



YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	Neville Wadia Institute of Management Studies and Research
• Name of the Head of the institution	Dr A B Dadas
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	0226163275
• Mobile no	9423023636
• Registered e-mail	director@nevillewadia.com
• Alternate e-mail	drdadas.10@gmail.com
• Address	19,Late Prin. V K Joag Path
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411015
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Savitribai Phule Pune University				
• Name of the IQAC Coordinator	Dr Anuradha Dandnaik				
• Phone No.	02026163275				
• Alternate phone No.	02026169949				
• Mobile	09850545859				
• IQAC e-mail address	iqac@nevillewadia.com				
• Alternate Email address	anu_wadia@yahoo.co.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	Yes				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.03	2018	04/12/2018	01/11/2023
6.Date of Establishment of IQAC			30/11/2016		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	NI	Nil	Nil	0	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	2	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<ul style="list-style-type: none"> Publications of papers and books by faculty and students in various reputed and indexed journals and publication houses. CSR activities done by students, Tree plantation, Health check up, Women health and hygiene, Financial planning for a village in Shirur through NSS activities. Students engaged in Red Cross Camp, managed and streamlined the the Ganapati procession in Pune city Training and Placement: Engaged the services of trainers and professionals to enhance employability skills of students. Streamlined placement activities and identifying appropriate opportunity across sectors and functions to benefit students of all specializations. Ensuring compliance across functions with reference to requirements by statutory bodies like AICTE, DTE, UGC. To ensure a seamless admission process, to result in a good student/parent experience with Neville Wadia Institute of Management Studies and Research. Identified aspects within procedures and processes which require improvement and refining keeping in view our Mission, Vision and Core Values. They included quality of pedagogy, full proof financial and accounting processes and quality of relationship building with all stakeholders 		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		
Plan of Action	Achievements/Outcomes	
Publications of papers and books by faculty and students in various reputed and indexed	Faculty published papers and books which is according to UGC, scopus standard	

MOU	Various MOUs were signed by the Institutes to strengthen the placement activities
Green/Academic/ Finance Audit	Green, Academic, environmental, financial audits were done for the financial year
Tree plantation	NSS unit of our college have organized plantation programme in the college campus and in Shirur district. The students planted and cleaned the temples in Shirur
Organizing International Conference/Seminar/Workshop	International Conference on 24th and 25th February 2023
Submission of AQAR for NAAC accreditation	IQAC has prepared and uploaded AQAR as per NAAC format on the NAAC portal. IQAC has also started collecting nearly all supporting documents and additional information.
Identified aspects within procedures and processes which require improvement and refining keeping in view our Mission, Vision and Core Values. They included quality of pedagogy, full proof financial and accounting processes and quality of relationship building with all stakeholders.	Encouraging FDP, orientation programs, workshops. Fair procedure for admissions where a committee was formed for smooth and transparent procedure. Qualitative Induction program
Ensuring compliance across functions with reference to requirements by statutory bodies like AICTE, DTE, UGC. Form committees for all vital functions like IPR, Anti ragging, SC/ST, Internal Complaint Committee	To ensure a seamless admission process, to result in a good student/parent experience with Neville Wadia Institute of Management Studies and Research. Orienting teaching and non teaching in students/Parent interaction. A fair and just process was followed for new admissions

13. Whether the AQAR was placed before statutory body?	No
<ul style="list-style-type: none"> Name of the statutory body 	
Name	Date of meeting(s)
Nil	Nil
14. Whether institutional data submitted to AISHE	
Year	Date of Submission
2022-23	05/01/2023
15. Multidisciplinary / interdisciplinary	
<p>The vision of NWIMSR is centered on cultivating ethical leaders through executive management education within a global context. The institute aims to impart knowledge across various multidisciplinary areas such as academics, corporate social responsibility (CSR), sports management, ethics, and entrepreneurial development. These initiatives are facilitated through workshops, seminars, conferences, and guest lectures.</p> <p>Furthermore, the management students actively participate in observing important days such as International Day, Traditional Day, National Youth Day, and National Voters Day, fostering a sense of community and unity among them.</p> <p>For holistic development, lectures covering topics like Prevention of Sexual Harassment (POSH), women's health and hygiene, stress management, and intellectual property rights (IPR) are conducted.</p> <p>NWIMSR operates within the framework established by SPPU (Savitribai Phule Pune University), where the academic curriculum is structured in a predetermined sequence. The first semester covers compulsory specializations, while from the second semester onward, students have the flexibility to choose two specializations (major and minor) from a diverse range of subjects based on their interests and skills. Additionally, students are encouraged to attend lectures across different specializations to gain a broader perspective.</p> <p>NWIMSR frequently invites specialists, practitioners, and professionals from various industries and disciplines to enrich</p>	

students' understanding and provide a comprehensive view of different fields. This interdisciplinary approach aligns with our objective of offering students exposure to diverse perspectives and disciplines, preparing them to excel in a multifaceted professional environment.

16.Academic bank of credits (ABC):

While we do not adhere strictly to the formal ABC system introduced by UGC, our commitment to transformative education remains continuous. The institution actively monitors the credits earned by students throughout their learning journey. In line with the norms outlined in the National Education Policy (NEP) 2020, our institution allows students to open accounts and engage in multiple entries and exits during their higher education tenure. This approach aims to reduce dropout rates and increase course completion rates.

We believe that equipping students with a well-rounded set of skills and knowledge is essential for fostering successful careers. Identifying gaps in skills, knowledge, and aptitude, and designing targeted interventions to address these gaps, is crucial to implementing a robust program.

Our mission is centered on serving society by developing capable leaders of tomorrow who can thrive in a global setting. Our vision is to actualize this mission by focusing on the core values of education and societal impact.

17.Skill development:

Our skill development initiatives are focused towards

We prioritize enhancing verbal comprehension.

Conduct training workshops on interview preparation for placements.

Offer training on phone etiquettes.

Provide guidance on active listening.

b. Entrepreneurial skills:

We organize a series of workshops aimed at fostering entrepreneurial abilities.

These workshops leverage internal and external resources to develop skilled and efficient human capital for industry needs.

We have established an Entrepreneurship Development (ED) cell dedicated to nurturing students' entrepreneurial skills and spirit.

