is using Google classroom to create online classrooms and to assign and submit assignments. Students and faculty can communicate about the assignments within the platform and faculty can monitor students' progress. Google Classroom provides extra features to faculty members and students that are not part of standard Google accounts. Faculty have been using Google classroom to create, update, and retrieve all records pertaining to teaching learning Process TIMSR's electronic attendance system automates the attendance maintenance process and aids in saving time while making the entire process paperless in nature. Moreover, it also provides instantaneous data analysis at a course and student level which enables the faculty to focus their attention on the students that have below average attendance TIMSR deploys latest technologies, which is upgraded on continuous basis, to enhance teaching learning process. ICT is been used to create, deliver, and manage the delivery of learning content. In 2018, the institute upgraded to ERP enterprise resource planning (ERP) software which is a cloudbased automation system/ software which manages the entire administration, campus operations, and academic management in an efficient way. 1 Organisation Module Implemented 2 Employee Module Implemented 3 Student Module In Progress 4 Leave Biometric Module Leave Module Implemented, Biometric configuration is in Progress 5 Academic Examination Module Academic Module is Pending, Examination Module is Implemented 6 Accounts Pending 7 Library Pending

## Part B

### **CRITERION I – CURRICULAR ASPECTS**

#### **1.1 – Curriculum Planning and Implementation**

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500

The curriculum for Masters in Management Studies (MMS) and Part-Time programs laid down by University of Mumbai is followed by Institute. Post Graduate Diploma in Management (PGDM) curriculum is developed based on the Model Curriculum given by AICTE keeping in mind Outcome Based Education (OBE). For curriculum design, inputs are collected from all stakeholders and gap analysis is done. Thereafter, the matter is placed before the Advisory Board to receive their suggestions. The review and changes are then made by the Head of Departments (HoD) in coordination with faculty and submitted to Director. The final curriculum is approved by the Governing Council which is made accessible to students through Library(Learning Resource Centre-LRC). Well before start of the academic year, program calendar is prepared in line with University of Mumbai, AICTE and institutional guidelines. Courses are allocated to faculty members as per their expertise. The program calendar has earmarked dates for activities, sessions and exams. Parents meet, being part of the program calendar, is also planned at regular intervals to orient them on institute initiatives and provide updates on students' progress. Timetable is prepared well before start of academic year for effective execution. After this, semester plan is prepared in line with prescribed syllabus and institutional guidelines. Program Outcomes and Course Outcomes (PO-CO) mapping is done by respective faculty. First session of each course ensures dissemination of course outcomes and program outcomes and Values. TIMSR adopts Knowledge-Skills-Attitude (KSA) approach in its delivery which are essential ingredients for holistic development of the students to enhance employability. The pedagogy carries experiential and participative learning methodology right from induction. Semester plan specifies weightage and faculty conducts concurrent evaluation (CCE) as per plan which includes a gamut of parameters to choose from there by keeping a constant check on effectiveness of learning. The HoDs and the Director verify timely completion of stated topics in documented semester plan and monitor attendance at regular intervals. The semester plan has the mechanism to get student validation on syllabus coverage. Lecture span is of 75 minutes, ideal for retention, absorption & understanding. Institute ensures 40 contact hours, hence each 4-credit course has 32 classroom sessions and each 2-credit course has 16 classroom sessions. The LRC issues reference books for full-time programme students under the book bank scheme and part-time students are provided with compilation of study material to aid pre-reading. The Institute ensures effective curriculum delivery through innovative teaching pedagogy and assesses the learning level by continuous internal assessment for all courses through concurrent evaluation (CCE)conducted as described in semester plan. HoDs keep a tab on quality of teaching at department level. Parents are also kept abreast of their ward's progress regularly. At end of the semester, the faculty members calculate attainment level for Course outcomes & Program outcomes.

#### 1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Certificate Programme on Advanced Excel training	Certificate	01/07/2019	5	Employability	Excel
Marketing Analytics Certification	Certificate	01/07/2019	3	Employability	Analytics

Programme					
Digital Marketing Certification Programme	Certification	01/07/2019	3	Employability	Marketing
WebXpress Certification Programme	Certification	01/07/2019	2	Employability	Supply Chain
Certification Programme on Investment Banking Private Equity	Certification	01/07/2019	3	Employability	Investment Banking
Certification Programme on Financial Modeling	Certification	01/07/2019	3	Employability	Financial Modeling
Certified Organizational Development Analyst	Certification	01/07/2019	1	Employability	Organizational Development
Certified Learning and Development Analyst	Certification	01/07/2019	1	Employability	Learning and Development

## 1.2 – Academic Flexibility

### 1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
PGDM	Core, Finance, Marketing, HR, Operations	01/07/2019
<a href="#">View File</a>		

### 1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MMS	Finance, Marketing, Human Resource Management, Operations Management	01/07/2019

### 1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	571	Nil

## 1.3 – Curriculum Enrichment

### 1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
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Self Management, Business Statistics and Analytics for decision making, Business Communication, Sales Distribution Management, Foreign Language	01/07/2019	600
<a href="#">View File</a>		

