

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

The Modern Education Society (MES), Pune was established with the motto 'For the Spread of Light' in 1932 to meet the demand for education to the residents of eastern part of the Pune City. The efforts of its founders; Prin. V. K. Joag, Sir Cusrow Wadia and Sir Ness Wadia were reflected to avail the facilities of education for the masses. Today the Modern Education Society touches several disciplines of higher education such as Law, Engineering, Management, Science, Humanities, Languages, Commerce, Computer Science etc. imparting education at UG, PG and PhD levels. Initially, Modern Education Society focused on the higher education in traditional degree programs in the areas of Arts, Commerce and Science, later expanded to the professional post graduate programme in management named as Master of Business Administration (MBA) .

Neville Wadia Institute of Management Studies and Research (NWIMSR) was established by the Modern Education Society in 1991. NWIMSR is a Self-Financed post graduate professional management education institute which is having permanent affiliation with Savitribai Phule Pune University (SPPU), Pune and is approved by All India Council for Technical Education (AICTE), New Delhi. It is also recognized by Government of Maharashtra.

Neville Wadia Institute of Management Studies and Research is strategically located at walking distance from Pune Railway Station and is 8 Kms away from the Pune International Airport. NWIMSR is dedicated to foster leadership and innovation by offering top-notch facilities and management education. The institute strives to shape students into effective leaders who can seamlessly integrate business theory with practical application, contributing to a dynamic and thriving business environment leading to excellence.

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.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. **Rich Heritage:** Named after Sir Neville Wadia, a prominent 19th-century industrialist, the Institution has a prestigious industrial background. Managed by the Wadia Group, it boasts leadership from Shri Nusli Wadia and his sons, Neville and Jehangir Wadia, who are deeply involved in its management.
2. **Professional Culture:** The administration, influenced by the Wadia family's corporate background,

combines professionalism and effective management, creating a well-organized educational environment.

3. **Diverse Student Body:** Students from over 20 states and various countries create a cosmopolitan atmosphere, encouraging cross-cultural learning and broad-mindedness.
4. **Strategic Location:** Located centrally in Pune, the Institution is well-connected by rail (Pune Railway station at walking distance), road, Pune International Airport (7.9 km) and the Metro, providing easy access for students, staff and outside visitors.
5. **Research and Innovation Ecosystem:** With a robust Research Centre, over 60% of the faculty holding doctorates, and an active Start-up and Innovation Cell, the Institution fosters research and entrepreneurial endeavours.
6. **Collaborations:** The institution has forged several MOUs, linkages and partnerships with national and international organizations, enhancing academic and industry engagement.
7. **Business-Oriented Students:** The Institution attracts students from business backgrounds, providing them with theoretical and practical exposure through interaction with industry experts.

Institutional Weakness

1. **Limited Expansion Due to Space Constraints:** The Institution's central location restricts physical expansion, limiting its ability to accommodate the growing number of students and new programmes.
2. **Regulatory Boundaries:** The institution is bound by the university syllabus, state government, and UGC regulations, which sometimes restrict its ability to adapt to industry demands.

Institutional Opportunity

1. **Consultancy Opportunities:** With expert faculty in various fields, the Institution has significant potential to offer consultancy services to industries and organizations.
2. **Revenue Augmented Courses:** There is a rising demand for courses in fields such as Fin-tech, Digital Marketing, Data Analysis, and AI, which the Institution can capitalize on by offering them with its existing faculty and external experts.
3. **Strong Industry-Academia Ties:** There is a vast potential to deepen industry collaborations, particularly in course design and student placement, which can increase student employability.
4. **Embracing Technology:** Leveraging technology in education through the development of MOOCs and e-learning platforms can help the Institution reach a broader audience, reducing dependence on physical infrastructure.
5. **Student Mentoring Programs:** By strengthening the student mentoring program, the Institution can identify areas of improvements for slow learners and groom high-potential students through alumni and industry linkages.
6. **Inclination toward Entrepreneurship:** Looking at the background of our established ED cell and the legacy of our achievements, in this regard we encourage students to focus more on entrepreneurship. We are in the process of bringing more innovations, entrepreneurship development programs and funding projects related to entrepreneurship.

Institutional Challenge

1. **Meeting High Industry Expectations:** Bridging the gap between university-prescribed syllabi and

industry demands requires resource-intensive efforts in skill development and capacity building.

2. **Increasing Competition from the peer group:** The rise of private educational institutions and organizations offering industry-aligned courses at lower costs presents stiff competition to the Institution.
3. **Shift to Interdisciplinary Education:** The growing trend towards interdisciplinary courses is challenging for the Institution, which traditionally offers commerce-specific education.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Neville Wadia Institute of Management Studies and Research is permanently affiliated with Savitribai Phule Pune University. It follows choice based credit system (CBCS) and outcome based education (OBE). Institute has been ensured the various steps for quality excellence in academics by making effective curriculum delivery. The institute has been using IC tools and other quality inputs to the students. As per the regulations made by the affiliating university the program curriculum is delivered with effective planning of academic calendar.