The ED cell assists students in identifying opportunities and navigating the startup ecosystem supported by our government. Successful entrepreneurs from startups offer guidance and direction to students, aiding them in capitalizing on entrepreneurial opportunities.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

We are a management institute focused on preparing future managers, where the official language of instruction is English. To support students from diverse backgrounds, our faculty members explain concepts in the language that students are most comfortable with when necessary. In management education, we often discuss real-life cases, allowing students to use their regional language to grasp nuances more clearly during these discussions.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

1. **CO-PO Mapping:** The institution conducts CO-PO mapping, which involves defining four levels of outcomes: Course Outcome (CO), Program Outcome (PO), Program Specific Outcome (PSO), and Program Educational Objective (PEO). COs specify what students should be able to do by the end of a course. Continuous Comprehensive Evaluation (CCE) assessments are mapped to these outcomes.
2. **Assessment with Rubrics:** Rubrics are used to assess various types of assignments and assessments, aiding teachers in grading students and identifying areas of weakness.
3. **Attainment Levels:** The final attainment levels of POs and PSOs for a cohort of students over two years indicate the effectiveness of the implemented program.

Placement: Continuous improvement in the placement record is achieved through ongoing training initiatives aimed at bridging the gap between academia and industry requirements.

This structured approach ensures that students not only have flexibility in their learning journey but also receive targeted support to achieve desired outcomes and succeed in their chosen careers.

20.Distance education/online education:

The Distance MBA program offered by NWIMSR under SPPU is specifically designed for working professionals, providing them with the opportunity to pursue higher education without disrupting their careers.

NWIMSR utilizes online education platforms such as Zoom, Webex, and Google Meet extensively to deliver quality education and enhance the learning experience of students through Information and Communication Technology (ICT).

We actively encourage students to undertake additional online courses on platforms like Coursera and Swayam for self-learning purposes. This initiative not only helps students expand their knowledge but also increases the depth and breadth of their expertise in relevant areas.

Extended Profile**1.Programme**

1.1	1
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	202
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	79
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	127
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	15
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	15
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	8
Total number of Classrooms and Seminar halls	
4.2	78,36,102
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	81
Total number of computers on campus for academic purposes	
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
At NWIMSR, we implement an efficient curriculum delivery process, in	

line with the guidelines of our affiliating University, Savitribai Phule Pune University (SPPU). We adhere to the Choice Based Credit System (CBCS) as mandated by the university. Our academic calendar, synchronized with the university's academic calendar, includes assessments, practicals, industrial visits, annual events, and holidays. Event planning is a collaborative effort between faculty and students, based on student needs. Subject allocations are determined by the Director, HOD, and faculty, in cognizance with the academic committee, considering the expertise and interest of the faculty.

We adopt Course Outcomes (COs) derived from Bloom's Taxonomy, which are mapped with Program Outcomes (POs) and Program Specific Outcomes (PSOs). The Cos, POs, and PEOs are guided by affiliating University. The Academic Committee devises the MBA timetable, taking into account theory, practical classes, and certification courses. Lesson plans and course files are developed with Outcome-Based Education (OBE) in mind. Theoretical sessions are supplemented with guest lectures, industrial visits, and Group Discussions (GDs) using Information and Communication Technology (ICT).

Support is provided to "Slow Learners" during course delivery. Students are also encouraged to enroll in courses from SWAYAM and Course Era. The HOD and Director frequently monitor the coverage of the syllabus of faculty in faculty meetings, and student council meetings. The HOD and Director monitor progress through CIE performance and discussions.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nwimsr.mespune.org/department/master-of-business-administration/

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Our institute follows the academic calendar provided by the affiliating University, which outlines the semester's commencement and end dates, and holidays. The Academic Committee creates an institute-level calendar, incorporating faculty inputs on events-curricula, co-curricular and extracurricular and Continuous Internal Evaluation (CIE) plans for assigned subjects. This calendar includes guest lectures, workshops, industrial visits, and other activities.

If the university revises the academic calendar, we adjust ours accordingly.

The academic calendars help faculty plan their course delivery, research, and other academic activities. Syllabus coverage for each CIE is predetermined, and faculty members stick to it. The university provides a comprehensive list of CIE guidelines. The nature of the decision depends on the needs of the subject. Faculty prepare CIE question papers based on the revised Bloom's Taxonomy, with rubrics reviewed for typographic and grammatical accuracy by the examination committee, HOD, and Director. The timetable for internal assessment tests, prepared by the examination committee, is shared with stakeholders. CIEs and rubrics are communicated to students well in advance to have sufficient time to prepare.

After the CIE, faculty members evaluate answer sheets and calculate CO-PO/PSO attainment. Regular meetings are held to review the semester's progress and suggest improvements.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://nwimsr.mespune.org/wp-content/uploads/2023/01/Academic-Calendar-2022-23.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented****1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

01

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)**

2

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

182

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment**1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human**

Values, Environment and Sustainability into the Curriculum

The University aims to foster Social Responsiveness and Ethics (PO-9) of the MBA Programme. The Institute also provides, courses on Human Rights, Cyber Security, and Indian Constitution.

Gender: The Institute has set up a cell - Woman Grievance Cell and Grievance Redressal Cell as per the guidelines to ensure a safe and supportive work environment. The institutes celebrate International Women's Day.

Environment and Sustainability: Every year, through the NSS and CSR Committee, plant trees. The institute has also installed solar panels for green energy. The institute has replaced all the lights with LED lights. The institute also organizes Electronic Waste disposal campaigns. "Plastic Free Zone" is followed where single-use plastics are prohibited. At various points, students are exposed to cases and examples of organizations and their initiatives for sustainability.

Human Values These are included in subjects like CFM, Organization Behaviour, Indian Ethos that combine community service with academic learning. The NSS activities, Swachh Bharath Abhiyan, rural camps reinforce the promotion of inclusiveness and diversity.

Professional Ethics: In the curriculum, Professional Ethics are embedded in many subjects like Fundamentals of Management, Contemporary Framework in Management, Ethics in Research, Cases and Trends in HRM, Strategic Management, and Strategic HRM.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

04

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

127

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/

TEACHING-LEARNING AND EVALUATION**2.1 - Student Enrollment and Profile****2.1.1 - Enrolment Number Number of students admitted during the year****2.1.1.1 - Number of students admitted during the year**

202

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

120

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

At the beginning of the academic session of MBA -Semester -1 students, a Pschycometric Test is conducted to assess the students.

in MBA students from various academic backgrounds seek admission, it is a heterogenous class of students. Institute analyses the responses of the Psychometric test and basis of the same slow-learners and advanced learners are identified. For students having difficulties in understanding the concepts / students having problems with grasping, are provided special coaching and additional inputs by the faculties, so that such students understand the subject better. For advanced learners, additional avenues are provided, wherein such students are encouraged to write research papers, enroll for MOOC's and other certifications.