### 1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MMS	Finance	67
MMS	Marketing	31
MMS	HR	10
MMS	Operations	12
PGDM	Finance	66
PGDM	Marketing	35
PGDM	HR	14
PGDM	Operations	3
<a href="#">View File</a>		

## 1.4 – Feedback System

### 1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

### 1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
<p>Structured feedback is taken from 1) Students, 2) Teachers, 3) Employers, 4) Alumni and 5) Parents for design and review of syllabus-Semester wise/ year-wise for all the programmes. Feedback on PGDM curriculum design is taken from stakeholders and shared with members of Advisory Board who provide inputs which are approved by Governing Council Members. The curriculum is upgraded every year with new courses and certificate programs including choice based credit system carrying cross cutting issues relevant to gender, environment sustainability, human values and professional ethics Feedback processes of the institution is like, Feedback collected, analysed and action taken and feedback available on website. The curriculum review and design process starts by taking feedback in an ISO prescribed format from students who have undergone that course. The faculty who has taught the course compiles the feedback and collects additional feedback from relevant stakeholders. The consolidated report is sent to the HOD who in turn collects the reports for all courses and sends to the Programme Planning Team for compilation. The team then redesigns the syllabus keeping the feedback and industry requirements in mind.</p>



## CRITERION II – TEACHING- LEARNING AND EVALUATION

### 2.1 – Student Enrolment and Profile

#### 2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Master of Information Management	30	19	16
MBA	Master of Human Resources Development	30	29	27
MBA	Master of Marketing Management	60	45	36
MMS	Management	120	281	120
PGDM	Management	120	218	120
MBA	Master of Financial Management	60	68	60

[View File](#)

### 2.2 – Catering to Student Diversity

#### 2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	Nil	831	Nil	34	Nil

### 2.3 – Teaching - Learning Process

#### 2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
34	34	7	14	14	Nil

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

#### 2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

A robust mentoring mechanism, including mentoring-on-the-go (through WhatsApp) ensures student success in all endeavors. The unique mentoring programme ensures that each student has a faculty mentor assigned to them who is in-charge of monitoring and guiding them in the right direction. Students can have a constant check on how they are performing in various parameters from research work, projects, assignments, skill development, co-curricular participation, and academic progress. The fortnightly meetings with mentors ensure continuity and mentoring-on-the-go through WhatsApp. Mentoring is a core responsibility of facilitators in the education space. It allows students to soundboard their ideas and openly share thoughts. Mentors may be academic experts or

corporate stalwarts but their core responsibility remains to provide guidance, motivation, support, and direction to their mentees. Since the management programme is more dynamic and requires students to master a wide range of subjects in a short time span, it is helpful for students to have a guiding force channelizing their energy, keeping them on track and resolving their dilemmas. With this objective, the institute brought in changes in its mentoring mechanism to make it more intensive and impactful. While the earlier mentoring system kept the discussion points generic and left it to the discretion of the mentor to provide support in any form required by the mentees, the new mechanism has a wide range of points that the mentors must keep tabs on in their meetings with their mentees. There is more than academic performance and mental wellbeing that needs to be catered to for management students. Therefore, a more extensive list of items to be discussed was created by the IQAC from the academic year 2018-19. Following were the changes brought-in in the mentoring process: 1. Assigning mentors at the start of the programme 2. Dedicated time slot for mentoring in the timetable to make it convenient for students to have a tête-à-tête with their mentors 3. Maintenance of data in soft copy fashion to ensure convenience of storage, reference, and tracking progress 4. Discussion and guidance on sectoral preference 5. Tabs on Summer Internship and Executive placement 6. Check on additional trainings attended 7. Tabs on books read 8. Placement preparation 9. Research projects and live projects undertaken 10. Academic progress 11. Any other personal issues to be addressed by counselor All these endeavors further a better connect between the mentors and mentees thereby ensuring personalized attention to every student. The mentors take the process a notch above by not just being available in the designated hours but also during personal time through mentoring-on-the-go. The mentees may get in touch with the mentors during non-office hours in case of a pressing concern, an important interview or a particularly tedious situation. This gives them the sense of being 'looked after' knowing that in case of need, they have someone to turn to. All these efforts have been instituted to finally improve student morale and performance.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
863	34	1:25

## 2.4 – Teacher Profile and Quality

### 2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
34	30	4	4	13

### 2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year )

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Dr Pankaj Natu	Director	Speaker Award at World Education Summit, Mumbai
2019	Dr Pankaj Natu	Director	Award in recognition as a panelist for Indo-Canada Seminar on Skill Development, New Delhi
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## 2.5 – Evaluation Process and Reforms

### 2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end
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				examination
MBA	MMM	III	09/11/2019	20/01/2020
MBA	MFM	III	09/11/2019	20/01/2020
PGDM	PGDM	III	24/10/2019	30/12/2019
PGDM	PGDM	I	24/10/2019	30/12/2019
MMS	MB3118	I	10/01/2020	14/02/2020
MMS	MB3118	III	24/10/2019	14/01/2020
MBA	MFM	I	01/12/2019	20/01/2020
MBA	MMM	I	01/12/2019	20/01/2020
MBA	MIM	I	01/12/2019	20/01/2020
MBA	MHRDM	I	01/12/2019	20/01/2020

