



SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

(Status: Linguistic Minority) (Unaided- Private)

Approved by A.I.C.T.E. Certified under ISO 9001:2015

Affiliated to Savitribai Phule Pune University, NAAC Accredited with "B+" Grade

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Director

STAKEHOLDERS' FEEDBACK ACTION TAKEN REPORT ACADEMIC YEAR 2023-2024

I. Action Taken Based on Feedback of Semester I and III

Actions Initiated Based on Feedback Analysis

The Internal Quality Assurance Cell (IQAC) analyzed the feedback and presented its findings in a report to facilitate appropriate actions. The Governing Council reviewed the analysis, and the following actions were implemented:

A) Action Taken Based on Analysis of Students' Feedback on Effectiveness of Faculty:

- **Individual Discussions with Faculty:**

The Director conducted one-on-one meetings with faculty members to discuss strategies for enhancing their ratings and overall performance.

- **Counselling and Guidance for Improvement:**

Faculty with lower ratings in areas such as handling student questions, sharing updated course information, demonstrating availability beyond classes, and effectively using modern teaching aids (e.g., PowerPoint presentations, web resources) were given targeted counseling.

The Director provided guidance on specific pedagogical improvements to address these issues.

The Business Analytics faculty member received tailored advice to align lecture content and delivery with the Course and Programme Outcomes.

- **Encouraging Application-Oriented Learning:**

Faculty were advised to incorporate more case studies into their teaching to foster an application-oriented approach among students.

- **Professional Development Recommendations:**

Based on the feedback received, certain areas for improvement were identified in the teaching effectiveness across programs. For MBA-I, an average of 40% of students highlighted the need for sharing updated information, completing the curriculum on time, and improving session planning and class control. Similarly, in MBA-II, an average of 20% of students pointed out similar concerns. For MCA-I and MCA-II, 15% of students indicated a need for increased use

of modern teaching aids, such as PowerPoint presentations, web resources, and other digital tools.

To address these issues, faculty members were encouraged to participate in Faculty Development Programs (FDPs) to enhance their teaching strategies and classroom management skills. Additionally, faculty were instructed to complete NPTEL Swayam courses to stay updated with the latest trends and methodologies in their respective fields, ensuring a more engaging and effective learning experience for students.

The following faculty members successfully completed FDPs:

Sr. No	Name Of Faculty	Title of the Programme	Organised By	Duration
1	Dr. Rajesh Kashyap	Teacher and Teaching in HEI's	IOT Academy, Coimbatore	12 Days
		The Art of Teaching	IOT Academy, Coimbatore	10 Days
2	Dr. Ashish Jaswal	AICTE - Inculcating Universal Human Values in Technical Education	AICTE	5 Days
3	Dr. Kalpana Salunkhe	Research Methodology	G.H. Rasoni College, Pune	6 Days

The following faculties completed NPTEL Swayam courses.

Sr. No	Name Of Faculty	MOOCs Course	Organised By	Duration
1	Dr. Divya Lakhani	NPTEL - Financial Accounting	NPTEL-AICTE	2 Months
		NPTEL - Toyota Production System	NPTEL-AICTE	2 Months
2	Dr. Ashish Jaswal	NPTEL - Project Management for Managers	NPTEL-AICTE	3 Months
		NPTEL - Strategic Sales Management	NPTEL-AICTE	2 Months

b) Action Taken based on Analysis of Students' and Teachers' Feedback on Curriculum:

Introduction of Skill-Oriented Certificate Courses, Guest Sessions, Industrial Visits, Entrepreneurship Skill Enhancement program and project-based learning initiatives:

Based on the feedback received from students and teachers, several areas of improvement were identified across various programs. While the majority of respondents agreed that the courses effectively developed application-oriented thinking, enhanced knowledge of functional management areas, and prepared students for the job market, a small percentage expressed

concerns. Specifically, in MBA I - Sem II, 13% of students disagreed that the course prepared them for the job market, 9% felt it did not adequately enhance knowledge of functional management areas, and 8% did not find it effective in developing application-oriented thinking.

15% of teachers feel that feedback does not adequately sensitize students to ethical and professional values, while 11% believe it falls short in developing application-oriented thinking.

To address these gaps, certificate courses, guest sessions, Industrial Visits, Entrepreneurship skill enhancement program and project-based learning initiatives were introduced to strengthen practical learning and skill-building. These measures aim to integrate contemporary topics, ethical considerations, and application-oriented approaches into the curriculum, ensuring better preparation for students in alignment with industry expectations and global trends.