Advanced learners are encouraged to do research assignments relevant to their field of interest in management. This is how such students get hands-on experience in the domain of data collection, data analysis, drawing inferences on the basis of the data collected & finally write a research paper and publish it in the journal of repute. Advanced learners are provided the opportunity to organise the events such as guest lectures, seminars etc. Such students are given the opportunity to do comparing on the stage. Advanced learners take initiatives in NSS camp related activities such as training the local residents about financial literacy, explaining the importance of hygiene, basics of cyber security etc.

File Description	Documents
Paste link for additional information	nil
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
202	15

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

1. **Guest Lectures:** To nurture the industry academia interaction, eminent speakers from the industry are invited to interact with the

students. 2. Industrial Visits: Institute organizes regular industrial visits. Students are encouraged to see the manufacturing processes and understand the same from the industry professionals. T 3. Research Paper Publication: Students are encouraged to write research papers, generally based on secondary data compiled by them. Various topics from the domain of Marketing, Finance, HR, IT as well as issues of social relevance are discussed with the students, desirous to do research in the topic of their choice. Relevant data is collected and compiled and analysed. Students write the research articles under the guidance of the properties. 4. Quizzes: Institute organises quizzes on various themes. 5. Revision Classes for Slow Learners: Complex topics of the syllabus are revised for the students, who find these topics difficult to understand. 6. Mock Interviews and Group Discussions: Mock interviews are periodically conducted and students are trained in enhancing their communication skills. 7. NSS -The NSS wing of the institute organises camps, through which Rural Immersion of students is achieved. 8. Red Cross Society (Youth Redcross Unit)- Institute has MoU with Redcross Society and Students arrange Periodic Blood Donation Camps in the Institute. Detailed schedule of all student centric activities is planned in the Academic Calender. 9. Such student centric activities are beneficial from the point of view of Industry-Academia interactions.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://nwimsr.mespune.org/student-corner/

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

All the teachers are using ICT tools for the delivery of the content. Following ICT tools are used 1. Google Class Room (GCR)- When subjects are assigned to individual faculties, they create the GCR for that subject and all the students join the GCR and all the subject matter, Assignments, Quizzes, Assessments are handled through GCR 2. Zoom Meetings: All the Online classes and interactions are taking place through the Zoom Platform 3. MS Teams: Besides Zoom Platform, institute has a facility of conducting the meetings through Microsoft Teams 4. Google meet: Some of the interactions take place making the use of Google meet platform.

5. E-Podium: Institute has a E podium facility for delivering the

lecture, wherein built in Audio Visual facility can be used 6. Lecture Recorder & Projector- The live Lectures can be recorded using Lecture recorder 7. DELNET(Developing library network)- for library and referencing of the contents is available in the institute. 8. NDL(National Digital Library)- for Research Articles, journals' 9. N-LIST Liabrary Software. 10. EBSCO Database for Research Articles The ICT tools are extensively used to conduct online debates / Competitions and discussions with the experts in the domain. All of the above mentioned ICT tools / resources are used in the institute.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

14

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

15

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

8

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

153

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The internal Assessment of students is continuous and time bound. This assessmsnt is called CCE(Continuous Concurrent

Evaluation). Student assessment should be as comprehensive as possible and provide meaningful and constructive feedback to faculty and student about the teaching-learning process. Over-use of question-answers may be discouraged for formative assessments. Course teachers shall opt for a combination of one or more FORMATIVE ASSESSMENT methods listed below. Group A (Individual Assessment) - Not more than 1 per course 1. MCQs with multiple correct answers 2. Class Test 3. Open Book Test 4. Written Home Assignment 5. In-depth Viva-Voce Group B (Individual Assessment) - Atleast 1 per course 6. Case Study 7. Caselet 8. Situation Analysis 9. Presentations Group C (Group Assessment) - Not more than 1 per course 10. Field Visit / Study tour and report of the same 11. Small Group Project & Internal Viva-Voce 12. Model Development 13. Role Play 14. Story Telling 15. Fish Bowls Group D (Creative - Individual Assessment) - Not more than 1 per course 16. Learning Diary 17. Scrap Book / Story of the week / Story of the month 18. Creating a Quiz 19. Designing comic strips / Cartoon strips 20. Drama scripts 21. Creating Brochures / Bumper Stickers / Fliers 22. Creating Crossword Puzzles 23. Creating and Presenting Posters 24. Writing an Advice Column 25. Library Magazines based assessment 26. Peer assessment 27. Autobiography/Biography. Students are informed about the schedule of CCE and mode of assessment, well in advance. The time Table is displayed and also it is planned in the Academic Calendar, at the commencement of the Academic Year. Exam committee members meet regularly and discuss the appropriate points w.r.t Internal Examinations.

File Description	Documents
Any additional information	View File
Link for additional information	https://nwimsr.mespune.org/examination-cell/

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

The internal assessment /s are called CCE's (Continuous Concurrent Examination). Various modes are adopted to assess the performance of the students, viz. written tests, Assignment Submissions, Presentations, Report writing, MCQ test etc. After the completion CCE, the concerned faculty assesses the CCE and displays the marks on the notice boards/ Groups of the students. All the assignments (Except On-line MCQ's tests) are available for the students after the assessment. Students desirous to see the CCE after it is

evaluated can view the same & in case of any doubt about the marking system, can communicate with the concerned faculty. Before the test is scheduled, students are informed about the expectations and necessary points and the scheme of marking All the question papers are viewed/ verified and approved by the Director, CEO & the HoD and then the test is given to the students so that errors are avoided at the end of the faculties. Percentage of grievances is negligible, however in case of any, the student interacts with the concerned faculty and if there is a case of revising the marks then accordingly marks are revised. In the Academic Year 2021-22 there was not a single instance of a grievance with respect to internal examinations conducted by the institute.