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### 2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

TIMSR has initiated various reforms in Continuous Internal Evaluation(CIE) system for enhancing its variety, transparency, and robustness. Following reforms are introduced in 2019-20 for improvement in Continuous Internal Evaluation system

1. Introduction of online VIVA for final year dissertation projects: Considering lockdown announced in March 2020 to control COVID situation across globe. During this phase TIMSR introduced online viva process , wherein the students prepared a presentation on their projects to showcase the summary of their project report, same was submitted to the examiner along with project book. The examiner examined student along with presentation and VIVA. The entire process was conducted online for timely completion of process and also to ensure safety of students. TIMSR also purchased Eklavya software for online examinations. The software is helping students, organization and faculties while conducting online examination.
2. DMS before Mid Term exam: It is always understood that students are under lot of stress before his exams and there has been instances that because of the pressure while writing exams, students are unable to present their thoughts in a structured manner. In order to overcome this challenge TIMSR introduced Daily Mindfulness Session before Semester End Exam. After sensing the positive change in students while writing exams, Daily Mindfulness Sessions were introduced during Mid Term Exams in the Academic Year 2019-20.
3. Advanced and Slow Learner Policy: - To make the process of promoting advanced learner and guiding slow learner in a structure way, TIMSR introduced an Advanced and Slow Learner policy to improve required skills of both sets of students. Top five scorers of Mid Term Exams are selected as bright students. In order to enhance the performance of bright students, special efforts were undertaken at Institutional level to enhance their skills and employability quotient .Remedial sessions are organised to for these the slow learner to improve their performance.

### 2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The institution ensures compliance to Program Calendar (PC). Institute receives the university of Mumbai given timeline and adheres to it while designing program calendar. At the beginning of the academic year, program calendar is prepared by Course Coordinator in consultation with HoDs, Key Result area teams and approved by the Director. The final copy is made available to all stakeholders through LAN. At the preliminary planning stage itself the entire institution activities are listed and incorporated in the program calendar. The program calendar provides dates for commencement conclusion of semester it provides dates for conduct of concurrent evaluation, mid-term examination,

workshops, seminars conferences, co-curricular and extracurricular activities

This allows the faculty and the students to space out their teaching and learning and regular assessment of the same. The Institute conducts internal examination assessment for all the courses through Concurrent Evaluation (CCE). The CCEs are conducted in evenly spaced-out intervals. Every faculty prepares the semester plan as per the dates given in the planning calendar and adheres to it. The process of Concurrent evaluation commences normally after completion of eight sessions out of total 32 sessions. Faculty also orient the students about the frequency and dates of CCE. Compliance related to conduct of CCE is closely monitored by HoDs, Examination cell and Director and corrective actions are taken, if required.

## 2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<https://www.timsrmumbai.in/mms-course.html>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
MHRDM	MBA	Master in Human Reesources Development Management	17	17	100
MIM	MBA	Master in Information Management	20	20	100
MMM	MBA	Master in Marketing Management	22	22	100
MFM	MBA	Master in Financial Management	52	52	100
MB 3118	MMS	Management	119	119	100
PGDM	PGDM	Management	119	118	99.15

[View File](#)

## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://www.timsrmumbai.in/stakeholdersFeedback.html>

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
International	60	Gansu	50000	50000

Projects		Institute of Social Science, China		
International Projects	180	James Cook University, Singapore	37000	37000
International Projects	700	Seneca International	796800	796800
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### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Session on Innovation	Management	23/12/2019

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Innovative Methods of Skill Development	TIMSR	Seneca	17/11/2019	Skill Development
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
1	E-lab	TIMSR	Antidote	Food Business	30/09/2019
2	E-lab	TIMSR	Green Box	Food Business	30/09/2019
3	E-lab	TIMSR	Local Crave	Food Business	30/09/2019
4	Incubation Space	TIMSR	TIMSR Center for Innovation and Entrepreneurship	Entrepreneurship	30/09/2019
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### 3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
No Data Entered/Not Applicable !!!		

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
NA	Nil

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Finance	21	6.08
National	Marketing	13	5.6
National	Human Resources	2	3.3
National	Operations	7	6.5
<a href="#">View File</a>			

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Marketing, Finance, HR, Operations	89
<a href="#">View File</a>	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
The Effect of Perceived organizational support and Psychological Contract on Employee Job satisfaction Turnover Intention	Dr. Chandrakant Varma	Journal of the Social Sciences	2019	0.3	TIMSR	Nil
<a href="#">View File</a>						

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
NIL	NIL	NIL	Nil	Nil	Nil	0
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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	5	45	Nil	225
Presented papers	7	57	Nil	Nil