There is a limited flexibility in completion of academics in stipulated period due to semester pattern and regulations of SPPU. The academic activities are aligned with vision and mission of the institute. The institute imparts curricular enrichment through add-on programs, value added certifications such as Advanced excel, IPR and Patent filing, Share market Trends and Trading, etc. to inculcate the values and ethics amongst the students.

The institute implements the range of courses that incorporate many cross-cutting topics related to gender, environment and sustainability, human values and professional ethics as prescribed in the university syllabus. The institute organizes various curricular and co-curricular activities in line with cross-cutting issues for sensitizing the students.

The institute has implemented a comprehensive feedback framework that allows for the collection of comments, suggestions from all stakeholders. The collected inputs are assessed and appropriate actions are implemented and communicated to the various stakeholders. The feedback is displayed on the institute website. It helps to impart quality education and achieve academic excellence.

Teaching-learning and Evaluation

Institute has high level of percentage in enrollment. It can be witnessed by 96.67% of enrolment. We ensure to fill the reserved category seats as per reservation policy by competent authority. It is evident through 98% of seats filled against reserved categories.

The student teacher ratio has been continuously maintained as per AICTE norms, i.e., 1:19.6. The institute has adapted various student centric methods such as experiential learning, participative learning and problem solving methodologies.

The teachers use various pedagogies such as case studies, case lets, situation analysis, brain storming, role plays, group discussion, industrial visits for enriching the learning experience of the students. The teachers are trained through various FDPs for conducting teaching learning with the help of ICT enabled tools. This has

witnessed through effective teaching learning pedagogies resulted into remarkable results and placements of the students.

We ensure the recruitment of 100% faculties against the sanctioned posts. The quality of faculties has been ensured through recruitment of qualified and experienced staff. The percentage of PhD degree holders is 76.36%. Out of them, 4 are PhD guides approved by SPPU. The institute has fully functional research center which is largest research center in SPPU. We have more than 50 external research guides associated with it. The institute has well defined mechanism of internal and external assessment, which is transparent and time bound. The assessment related grievance redressal system is well-defined and time bound.

The institute has stated and displayed POs and COs for MBA programme in corridors, faculty cabins, library and website. The institute has mechanism of attainment of POs and COs.

The outcome of teaching learning is reflected through the remarkable results, i.e., 96.36% in last five years. The student satisfaction surveys are conducted at the end of academic year. The suggestions are incorporated in planning next academic year.

Research, Innovations and Extension

Resource Mobilization for Research: Institute ensures research, innovation and extension with set processes. The research resources are obtained by submitting application to different funding bodies whenever they issue the announcement. We have set research policy, research infrastructure and financial assistance for conducting research work.

The institute has moderate level research funding grants from non-government organizations. We have also established an ecosystem to foster innovation through Research & Development cell, **Entrepreneurship Development Cell. A range of seminars, workshops & conferences are conducted on IPR, patent filing, research methodology and entrepreneurship development.** The research publications, conference proceedings and books have witnessed good amount of contribution to the body of knowledge.

We have fulfilled the institutional social responsibilities, imparting social and ethical values and holistic development of the students through various Extension activities & outreach programs. The institute has organized ample of activities and outreach programs through NSS & Red Cross and other NGOs, etc. for creating awareness about gender issues, environment sustainability, human values and professional ethics. It has been witnessed through the appreciation and awards by recognized bodies for institute's extension and outreach programs.

The institute has entered into MoUs and linkages with industries, NGOs and academic institutions to facilitate collaborative activities for the purpose of placement drives, student internships, field visits, summer internship projects and student-faculty exchange programs. The number of functional MoUs with institutions of national importance has impacted with good outcomes in terms of results, faculty development and placements.

Infrastructure and Learning Resources

The Infrastructural facilities at the Institute are adequate and fulfil all the norms of the regulatory agencies. The available infrastructural facilities and learning resources foster our academic excellence. The Institute has excellent facilities for curricular, co-curricular and extra-curricular activities. The Institute's infrastructure includes spacious, well-illuminated and airy classrooms fitted with smartboards. These smartboards are enabled with internet facility. It enhances the learning experience of the students as they can be taken to the real time virtual world of the internet. Our seminar hall is air-conditioned having the audio-visual facility with LCD projector and internet connectivity and WiFi facility. The seminar hall is large enough to accommodate 450 students at a time. There are two computer laboratories. They contain over 96 computers with latest configuration dedicated for student usage.

Our library is a knowledge centre for our students. It has the collection of 19,170 books. There is a collection of reference books and the books for other reading. Additionally, we have number of magazines, journals, online resources and PhD theses also in our library. There is a vibrant placement office at our institution. The Institute has washroom facility for the differently abled students, staff and visitors. There are adequate facilities for indoor and outdoor sports as well as cultural activities. Gymkhana facility is available for the staff and the students. Medical facilities are available for the staff and students. There is 100 MBPS leased line internet connectivity that serves students very well. The Institute uses ERP and maintains teaching and non-teaching records. We have policies and procedures for proper utilisation and upkeep of the facilities.