File Description	Documents
Any additional information	View File
Link for additional information	https://nwimsr.mespune.org/examination-cell/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students. The link for the same is: <https://nwimsr.mespune.org/department/master-of-business-administration/> All the teachers teaching the specific subject, are well acquainted with the Programme & Course outcome.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://nwimsr.mespune.org/department/master-of-business-administration/
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The SPPU (has outlined general Programme Outcomes for the overall development of the students. The institute provides support in

Academic, Financial, Infrastructural facilities to ensure the attainment of the Programme outcomes like Generic and Domain Knowledge, Problem Solving & Innovation, Critical Thinking, Effective Communication, Leadership and Team Work, Entrepreneurship, Environment and Sustainability, Ethics. The IQAC ensures that all teachers set targets at the beginning of the semester with the help of the academic calendar. Events are arranged and conducted as per the Academic Calendar. Monitoring of progress takes care of day-to-day targets of teaching and learning, the curriculum covered and the session plans submitted at the beginning of the semester are compared to evaluate the progress in content delivery. Students can give feedback, which gets registered. These feedback, given by students is anonymous. The placement cell under the guidance of Training & Placement Officer, schedules job fairs and placement drives through campus placement and liaising with recruitment partners and industry at large. Institute has signed MoU's with the reputed concerns, which would be providing the internship opportunities and train students. Adequate ICT facilities are made available to the students to help them keep pace with global knowledge.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	nil

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

123

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://nwimsr.mespune.org/wp-content/uploads/2024/04/studentfeedback22-23.pdf>

RESEARCH, INNOVATIONS AND EXTENSION**3.1 - Resource Mobilization for Research****3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

0

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)**3.1.2.1 - Number of teachers recognized as research guides**

4

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year**3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

NWIMSR has established two important cells: the Entrepreneurship Development (ED) Cell and the Training & Placement (T&P) Cell, each playing a pivotal role in shaping students' professional journeys.

Entrepreneurship Development (ED) Cell:

Launched on February 22, 2021, the ED Cell focuses on: Inculcating entrepreneurship spirit among students. Facilitating collaborations with national universities, government agencies, and industries. Establishing links with research and development (R&D) organizations and funding agencies to support student and faculty project ideas. Addressing challenges faced by local industries and providing innovative solutions. The ED Cell has entered into MOUs with industry partners to promote innovation and foster industry-academia collaborations. Training & Placement (T&P) Cell:

The T&P Cell oversees activities related to internships, placements, and professional development: The T&P Cell oversees activities related to internships, placements, and professional development of the students. Collaborative initiatives with industries and corporates including MOUs with organizations such as Trent Limited - A Tata enterprise, Inlustro, Zuno, ExcelR Solutions, HireMee, Internshala, First Naukri, Rubicon and FUEL. Conducting workshops and seminars on corporate interaction, skill enhancement, and internship opportunities. Student grooming sessions, professional CV/resume writing workshops and mock interviews to enhance employability. Workshops on analytical problem-solving to bridge the gap between theory and practical application. These initiatives by NWIMSR's ED and T&P cells highlight the institution's commitment to nurturing entrepreneurial talent, fostering industry partnerships,

and preparing students for successful careers through practical training and placement support.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://drive.google.com/drive/folders/leiTisOg_IaMFhgaX5FQJ6j9lrf4T0t39

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

6

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

20

File Description	Documents
URL to the research page on HEI website	file:///C:/Users/DELL/Downloads/List-of-PhD-Guides%20(2).pdf
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during

the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

5

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

2

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

NWIMSR's commitment to student development is exemplified through its proactive approach of organizing guest lectures and workshops aimed at equipping students with essential skills for career success. Here are the key focus areas:

NSS Camp: Engaging students in National Service Scheme (NSS) camps promotes social responsibility and community engagement, instilling values of teamwork and service. Swach Bharat abhiyan, cleaning of temples, medical check up.

Red Cross Camp: Through Red Cross camps, NWIMSR emphasizes humanitarian values, first aid training, and disaster preparedness, cultivating a sense of responsibility towards society's well-being.

Tree Plantation: Encouraging tree plantation initiatives underscores

NWIMSR's commitment to environmental sustainability, instilling eco-consciousness and civic responsibility among students.

Awareness Programme for Girl Students Welfare and Hygiene: This initiative focuses on promoting awareness and education regarding the welfare and hygiene needs of girl students, fostering a supportive and informed community.

By delving into these areas, NWIMSR ensures holistic development and readiness among its students for future professional endeavors.

File Description	Documents
Paste link for additional information	https://drive.google.com/drive/folders/11_oP_Xn166ouxM2caChX7TmOghmhDlOM8
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

3

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

7

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

252

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

125

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

2

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

An essential aspect of providing effective education is ensuring the availability of appropriate infrastructure and physical facilities to support teaching and learning. Neville Wadia in its efforts have always strived to be a preferred Institution. The Institution is located in the heart of the city in a campus area of 17 acres. The Institution fulfils the required criteria of space and adequacy of infrastructure for the program. The total built up area has facilities that include 1 seminar hall, 6 classrooms, 2 tutorial rooms, 2 computer laboratories, 1 reading room, Research Centre, Boys common room, Girls common room, first aid sick room, Staff room in Main Building and A building and a Generator Backup providing modern facilities and conducive learning environments for students and faculty members.

All the classrooms are equipped with Smart Board facility. These classrooms are used for lectures, presentations, and student evaluations. Having all the classrooms with Smartboard facility is a significant asset. It provides access to modern teaching methods and technologies.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nwimsr.mespune.org/amenities/

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Neville Wadia recognizes the importance of overall student development, which includes physical, mental, and intellectual growth. To facilitate the same, the Institution has established adequate facilities for cultural activities, sports, games (both indoor and outdoor), gymnasium, and a yoga center. To support the same, the Institution has 1 Seminar Hall with a seating capacity of 450 students, 2 additional seminar halls which includes Tata Assembly Hall and Ness Wadia Hall in the sister Institutions which are utilized as per the requirements. Additionally, the sister institution has open-air theatre which is utilized during annual student event "Aspire" enabling the students to participate and enhance their skills in different facets of performing arts. The Institute has the facility to utilize its spacious playground spanning 4.5 acres, where students can play cricket, football, volleyball, hockey, kabaddi, khokho, athletics, and other games. The facility contains a cricket net for practice and a boxing ring. There are two basketball courts, a modern gymnasium with all necessary equipment and facilities for indoor games such as chess, carom and table tennis. The playground is also utilized by the Placement Department to host Corporate Football Tournament every year. Overall, the Institute provides a range of infrastructure and facilities to support the physical, mental, and intellectual growth of its students, enabling them to develop into disciplined and capable individuals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://nwimsr.mespune.org/amenities/

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

8

File Description	Documents
Upload any additional information	View File
Paste link for additional information	nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

2619561

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Neville Wadia in its continuous effort strives to equip its Library with the latest books and study / Cases for student reference. The Library's current collection has 19,170 books, 23 magazines/ periodicals/ research journals and 13 newspapers. In its effort to provide the required and latest academic knowledge a substantial number of books, journals, and periodicals are added/subscribed in every academic year.