Resource persons	2	Nill	Nill	3
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### 3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Awareness Session on Women Safety and Security	Samta Nagar Police Station	4	54
Road Safety-A National Event 2020-`Sadak Suraksha 'Jeevan Raksha' proposed by Prime Minister of India	Mahindra Mahindra	2	47
Meraki 2020	TSAP	2	35
National Youth Day	TIMSR	1	74
Awareness Session on Energy Conservation Day 2019	TIMSR	2	96
National Foundation for Communal Harmony	National Foundation for Communal Harmony (NFCH)	2	54
Blood Donation Camp	Meena Tai Thakre Blood Bank	10	12
Jal Shakti Abhiyan (JSA) Campaign launched by India	TIMSR	4	103
Plastic free environment and paperless office	TIMSR	28	109
<a href="#">View File</a>			

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
NIL	NIL	NIL	Nill
No file uploaded.			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Extension Activities	TIMSR. NFCH, MM, Samta Nagr Police Station	Awareness Drive	34	264
<a href="#">View File</a>				

### 3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
All Collaborative Activities	Multiple Industry Participants	NA	180
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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Industry Connect	Live Project	BigBazaar, Colgate - Palmolive, Benetton India (United Colors of Benetton)	21/12/2019	26/01/2020	105
Industry Connect	Summer Internship Program	Abbott, Anor, Ascent Fitness, Etc	29/04/2020	31/07/2020	238
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Edupristine: Neev Knowledge Management Pvt Ltd.	01/07/2019	Training	86
Imarticus Learning Private Ltd	01/07/2019	Training	66
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## CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 – Physical Facilities





Existing	306	2	307	4	2	1	5	55	0
Added	1	0	0	0	0	0	0	0	0
Total	307	2	307	4	2	1	5	55	0

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

55 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Study Skill center	<a href="https://www.timsrmumbai.in/e-resources.html">https://www.timsrmumbai.in/e-resources.html</a>

#### 4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
22.4	22.38	632.4	606.27

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. Maintenance of infrastructure and amenities is outsourced to reputed agencies and supervised by maintenance unit. Material requirement requisition is done as per the laid down process. Records are maintained in stock register as specified in Purchase process set by ISO. Servicing is done either by inhouse technical staff or by external party. Records of servicing are maintained in AMC file. Register is maintained to record areas that need corrective actions. Details of Instructional Area (Classrooms, Tutorial rooms, Lecture Hall, Seminar Hall {Study Skill Center}, Library, Computer Labs) Dedicated classrooms and tutorial rooms are allotted for various programmes as per time table. Computer labs are utilized by prior intimation to lab staff. The labs are kept open for 8 hrs from Sunday to Wednesday and for 12 hrs from Thursday to Saturday. Study Skill Center and Lecture hall are utilized for events with prior intimation and booking. Library facility is available to students and faculty on all seven days for reading, project work, research etc. Sports Ground and recreation rooms are available to host sports Board Room is available to hold meetings of various cells and committees College vehicles are available for official visits.

<https://www.timsrmumbai.in/Infrastructure.html>

### CRITERION V – STUDENT SUPPORT AND PROGRESSION

#### 5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Merit cum means award by Zagdu	4	100000

	Singh Charitable Trust		
Financial Support from Other Sources			
a) National	EBC Scholarship, Social Welfare Scholarship, Minority Scholarship	32	2103500
b) International	Nil	Nil	Nil
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Learning and Development, Organizational Development, HR Analyst, Recruitment Analyst, Emotional Intelligence	10/08/2019	424	Middle Earth HR
<a href="#">View File</a>			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	Certification Programme on Financial Modeling, Certified Learning Development Analyst Programme, Certification OD Analyst Certn. Programme	200	2165	Nil	154
<a href="#">View File</a>					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal

Nil

Nil

Nil

## 5.2 – Student Progression

### 5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Asian Paints, Benetton, E-Emphasys, Future Generali, HDFC Life, HDFC Ltd, ICICI Bank, ICICI Securities, KAPSO, NSE-IT, Tresvista	273	36	99acres.com, Aditya Birla Capital, Bergwerff, Chandak Group, Dabur India Ltd. Decimal Point Analytics, Edelweiss Global Investment Advisors, Enrich Hair and Skin Solutions Pvt Ltd, FIS Global, ICE Institute, IDFC First Bank, Infibeam Avenues, Ingrams	731	100
<a href="#">View File</a>					

### 5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2020	1	PGDM	Marketing	Nil	Nil
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### 5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	1
<a href="#">View File</a>	

### 5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Garba Nights	Institutional	311

TIMSR FEST	Institutional	195
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### 5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	Techvanz a'19, U TSAHA, Escape room	National	4	21	M1921059, M1921029, M1921037	Sandeep Nikam, Vaibhav Dwivedi, Aanchal Jaluka
<a href="#">View File</a>						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Presence of an active Student Council representation of students on academic administrative bodies/committees of the institution is there. Clause 40 of the Maharashtra Universities Act, 1994, provides that there shall be a Students' Council for each affiliated college or institution, to look after the welfare of the students and to promote and coordinate the extra-curricular activities of the students. The Student Council in TIMSR consists of selected representatives of student body and its officer bearers are General Secretary, Joint Secretary and Class Representatives. Student Council represents the interests of the students as voice of the student body to participate in discussions and decisions that affect the student community. The purpose of the student council is to give students an opportunity to develop leadership qualities. In addition to planning events that contribute to TIMSR spirit and community welfare, they help share student ideas, interests and concerns with the school wide community. A dedicated space is allocated to Student Council.