The hostel facility is available for girls and boys in the campus. Other amenities such as sports ground, medical facilities, indoor games are available. Certain facilities are shared with institute in the campus. The institute has dedicated maintenance team that handles many types of maintenance tasks. There is a provision of recreational facilities such as canteen, lawn, sit outs, etc. There is a provision of ample parking for four wheelers, two wheelers and pedestrians for students and staff inside the campus.

Student Support and Progression

Over the past five years, Neville Wadia Institute of Management Studies & Research has demonstrated a strong commitment to student development and success through various initiatives:

The institute supports the students to avail the scholarships & freeships of state, central government level and institute level. The students are benefited from financial aid at significant level.

The institute has ensured capabilities enhancement and development schemes for holistic developments and building career competencies by organizing various activities such as Soft Skills, Language and Communication Skills, Life Skills, ICT and Computing Skills. The result of these activities are remarkable in terms of holistic development and placement of the students. It is witnessed through the placement percentage, i.e., 76.94%. Significant number of students have benefited from guidance on competitive exams and career counselling, including coaching for entrance exams and personalized career advice.

The institute ensures a safe environment with a robust grievance redressal system, including adherence to regulatory guidelines, zero-tolerance policies, multiple grievance submission channels, and timely resolution through dedicated committees. Career counselling has made significant impact in terms of increase in placements. Guidance on competitive examinations helps students to qualify in state, national level examinations, showcasing the institute's emphasis on academic excellence and competitive readiness.

The institute has supported our students to exhibit their talent in sports and cultural activities, which are

resulted into achievement of number of awards medals for their outstanding performances at various levels.

The registered Alumni Association contributes significantly through mentorship, career guidance, and networking, enhancing institutional resources and fostering continuous alumni engagement. Members of alumni contribute through various financial and non-financial means such as guest lectures, knowledge sessions, providing internships, workshops, arranging industrial visits and campus recruitment drives, etc. The alumni meets are organized every year to investigate potential engagement with the industry.

These efforts collectively reflect the institute's dedication in fostering a well-rounded educational experience and preparing students for both professional and personal success.

Governance, Leadership and Management

The institute has set forth in its vision, mission and core values to provide good governance and effective leadership. The institute's governance is carried out by various cells, bodies and committees such as Governing Body (GB), College Development Committee (CDC), Internal Quality Assurance Cell (IQAC), etc. The implementation of NEP has ensured in its infrastructure and teaching learning processes. The member of various committees have granted autonomy to make choices about academic and administrative matters, hence, fostering participative management and decentralization.

The institute has laid well structures strategic plan and goals, which determine the standard of transparency, participation of stakeholders, accountability and efficiency that can bring organizational sustainability.

The institute encompasses perspective plan which incorporates functioning of the institutional bodies with effective and efficient way. This has ensured through set up of policies, procedures and various set ups. E-governance is applied across multiple domains such as administration, examination, finance and accounts, student admission and support.

The empowerment of teaching and non-teaching staff are gauged by providing financial support to attend conferences, workshops, FDPs, MDPs and SDPs organized by our institute and other institutes. The institute has set a policy and procedure for transparent self-appraisal, effective welfare measures which ensure career development and progression of the staff.

The finance and accounts are audited by internal and external auditors periodically. The institute operates on self-financing model with student fees being the primary source of financial support. These fees are managed in judicious manner.

The institution has an Internal Quality Assurance Cell (IQAC) to develop academic regulations that guarantee an efficient teaching learning processes. It plans and monitors various quality initiatives throughout the year. It has witnessed through the improvement in teaching learning process, results of the students and enhanced placements.

Institutional Values and Best Practices

The institute organizes initiatives towards gender audit and measures for the promotion of the gender equity by articulating curricular, co-curricular and extra-curricular activities. The facilities for women at campus are ensured through comprehensive safety and security measures such as 24/7 security personnel, comprehensive CCTV coverage, and restricted campus access via ID cards, ensuring a safe environment for all.

The institute has been organizing gender equity programs to sensitize equality. It is witnessed through the best practice of awarding girls through the award like the "**Best Management Girl Award**".

We have adopted various initiatives for to make awareness about water conservation, green campus, disable friendly and barrier-free environment. The green initiatives are adopted through the use of renewable energy, management of its water resources and disposal of waste. The green methods are employed such as minimizing printouts implementing paperless administration. The solar plant has been established to generate and save the electricity. The rainwater collection system has been implemented to utilize natural resources of its fullest. The lawn of the campus contributes to creation of enjoyable and delightful atmosphere. Hence, the environment, energy, green audits are conducted on annual basis by the institute.

The institute has well defined code of conduct for all stakeholders and available on institute website. We have made significant initiatives in providing an inclusive environment by organizing various programs for tolerance, harmony towards cultural, regional, linguistic, communal socio-economy. These programs have made remarkable sensitization amongst the students and staff members.

The institute has different practices to provide conducive environment for teaching-learning and enriching the experiences of the stakeholders. The institute has adopted two best practices which are as below:

1. Corporate Engagement and Leadership Development through Strategic Events
2. Leveraging multiple opportunities to inculcate the research culture

The distinctiveness of the institute is "**Inculcating productive and constructive citizenship among the decision makers of tomorrow**".

In this way, the institute ensures institutional values and best practices.