The Institute's library also subscribes to the EBSCO Database, Delnet, N-LIST database & National Digital Library of India (NDLI) having both in-house and remote access, a password-based subscription. The database contains huge number of e-Books and e-Journals.

The library has SOUL 3.0 Version. Reading room facility is available for the students which can accommodate approximately 75 students at a time.

New books and important newspapers clippings are displayed in the display board of the library.

The library celebrates birth anniversary of Dr. S R Ranganathan (Father of Library Science) It also displays the current books on various personalities, subjects etc.

Books to be weeded out /discarded are sold at nominal price to students. Library has also donated books to the needy management Institutes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	nil

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

427475

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

27

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The Institute has adequate number of computers and is well equipped with the internet connection with 100 MBPS speed. There are 2 Computer laboratories (out of which one Computer lab is upgraded in the year 2022 -2023 with the latest configuration 68 computers) and renovated with seating capacity of 68 students with Smart board facility, Air Conditioners and new chairs for the students. All the classrooms and conference room are equipped with Smartboard facility. The Research Presentation Room is equipped with LCD projectors. The seminar hall with seating capacity of 450 students is equipped with IT facilities. College uses latest and licensed versions of operating systems and latest Antivirus.

Office uses latest version of computer systems for administrative purposes. Also latest version of Tally ERP 9 Series 6.5.4 is available with office for Accounts section.

Library uses latest version of SOUL 3.0 for Library Management. College has high speed internet with speed up to 100 MBPS. College Website is up-to-date with all relevant data and information

File Description	Documents
Upload any additional information	View File
Paste link for additional information	nil

4.3.2 - Number of Computers

98

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

2619561

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Modern Education Society (MES) is the parent body and Neville Wadia is one of the Institutions in its campus. MES outsources the cleaning and housekeeping contracts to the Agencies. The society also understands the importance of upkeep and upgradation of the infrastructure required from time to time and takes efforts to understand the requirements from Individual Institutes including Neville Wadia. MES has supported the Institution in upgrading and sanctioning financial support and encouragement to upgrade its infrastructure. Upgradation includes Solar Panels, Renovation of Computer Lab, Addition of A & B Building, IT upgradation including new latest version computers and Smartboards, Rainwater harvesting etc. IT infrastructure maintenance includes Internet distribution, Website Management and Biometric equipment is handled by MES. The upkeep of the campus, playground and security are centrally handled. The Institute has dedicated staff for cleaning the façade. The Institute has policy of maintaining and upgrading the existing equipment's to meet the requirement of the University and regulatory body AICTE. Institute at its level has appointed Housekeeping and Maintenance committee to take care of maintenance and upkeep of the infrastructure. The cleaning intervals and requirements if any are decided during committee meetings and proposed to the Institute Director.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

188

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills
Language and communication skills Life skills
(Yoga, physical fitness, health and hygiene)
ICT/computing skills**

A. All of the above

File Description	Documents
Link to Institutional website	https://nwimsr.mespune.org
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

163

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

163

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression**5.2.1 - Number of placement of outgoing students during the year****5.2.1.1 - Number of outgoing students placed during the year**

87

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

2

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

10

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Establishing a Student Council:

NWIMSR takes pride in its robust student council. Through democratic elections held annually, students elect their peers to leadership positions on the council. These elected representatives play a crucial role in voicing the concerns, ideas, and aspirations of the student body to the administration

Roles and Responsibilities:

The NWIMSR student council acts as a liaison between students, faculty, and administration. They collaborate with various stakeholders to address student needs, organize events, and implement initiatives aimed at enhancing campus life. From organizing academic seminars to coordinating cultural festivals.

Representation on Various Bodies:

NWIMSR facilitates student representation on various administrative

bodies and committees. Students are encouraged to participate in decision-making processes related to academic policies, curriculum-based event planning, academic calendar development, and infrastructure planning. By including student representatives in these discussions.

Promoting Co-curricular and Extracurricular Activities:

NWIMSR encourages students to explore their interests and talents through a wide range of co-curricular and extracurricular activities. Whether it's participating in management competitions, joining student clubs, or volunteering for community service projects, students have ample opportunities to engage beyond the classroom. NWIMSR provides resources, support, and mentorship to help students pursue their passions and develop leadership skills.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

20

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Neville Wadia Institute of Management Studies and Research, Pune has Alumni Association, with 1200 Alumni registered in this association. This Alumni association is not registered under any trust. but Institute has initiated the process of registration.

Alumni Meet is organized every year to take a step forward in the direction of building a long-term relationship. This platform will help you interact and profusely share your story of a successful journey with us. It will help us build our own database of alumni which will further help the students get internships or placement opportunities.

The vast and rich Alumni of Neville Wadia Institute of Management Studies and Research provide wholesome support to the current batches in the form of Placement opportunities, Internship Projects, Guest Lectures, and Interactive Sessions to share their corporate experiences with the students to bridge the gap between Academia and Corporate environment.

The registered Alumni Association of Neville Wadia Institute of Management Studies and Research has been a pillar of support and a source of pride for the institution. Through their financial contributions, mentorship, industry connections, and knowledge-sharing initiatives, the alumni have significantly contributed to the development and success of NWIMSR. The association's active engagement has fostered a strong sense of camaraderie among alumni and students alike, creating a robust ecosystem of support and

opportunities for all stakeholders. NWIMSR looks forward to continuing this fruitful partnership with its esteemed alumni and further strengthening the ties that bind the present and past members of the institution's family.