Objectives To sensitize students towards participative management and collaborative decision making To inculcate self-management, leadership and discipline through co-curricular and extracurricular activities To develop an appreciation towards concepts of fair play, honest competition and good sportsmanship To sensitize and make the students aware to participate in Professional Societies/chapters and organizing management events To increase the participation The Student Council helps organize and execute various activities like College Fest, Guest Sessions, Global Immersion Program (GIP), Conferences, Training, Industrial Visit, and National Festival Celebrations at the institute, which are arranged and coordinated by the students under the guidance of Faculty. These activities help students to hone their Leadership and Managerial Skills. Also they assist in the coordination and management during the implementation of the various events. They help share student ideas, interests and concerns with the student body in all matters pertaining to the betterment of the Bschoo/institution. To carry out all its activities, the student members assist the faculty in-charge in preparation of budget and tracking expenditure. Students' Representation on Institution Bodies TIMSR has following academic and administrative committees formed, which work with the student representatives: Anti-ragging committee Entrepreneurship Development Cell (EDC), TIMSR Center for Creativity and Innovation (TCCI) Social Responsibility Cell - Samvedna Placement Committee College Development Committee (CDC) Newsletter Student Editorial Board

## 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

TIMSR has registered Alumni Association and Alumni Cell which plans meetings and Alumni Events and strengthens the community to make it more connected. The Alumni contribute to the institute through participation in Advisory Board, guest lectures, pre- placement training programs and simulation for placements, sponsorship for events and activities and assist in building network. The Institute has registered Alumni Association, Registration. No - F72096 (Mumbai). Meetings are organized twice a year to network and collaborate with the Alumni, to take feedback, to improve functioning and services of institute. The role of alumni association is to bridge the gap between industry, society and academics. The functions of the association are as follows: To foster, promote and contribute towards strong association between TIMSR and its Alumni To involve alumni in institutional developmental activity To organize Alumni meets, Reunions, and other developmental activities for the alumni community The Institute has a dedicated "TIMSR Alumni portal" which serves as a platform to maintain an updated database of alumni for networking and promoting valuable interaction between the faculty, alumni current students of TIMSR. The Alumni cell of the institute takes steps to ensure Alumni involvement for assistance in the institutional activities, such as participation in the Advisory Board, arranging guest lectures, conducting pre-placement training programs, support for placements with industry connects, Alumni sponsorship for events and activities and assisting in building network. Alumni are involved in the following activities: Advisory Board: Alumni contribute in the areas of curriculum design and overall development Guest Lectures: Alumni are invited to deliver guest sessions in their area of expertise and to share experiences of the corporate world Vivas: Alumni are invited to be a part of the panel for project and dissertation evaluation every year Training and Placement: Institute partners with alumni to train students on company profiles to improve their skill set by conducting simulation activities. (Group discussion, interview skills) Alumni Meet: The Alumni meet: "Konnnect" is an important feature of the institute to promote camaraderie and networking among Alumni and the Institute. The intent of Konnect is to foster mutually beneficial interaction between the Alumni and students of the Institute. It is an excellent platform for networking and strengthening industry institute interaction.

5.4.2 – No. of enrolled Alumni:

3050

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

2

## CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The institute has a well-defined internal governance structure which helps in effective academic, administration and other activities. The institute practices decentralization and participative management through a well-defined

structure of Governing Council, Advisory Board, College Development Committee (CDC), Cells and Committees, IQAC, Director, Department Heads, and Faculty in-charge of Key Responsibility Areas. Institution vision and mission has evolved with inclusive decision making. All the stakeholders are involved in the designing of the vision and mission and the values. Roles and responsibilities of people at all rungs of hierarchy are pre-decided and are included in the ISO manual as well. TIMSR administration is as per the organization chart. Operations in planning, development, administration, finance, student support, accounts and examinations are digitized. A. Involvement of students 1. Students too have representation in cells / committees leading to collective decision making. Decentralization is practiced by empowering the students to take up leadership roles through Class Coordinator ship, members of the Student council and Programme owners during various co extracurricular events. 2. Students are involved in verification of semester plan compliance by Faculty .Signature of Class representative are taken at completion of 40 syllabus before the mid-term examination and 100 syllabus at the semester end before the commencement of final examination. 3. Student's suggestion are taken for review of course content and identifying the gaps in the curriculum. Student's feedback is taken at regular intervals to promote the quality of teaching learning process. B. Allocation of KRA Several bodies are formed to review effectiveness of the activities carried out in the campus and Key Responsibility Areas are designed and faculty and staff deputed to oversee the functioning of these activities. This highlights that the Director has been given autonomy and day-to-day administration is guided by compliance to the regulatory, affiliating and certifying bodies. The Director in-turn provides academic flexibility to HODs to design their courses, programme curriculum, training, and additional certification programmes needed for student growth. Also, autonomy is given to Key Responsibility Area (KRA) holders for designing proposals and executing them.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

## 6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Nil	<p>1. Curriculum Development a. In order to make the curriculum successful and appropriate for achieving POs, the Institute is taking significant efforts to review, update and fill gaps in the curriculum with the latest evolving needs of the industry including teaching beyond the specified curriculum. b. Inclusion of Certification programme as part of credit-based course in PGDM curriculum</p> <p>2. Teaching and Learning a. Adoption of KSA Approach Teaching learning Process provides a unique learning approach through Knowledge, Skills and Attitude (KSA) to enable learners to successfully tackle business challenges and opportunities in the dynamic business world. KSA approach is continuously reinforced with integration from the Industry and</p>



relevant stakeholders. b. Usage of innovative teaching practices TIMSR believes in use of innovative methodologies to continuously enrich the teaching practices . Efforts are being taken to create effective teaching practices on the online platform in advent of the COVID 19 scenario. c. Unique mentoring mechanism for holistic career development Institute has proactive and well-established mentoring system to guide and Support the progress of students on real time basis through WhatsApp and counseling is done on need basis in case they face any issues. Zoom platform is also being explored for mentoring purpose in sight of the pandemic scenario. 3. Library, ICT, and physical Infrastructure / instrumentation Learning resource centre caters to the faculty, students and staff needs by providing access to online databases like Proquest, J-Gate and EBSCO, more than 29 thousand books and audio-visual material that is constantly updated with latest editions added on a regular basis. Special displays of latest and essential reads like HBR series help create an entrepreneurial ecosystem. The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc. TIMSR provides latest technology, which is upgraded on continuous basis, to enhance teaching learning like Google Classroom, Zoom Platform and other technological platforms. 4. Human Resource Management The institute prides itself on providing a joyful working environment and a world class academic ambience in its journey to create mindful leaders. Outbound training programmes organized for staff to inculcate leadership and team building . Faculty Development Programmes are conducted in-house to improve teaching and research acumen as well as the research policy allows faculty to enroll for FDPs and workshops outside as well. Festivities are organized to inculcate value system in the staff and celebrate the occasion. Institute also uses online platforms to wish the staff anniversary, birthday, and other celebration events by sending of



emails. 5 Industry interaction / Collaborations TIMSR arranges various activities such as guest sessions, internships, field trips, and panel Discussions, conclaves, certification programmes in association with industry academic partners to foster all round development in the Management domain.

At TIMSR, initiatives have been undertaken for Industry Sponsored Labs and Industry participation in student activities. Sponsorship of Rs 7,96,000 has been received from Seneca College of Applied Arts and Technology, Canada towards setting up of a joint Fintech Lab in December 2019 for work in area of financial technology. 6 Admission of students To improve the quality of admissions TIMSR has introduced efficient lead management system, personalized counselling, elaborate campus tour, innovative way of introductory session and robust preadmission interface with parents .TIMSR uses various technological and digital platforms to enable visibility for admission purpose.

#### 6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
Planning and Development	Time Table Module, Academic Monitoring System, Organization Module
Administration	Student Module, Employee Module, Student Self Registration Module, Online Leave Management Module, Employee Web Portal Module
Finance and Accounts	Tally
Student Admission and Support	Student Module, Student Self Registration Module,

#### 6.3 – Faculty Empowerment Strategies

##### 6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Dr. Nitin Sharma, Ms. Shraddha Luniya, Dr. Sushil Kumar Pare	Bajaj institute of Management studies and Emerging Technologies and innovative research, Delhi	AIMS International - Annual Membership Fee, Rural Marketing Association of India - Membership Fee	67312

International  
conference  
meeting by  
Seneca Canada

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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2019	FDP, CME	Continuing Management Education, Mindfulness Series	12/12/2019	05/02/2020	197	105

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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
FDP	134	22/11/2019	27/06/2020	Nil

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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
34	34	27	27

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Credit Co-op Society, Health Cover, Gratuity, PF	Credit Co-op Society, Health Cover, Gratuity, PF	Accidental Insurance

## 6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The institute has a mechanism for internal and external audit. INTERNAL AUDIT-TIMSR has its own internal audit mechanism where internal audit is carried out as an ongoing continuous process to check the financial process taking into consideration entire recurring non-recurring income and expenditure of the Institute each year A thorough audit is done by the chief financial officer (CFO) on continuous basis for all approvals and sanction given by the management. The institute then prepares and submits the detailed accounts to the external auditors. All major expenditures are verified by the CFO.