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/alumni/
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The Wadia group of Institutes is a result of Philanthropy. In a bid to participate in Nation Building the premise has been donated by the illustrious Wadia family . The Governing Body , the board and the Modern Education society Trust was formed in order to govern the institutes within its preview. Policies are formed by the Society to be followed by the individual institutes lead by Director/Principal The Director , the HOD and The IQAC Coordinator oversee the activities and initiatives to ensure a continual improvement of academic inputs keeping the stakeholders benefit in mind . Vision: "Institution commits service to society through developing virtuous leaders by providing executive management education in a global setting." Mission: "Institution is convinced that success is measurable in the calibre of our graduates, we continuously seek to improve them and ourselves in an ecosystem that nourishes our spirit and intellect." Components that constitute our Vision and Mission Service to Society Virtuous Leaders Executive Management Education Global setting / perspectives Success = Calibre of Students Committees are formed with an objective of taking initiatives with in turn enables us achieve our goal in a piecemeal fashion.The Wadia

group of Institutes is a result of Philanthropy. In a bid to participate in Nation Building the premise has been donated by the illustrious Wadia family .

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The Wadia Group of Institutes is not owner-driven and managed . There is no owner but a trust driving the institutes . The operational decisions are taken at the institute level and structural decisions are taken centrally by Modern Education Society. Among others the following 2 practices are decentralized: Administrative : a) Leave decisions of the staff and faculty b) Fees fixation- Shikshan Shulk being the final authority to fix fees but MES (Modern Education Society) has no role to play in it Admission. Budgets are also set for infrastructure enhancement by the Institute. These budget decisions are taken jointly by the Director and his team duly approved by M.E.Society. The autonomy on aspects like budgets and their utilization , however as part of a formalized practice they are vetted by M.E.Society. Academics : a) Now that NWIMSR has been allotted 2 divisions with the requisite foreign quota, the admissions are handled by the institute. Besides Admission of PhD students has also in the purview of the institutes activities b) The kind of additional training required to enhance employability skills like special classes personal interview skills, group discussion abilities is all budgeted and finalized at the institute

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institution's strategic Plan is : Revenue Plan , Academic

Quality and Administrative Quality & Enabling and support systems. Committees are formed with an objective of taking initiatives with Annual Quality Assurance Report of NEVILLE WADIA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH in turn enables us achieve our goal in a piecemeal fashion. The increase in intake from 60 to 180 held us improve revenues Academic and Administrative Quality : Develop competences :Applying the innovative teaching learning methods such as Cooperative learning, Group discussions, Seminars . Organizing orientation programs, courses related to the curriculum. Use of teaching aids such as Case Studies, Role Plays, Projects, PPTs , Multimedia Presentations, demonstrations . Strengthen collaborative research and consulting environment with industry and other institutes: Improve Placement Activities: The College Career Guidance and Placement Unit (Training & Placement Cell) prepared an Action Plan to improve placement activities, through training and relationship building with prospective employers . The Action Plan includes: a) Conducting sessions on Aptitude, Group Discussion & Interview for Final Year students. b) The Placement Officer gets assistance from student representatives for preparing the data bank. c) The Placement team .

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The Governing Body , the board and the Modern Education society Trust was formed in order to govern the institutes within its preview. The Management team includes the CEO & CFO who are meant to spearhead the activities and stir the group in the right direction. The inclusions of disciplines in education as time progressed recognising its importance in modern life is testimony of a forward looking leadership.

As a conscious effort to allow the different institutes to run in the best possible manner by appropriate individuals , the management of day to day operations is handled independently as long as it within the larger purview of governance as set by the Modern

Education Society and the Trust.

Therefore each institute has a director / principal who handles the management of his/ her institute.

Policies are formed by the Society to be followed by the individual institutes

Periodic society meetings with life members and directors are conducted to oversee the functioning and to ensure that it is in congruence with the overall purpose as enumerated in its vision.

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/about-us/
Link to Organogram of the institution webpage	https://nwimsr.mespune.org/about-us/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

College has strong bonding amongst its employees. Due importance and respect is given to all members of the staff by imparting various welfare activities through government and institutional schemes. A healthy and conducive environment is maintained in college through

healthy practices for the welfare of staff.

1.An employee can become a member of the Wadia College Employees Cooperative Credit Society by purchasing its shares.

2.The dividend for the shares is disbursed annually.

3.Employees are entitled to a loan from the Modern Education society. These range from Home loan, personal loan with minimal formality. The same is recovered from their salaries which is duly reflected in the salary slips.

4.Fixed deposit investment facility is also available to the members.

5.Group Insurance for Staff. Life Insurance of Rs.500000 from Wadia College Employees Cooperative Credit Society .

6.Kanya dhan Yojna monetary benefits for wedding of a girl child.

7.Employee Provident Fund.

8.Bank of Baroda branch with ATM facility, Central Canteen, Post Office

9.Medical Clinic is available in case of any medical treatment.

10.Library facilities with access to e-journals, magazines, journals, research papers etc.

11.Deputation and sabattical leaves.

12.Reimbursement of FDP, Conferences, Research Paper publication fees

Besides all welfare measures of Teaching are applicable to the Non Teaching Staff also .

File Description	Documents
Paste link for additional information	nil
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops

and towards membership fee of professional bodies during the year**6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

0

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

8

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

8

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

We have a 360 degree appraisal system . The faculties are assessed based on

- 1) Qualification
- 2) Student Feedback
- 3) Publications : books and research papers
- 4) Other activities conducted like , guest lectures , invitation as resource persons ect.

The appraisal of Non - teaching staff is done based on :

- 1)Efficiency and efficacyof work as observed by the immediate subordinate .
- 2) Feedback from co-workers , students & parents and guests

File Description	Documents
Paste link for additional information	nil
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit

objections within a maximum of 200 words

Internal Audit: The Governing Body of the Institute decided to appoint Internal Auditors in 2006. The appointment is done on a Quarterly Basis. At the end of the year the CA Firm provides an Internal Audit report. **External Audit (Statutory Audit):** After getting internal report, another CA Firm, conducts External or Statutory Audit. The CA Firm verifies that the objections are solved accordingly and all statutory payments are made as per rules. The External Auditors also check Income Tax calculations and its payment to Government. The objections of External Auditors are also solved then and there.

Grants and Donations

Sr. No.

Nature of Grant

Agency

Year

Amount (Rs)

1.

Solar

1.

1.

1.

1.

o

SPPU

1.