Institute has defined structured reporting ,review and monitoring process to keep the management informed suitably about the inflow of fee and outflow of funds. It is ensured that all the requirements for submission of detailed accounts to the external auditors are compiled and all expenditures continuously monitored with respect to utilization of expenditure with sanctioned Budget EXTERNAL AUDIT-The institute financial statements are audited by external qualified auditors to check and verify all the accounts of the institute and certify the same in the audit report. The external auditors thoroughly audit the financial statements for all regulatory and statutory compliances and the audited reports are available on the website of the institute to promote the transparency. External Auditors ensures the verification of:

- o Closing of previous years' accounts in the current financial year
- Purchase order/challans, Bill copy, payment voucher, Approval Copy
- Cash book and bank book balance
- Bank reconciliation
- Appropriate approvals for cash payment made over the limits assigned
- Keep track of the commitments or contingent liabilities of the management.
- Ensure that all contingent liabilities are raised or disclosed in the financial statement
- Timely remittance of statutory liability of TDS, GST, Profession Tax, provident fund, gratuity, etc

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Ishan International	360000	Consultancy Services for Digital Marketing
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6.4.3 – Total corpus fund generated

240000000
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## 6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	AAA Audit Committee, IRQS	Yes	ISO
Administrative	Yes	AAA Audit Committee, IRQS	Yes	ISO

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

Parent - Teacher meeting conducted monthly Induction of Parents Interaction of parents with statutory bodies
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6.5.3 – Development programmes for support staff (at least three)

Mindfulness Series, DMS Sessions, Fire Drill
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6.5.4 – Post Accreditation initiative(s) (mention at least three)

<p>A. Improvement in the Quality of Publication The institute has a supporting ecosystem to promote a culture of research and innovation under the dedicated research cell. There is Increase in the number of UGC, Scopus and ABDC publications due to supporting Sponsorship, Recognition and Award Schemes policy for faculty B Development of Eco system for conduction of online Teaching Learning Evaluation process The COVID-19 pandemic has given online</p>
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education in India an unexpected push and TIMSR has created enabling ecosystem for online teaching learning and evaluation system by provisioning the required resources and providing training to faculty and students. C Establishment of Fintech Lab sponsored by Seneca Canada TIMSR in collaboration with Seneca College, Canada established TIMSR-Seneca FinTech Lab on November 20, 2019. This lab enables the student and faculty to facilitate practical learning and conduct session on Financial Technologies. Seneca Canada has provided a funding of Rs 796800 for the development and conduction of Value-added activities in Fintech domain.

#### 6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Yes
c) ISO certification	Yes
d) NBA or any other quality audit	Yes

#### 6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	LOR and Liberal Arts as Teaching Learning Tool	25/09/2019	25/09/2019	30/06/2020	240
2019	Seven Days FDP	25/09/2019	22/11/2019	29/11/2019	30
2019	Upgradation of FinTech lab	25/09/2019	20/11/2019	20/11/2019	240
2019	Spreading Mindfulness Quotient outside TIMSR	25/09/2019	26/09/2019	30/06/2020	654
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### CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

#### 7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
International Womens Day	08/03/2020	08/03/2020	70	Nil

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
Social Responsibility Cell conducts activities like 1 Tree Plantation, 2 E-Waste management, 3 Cleanliness Drive

## 7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	Nil
Provision for lift	Yes	Nil
Ramp/Rails	Yes	Nil
Rest Rooms	Yes	Nil
Scribes for examination	Yes	Nil

## 7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	1	14/12/2019	1	National Energy Conservation Day 2019	Local	96
2019	1	1	19/11/2019	7	Communal Harmony Campaign, National Flag Day, and Fund Raising Week	Local	54
2019	1	1	22/07/2019	1	Jal Diwas	National	107
2019	1	1	11/07/2019	1	Plastic free environment and paperless office	National	137
2020	1	1	04/01/2020	1	Blood Donation Camp	Local	20
2020	1	1	03/01/2020	1	Cyber Crime Awareness session on "Women Safety and Security"	Local	35

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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of Conduct for Faculty	01/07/2019	Published electronically. Available on LAN

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Mindfulness Series	01/07/2019	30/06/2020	213
<a href="#">View File</a>			

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Rain Water Harvesting Rally for river Plastic free and paperless camp Energy conservation day Jal Diwas
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**7.2 – Best Practices**

7.2.1 – Describe at least two institutional best practices

1 .Joyful Working Environment Concerted efforts are made by the institute to provide the best and most congenial working atmosphere to its employees with the objective of making TIMSR the most preferred institute to work with.

Objectives: • To provide an opportunity for learning and growth. • To strengthen and appreciate the human assets by providing a conducive work environment . • To provide facilities and ambience to nurture employees in a family-like atmosphere . • To achieve effective utilization of human resource, stability of employment and an increased Happiness Quotient. Teaching is no longer a swivel-chair job and requires strenuous efforts on the part of faculty and staff to keep up with the many regulations and standards of UGC, AICTE and other governing bodies. The dynamic nature of the management programme makes it even more intensive. It also requires a faculty mix of academicians and industry experts. To attract the best talent into the sphere poses many challenges. Therefore, it was necessary to create a culture that promotes 'joyfulness' and allows people to work in a healthy, and happy environment that enables them to balance their work and personal lives. In the VUCA world and particularly fast-paced Mumbai life, it is essential to have stress-free work environment

2. Use of ICT as teaching tool TIMSR has a world class infrastructure and fabulous academic ambience. All the Classrooms and seminar hall are equipped with ICT. It plays vital roles in facilitating teaching and learning. The impact of ICT for teaching and learning process has become pertinent as it facilitates teaching and learning process, create conducive learning environment, and help students to develop the required skill sets.