1,00,000 (to chk)

Fees collected from students:

Major source of fund generation for the college is mainly, fees collected from students of A) MBA and B) Phd.

File Description	Documents
Paste link for additional information	nil
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)**6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)**

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The Institute is strategizing to raise funds from the following sources

1. Student Fees a)MBA b) Phd
2. Alumni

We are creating a strong Alumni network through our Alumni

association . Our endeavor is to make our illustrious alumni contribute to the institute by providing Funds for its development . We propose that it could be individually driven or through the corporation they represent.

3. Corporate CSR

With the growing consciousness on social responsibility and business sustainability , corporations have been showing keenness and openness to synergized efforts for the same . Neville Wadia Institute could find corporate partners with shared values who could contribute to our growth given the fact that our students are the future leaders.

Our implementation plan is in place by utilizing 1) Alumni Association & 2) Placement and Corporate Relations Department to drive this initiative .

File Description	Documents
Paste link for additional information	nil
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC has played a dynamic role in institutionalising the practice of reviewing the systems procedures be it Academic or Administration . The result and output based approach adopted by IQAC as been mainly instrumental in quality delivery and positive response.

Revenue Plan: MBA and PhD

Academic Excellence Plan: Research/Papers for Professors & students, Faculty Development Programs , ICT , IPR , Training and Placement , Industry interaction , Enhancement of Employability skills , RM Workshops , Guest Lectures and Seminars and conferences (National and International) .

AC has helped in sowing the seeds of entrepreneurship with the setting up of the Entrepreneurship cell .

Administration Quality /Enabling and support systems: Administration Processes, Parent /Student Care , MIS and internal systems and auditing , infrastructure improvement . The IQAC strategy is aligned to the Strategic and Perspective Plan of NWIMSR.

IQAC Approach :

The Vision and Mission are sub-divided into sub-goals which provide us with purpose. The IQAC plan therefore is a 360% plan encompassing all functions.

Quality Benchmarks are set in all aspects of our operations. They include :

- 1) AAA report
- 2) Feedback system
- 3) Faculty Development Programs and workshops
- 4) Organizing seminars for improvement of systems and Naac eligibility
- 5) AQAR reports 6) ERP for systematizing efforts

Regular meetings by IQAC are held to get a feedback and take implementable suggestions . The same are brain stormed and once the management approves is implentated.

File Description	Documents
Paste link for additional information	https://nwimsr.mespune.org/national-assessment-and-accreditation-council-naac/
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The Teaching Learning Process includes the following components :

1) Content and syllabus 2) Delivery Quality 3) Tools Utilized 4) Evaluation System

1) Content : The syllabus structures as designed by SPPU which we do not have control over. However SPPU suggests Institutions like ourselves , a list of additional courses / subjects which we can deliver on.

2) Delivery Quality : Frequent workshops on Reseach Methodology are conducted to help faculties upgrade their knowledge , which in-turn leads to richer discussions with students . Workshops and training programs have also been conducted on Presentation Skills also to improve and augment delivery standards . Particularly inportant in a Management School .

3) Tools Utilized : A sophisticated ERP tool to be used to systematize and support theteaching and monitoring process. Also , installed state - of- the art smart boards to a) Improve delivery and increase retention b) Enhance Student experience .

4) Evaluation System : A formal and an informal feedback system is in place to identify our strengths and ares of improvement . The formal system entails the conventional feedback forms to be filled , while the informal system is meshed into the mentorship program.

IQAC is always wary that improvement is a continuous process and therefore use Benchmarking to upgrade and enhance processess , methodologies of operations . Benchmarks could be internal and external . Usually external benchmarks are used , with the help of quality inputs by advisors , in the form of delegates , and through observation ,

File Description	Documents
Paste link for additional information	nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives

B. Any 3 of the above

with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

File Description	Documents
Paste web link of Annual reports of Institution	https://nwimsr.mespune.org/rankings/
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

1. Women's Welfare Committee is formed to ensure sensitisation and awareness amongst all the students and staff members regarding gender inequality and sexual harassment at workplace.
2. Women representation in all important Committees. IQAC Committee, Alumni Committee, Academic Audit Committee, Women's Welfare Committee, Student Support Committee and other core Committees of the institute include women coordinators.
3. Institute celebrate International Women's Day. Sessions on POSH, workshops focusing on Women's Health and Hygiene, Yoga sessions tailored to support physical and mental wellness are conducted.
4. Self-Defence training to equip female students with practical skills and knowledge to protect themselves are conducted.
5. Interview Technique and Personality Development Sessions to help female students develop essential skills for professional success, such as interview techniques, communication skills, and personal branding.
6. Mentoring Program that pair female students with experienced faculties who can provide guidance, support, and career advice.

7. Placements Initiatives are taken to encourage and support the placement of female students.

8. To ensure the safety and security in the campus premises, surveillance cameras are installed.

9. Continuous security presence is maintained with round-the-clock availability of security personnel.

10. Common rooms, separate hostel facilities are provided for male and female students.

File Description	Documents
Annual gender sensitization action plan	http://nwimsr.mespune.org/wp-content/uploads/2024/04/NWIMSR-7.1.1-Action-Plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	http://nwimsr.mespune.org/wp-content/uploads/2024/04/NWIMSR-7.1.1.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	B. Any 3 of the above
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File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Solid waste management: In order to ensure proper disposal of solid waste, dustbins are conveniently placed in all rooms throughout the premises. Waste is collected on a daily basis and carefully packed into garbage disposal bags. It is then transported to municipal bins using garbage collection trolleys and ultimately collected by the

municipal garbage truck. The staff responsible for waste disposal is provided with clear instructions and guidelines. Additionally, dry and wet dustbins are installed throughout the Wadia campus to segregate different types of waste. Adar Poonawalla provides garbage trucks for the transportation of both wet and dry waste.

Newspapers, answer-sheets, reports, and other paper waste are disposed of annually through a vendor designated by the librarian.

Liquid waste management: Liquid waste generated from the toilets is properly directed into a dedicated drainage system.

E-Waste management: As part of the institute's policy, old-computers and electronic waste are either sold back to vendors through buy-back schemes or repaired if feasible. Institute is also planning to organized an e-waste drive in collaboration with an external Authorized Agency Janawani.

Biomedical waste management: To address the disposal of soiled napkins, institute has installed a Sanitary Napkin Incinerator machine in the girls' washroom. Staff members are provided with appropriate guidelines and training on how to use incinerator machine effectively.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	A. Any 4 or all of the above
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards

B. Any 3 of the above

and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institute, guided by efficient management, actively fosters an inclusive environment. Its initiatives align with the vision and mission of promoting education, economic upliftment, and communal harmony. Students and staff unite to celebrate cultural and regional festivals like Teacher's Day, orientation and farewell programs, Induction program, oath on National Constitution Day, Youth Day, Yoga Day, birth anniversaries etc. Noteworthy initiatives include: 1. International Yoga Day (June 21, 2023) promoted healthy living and holistic well-being. 2. A session on Human Rights & Indian Constitution aimed at instilling values of respect and equality. 3. Birth anniversaries of significant figures like Krantijyoti Savitribai Phule, Dr. Babasaheb Ambedkar Jayanti, Jyotirao Govindrao Phule Jayanti, Chatrapati Shivaji Maharaj Jayanti, etc., are celebrated. 4. Students come together to celebrate Teachers' Day, expressing gratitude for teachers' contributions to education. 5. Aspire 2023 which is a mix of sports and cultural activities was celebrated on 7, 9-11th Feb 2023. These collective efforts enhance inclusivity, knowledge, and social values within the institute, fostering a harmonious environment.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

At the beginning of each semester, the institute organizes an orientation program for newly admitted students. It aims to familiarize all with their constitutional obligations, including values, rights, duties, and responsibilities as citizens. As part of their admission process, students are required to sign an Anti-Ragging undertaking, demonstrating their commitment to maintaining a safe and respectful environment. To promote awareness of Human Rights, institute arranges annual guest lectures. Additionally, activities like seminars, events, competitions, panel discussions, workshops, blood-donation and tree-plantation initiatives are conducted to instill socio-economic responsibilities among all. College encourages students to participate in blood donation camps and industrial visits, providing them with valuable experiences outside the classroom. Occasions like Independence Day, Republic Day, and birthdays of national leaders are celebrated to foster a sense of patriotism and national pride. Furthermore, students are motivated to engage in activities under the NSS and Red-Cross initiatives. To ensure appropriate conduct, institute has Code of Conduct for students and Director, and Administrative Manual, which are available on the institute's website for reference. Overall, the institute's orientation program and diverse range of activities aim to provide a holistic education that promotes citizenship, social responsibility, and ethical behavior among students and staff alike.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://nwimsr.mespune.org/wp-content/uploads/2024/04/NWIMSR-7.1.9-File.pdf
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code

B. Any 3 of the above

of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

1. Republic day and Independence Day are celebrated every year in the institute with great enthusiasm and pride.
2. Institute celebrates Republic Day, Independence Day, Chatrapati Shivaji Maharaj Rajyabhishek day, Dr. B.R. Ambedkar Jayanti, Jyotirao Govindrao Phule Jayanti, Dr. Sarvepalli Radhakrishnan (Teachers' Day), Constitution Day, International Yoga Day, every year.
3. Every 5th of Sept. Teachers' Day is celebrated by the students.
4. Sanyukh jayanti of Jyotirao Govindrao Phule, Dr. B.R. Ambedkar and Chatrapati Shivaji Maharaj was celebrated from 6th April 2023 to 14th April 2023 this year.
5. Debate and Poster Making competition was organised on 24th Jan 2023 on the occasion on Republic Day Celebration.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

1. Title: Leveraging multiple opportunities to inculcate research culture in students and faculties.

2. Objectives: a) Provide common platform for research scholars and academics from various disciplines and countries. b) Provide opportunity to exhibit skills like leadership, coordination and time-management. d) Foster and promote research attitude and aptitude among academicians. e) Endow the students' knowledge of research methodology.

3. The Context: Academic in management studies face lots of issues in getting their research work reviewed by experts and having fruitful discussions with professionals from other countries and institutions. Even students do not have any direct exposure and knowledge of research. The knowledge sharing between research scholars across the globe was the need of the hour. It was a great challenge to invite academics from other countries and form collaboration in the field of education and research.

4. The Practice: The research papers/articles received are reviewed by referees selected in India and abroad. The selected peer-reviewed papers are published in the Chronicle of Neville Wadia Institute of Management Studies and Research journal having ISSN no. 2230-9667.

5. Evidence of Success: The success of the conference is indicated by the following points: 1. The conference is held every year since 2014. 2. The total no. of research papers received and published after peer-review. 3. The association and collaboration of institutions from other countries.

6. Problems Encountered and Resources Required: The main resource required is human resource.

File Description	Documents
Best practices in the Institutional website	http://nwimsr.mespune.org/wp-content/uploads/2024/04/NWIMSR-7.2-2022-23.pdf
Any other relevant information	https://nwimsr.mespune.org/conference/

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

NWIMSR's ethos lies a profound alignment with the MES's illuminating motto, which revolves around the dissemination of quality education. Our institute's unwavering commitment to cultivating virtuous leaders positions us as steadfast contributors to the shaping of future industry frontrunners. Realization of this vision is not merely a goal but journey meticulously crafted within our academic framework. Our proactive approach extends to facilitating direct interactions between students and industry stalwarts. It is our mission to ensure comprehensive development of our students. This commitment echoes through various initiatives, including Academia-Industry meets that bridge theoretical knowledge with practical insights, as well as engaging Alumni-Meets and Guest-Lectures that bring wisdom of successful graduates to forefront.

We have implemented set of benefits to enhance employees overall quality of life. Under Group Insurance Scheme (GIS), employees enjoy financial protection. Additionally, we provide gratuity benefits. Recognizing significance of work-life balance, we offer maternity and paternity leave. We encourage continuous professional development through duty-leave, empowering our team to stay abreast of industry advancements and contribute meaningfully to their roles.

The MES's Colleges Employees Co-operative Credit Society provides financial assistance. Emergency loans upto Rs.30,000/- along with larger loans based on employee's payscale, are available. Society offers Fixed Deposit (FD) schemes and security fund of Rs.5,00,000/- contributing to financial security. In our commitment to social responsibility, we implemented Kanyadaan-Yojana, providing utensils to girl-children during weddings. This initiative reflects our dedication to supporting employees and their families.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. Conduct events to promote gender sensitivity.
2. Conduct environment and green audit for the next year.
3. Add additional Disabled-friendly washrooms
4. If required buy Divyangjan software