Objective • To make teaching and learning interactive and collaborative. The use of ICT in education not only improves classroom teaching learning process, but also provides the facility of e-learning. All the faculty members in TIMSR are using ICT as pedagogy. Faculty uses various forms of ICT tools and same is mentioned in the semester plans prepared by the faculty. Faculty members are using e-content for teaching learning. LCD projectors and smart classrooms are used for effective learning for large number of students. Digital Library is also set up with ICT facility to make the most of the e-resources offered ICT features and facilities available at TIMSR

1. Video Conferencing and Live streaming facility in Study Skill Centre (Seminar Hall)
2. 4 labs with 233 computers
3. Upgraded Tata Teleservice leased line for Internet
4. Remote access facility for Library databases
6. TV display screens in Institute for stock market and placement updates.
7. Fintech lab to facilitate practical learning
8. CCTV Surveillance with recording facility
9. Institute server is

secured through Firewall with Data Backup facility 10. In-house developed software for online attendance thereby generating monthly attendance reports 11. ERP purchased for automation of administrative and academic processes 12. Mentoring- on- the- Go (MOG)- Constant communication connecting Mentor and Mentee for Realtime solutions through WhatsApp

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<https://www.timsrmumbai.in/dmstsap.html>

### 7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

There is a prominent shift in the world today with the Economic Leadership taking centre stage amidst all the other institutions of leadership be it Political, Military or Religious. When there is such a huge privilege and responsibility being entrusted upon an economic leader to lead and manage, the first thing one needs to do is invest and work upon one's self. An expanded awareness and an elevated consciousness- a new way of thinking feeling and acting individually and together is needed. There cannot be any better time than today to commit to investing in nurturing a new genre of leadership i.e. Conscious Leadership setting forth a wonderful opportunity and responsibility for the Business Education to play a pivotal role in the 21st century. With this objective, in January 2017, the institute amended its mission statement to "To provide an enabling environment for nurturing mindful leaders and entrepreneurs." This shift to incorporate mindfulness came due to the growing requirement to enable new age Leaders to deal with the pressures of the corporate world and provide them with the skill set to tackle life's challenges with grace thereby creating a socially and ethically responsible organization and society. The institute has devised a strategy to methodically incorporate the practice of mindfulness by making it a habit. Following efforts have been taken to crystallize it: DMS (Daily Mindfulness Sessions) Attitude of Gratitude Mindfulness is a habit that needs to be coached-in and to accomplish that daily mindfulness sessions through meditation have been incorporated in the timetable where faculty and students both concentrate on their breath and bring on purpose the attention to the present moment. The same session is also conducted for all faculty and staff every Wednesday morning in the Consciousness Lab where after a meditation session, all members also write a gratitude message to practice contentment. The institute has also incorporated the Self-Management Course through a well-designed, value-added, half credit course for two semesters in the PGDM curriculum. The course focuses on methods of introspection by asking students questions like 'Who are you?' and gently putting them on the path of self-discovery. Activities like JOHARI Window helps students to know about their characteristics, personality, attitudes and behavior which they may or may not know, by receiving feedback from others. This helps bridge the gap between one's perception of oneself and others' perception of self thereby reducing the conflict and inducing more self-belief and confidence. KSA approach with focus on attitude building. The curriculum hinges on the Knowledge-Skills-Attitude approach to teaching-learning

Provide the weblink of the institution

<https://www.timsrmumbai.in/index.html>

### 8.Future Plans of Actions for Next Academic Year

1. To involve global expert for faculty and student development. TIMSR has global partnership around the world with signed MOU with 13 universities and institutions worldwide. In the context of the dynamic business environment and



challenging scenario, we envisage involvement of experts from leading establishments to support and help us achieve higher benchmarks. Their involvement can be for various faculty endeavors and to support students into being globally competitive. 2. Publishing Research Papers in Scopus indexed ,Web of science and ABDC journals TIMSR has a supportive policy to encourage publications in leading journals, participation in conferences and proceedings, research conclaves, seminar etc. Institute is continuously raising the benchmark to Scopus indexed , Web of science and ABDC journals 3. Increase in intake in existing programme TIMSR looks at a progressive scenario of increase of intake for MMS batch 20-22 from 120 to 180 and to take necessary steps in order to achieve student's satisfaction by value added activities . 4. Strengthen Industry-Institute interaction Being in the delivery of Business Management programmes and to be in sync with industry practices, TIMSR looks at the strengthening industry institute ecosystem by various ways such as involvement of Industry professionals in curriculum development and delivery, placement preparedness, guest sessions, conclaves and seminars etc. Institute is strengthening the industry connects through endeavors in collaborative partnerships and MOUs. 5. Usage of new technological platforms for conducting teaching, learning and evaluation process . In the advent of the Covid 19 global pandemic scenario and lockdown imposed by the government, the institute has channelized teaching learning evaluation process towards online platforms. Effective tools such as Zoom platforms to be enabled for lecture delivery and customized software to be developed for evaluation purpose. ERP process are to be reenergized in the new scenario. 6. Accreditations The Institute is being accredited A by NAAC looks ahead towards the sustenance of quality standards and process. Being a Management Institute NBA Accreditation is the agenda for the coming years and institute is working in the direction of the compliance process.