- **Value-added Courses Offered During the year 2023-24**

Sr. No	Name of the Value-Added Course
1	Spirituality for Leadership, Employee Wellbeing, and Organizational Excellence – I Designed by Sadhu Vaswani Institute of Management Studies and approved by Affiliating University - Savitribai Phule Pune University
2	Spirituality for Leadership, Employee Wellbeing, and Organizational Excellence – II ,Designed by Sadhu Vaswani Institute of Management Studies and approved by Affiliating University - Savitribai Phule Pune University
3	The Basics of Content Writing , Designed by Sadhu Vaswani Institute of Management Studies and approved by Affiliating University - Savitribai Phule Pune University
4	Fundamentals of Stock Market and Online Trading , Designed by Sadhu Vaswani Institute of Management Studies and approved by Affiliating University - Savitribai Phule Pune University
5	Understanding Gender Equity ,Designed by Sadhu Vaswani Institute of Management Studies and approved by Affiliating University - Savitribai Phule Pune University
6	Banking Financial Services and Insurance - Conducted by Sadhu Vaswani Institute of Management Studies in association with ICT Academy
7	Employability Skill Programme Conducted by Sadhu Vaswani Institute of Management Studies in association with Mahindra Pride Classroom, Naandi Foundation

- **Guest sessions by Industry Experts:**

Based on stakeholders' feedback to enhance the contemporary knowledge of students and align their learning with current industry practices, a series of guest sessions led by industry experts were organized. These sessions aimed to provide students with insights into real-world applications, emerging trends, and challenges across various sectors.

The experts invited represented diverse fields, ensuring comprehensive exposure to industry standards and innovations. Each session was tailored to address specific topics relevant to the student's areas of study, offering practical knowledge and case studies that bridged the gap between academic concepts and professional requirements.

This initiative was undertaken as part of a broader strategy to supplement classroom learning with experiential insights, thereby equipping students with a competitive edge in the job market.

The following Guest sessions were arranged:

Sr. No.	Topic	Speaker name
1	Expert Session on Sustainability Spark- Pioneering Corporate	Mr. PRASHANT PEDNEKAR Dy General Manager -Corporate Sustainability SKF India Limited
2	Counselling: Mental Well-being – Managing Emotions and Building Empathy	Ms. Pooja Jain, CEO, Safe Stories – Mental Health Centre, Pune
3	Effective Leadership	Capt. (Dr.) Sukhwinder Kaur, Vice President of Strategy and Business Management, Citi India
4	Career Counselling	CA Shushant Karbhari, a member of the Western India Regional Council (WIRC) of ICAI (The Institute of Chartered Accountants of India)
5	Craft your Career Path	Dr. Preeti Patil, Faculty, Department of Management Studies, Visveswaraya Technological University's Post Graduate Centre, Mysuru

- **Industrial Visits:**

Based on feedback from stakeholders, including students, faculty, and industry professionals, the following industrial visits were organized. These visits were designed to provide students with practical exposure to real-world business operations and processes, bridging the gap between academic knowledge and its practical application.

The selection of industries for these visits was made strategically, focusing on sectors relevant to the students' academic disciplines and career aspirations. During these visits, students had the opportunity to observe day-to-day operations, interact with professionals, and gain insights into industry challenges and best practices.

This initiative aimed to enhance students' understanding of industrial workflows, foster curiosity, and enable them to make informed decisions about their career paths. By directly experiencing the application of concepts learned in the classroom, students were better equipped to connect theory with practice.

Following Industrial visits were arranged

Sr. No.	Particulars
1	Industrial visit Lear Corporation Pune
2	Industrial Visit -Nandan Dairy Pvt. Ltd, Cotton King Pvt.Ltd. KVK(Krishi Vigyan Kendra) Baramati

Bridge Course

Approximately 13% of the students came from non-finance backgrounds. To help them build a strong foundation in accounting basics, a bridge course was organized.

To address specific learning needs and enhance the financial acumen of students, two specialized courses were conducted:

- a) Bridge Course in Managerial Accounting – On demand of Students from Non-Commerce Background
- b) Remedial Course in Personal Financial Planning was conducted based on Student Request to tackle Numerical Problems

Bridge Course in Managerial Accounting

This course was designed to help students develop a strong foundation in managerial accounting concepts, bridging any gaps in their understanding of this critical area.

Student Research Publications

To foster a culture of academic inquiry and enhance students' research skills, they are actively encouraged to write research papers. This initiative aims to develop critical thinking, analytical abilities, and scholarly writing expertise among students, equipping them for advanced academic pursuits and professional challenges.

Students are guided through the entire research process, including topic selection, literature review, data collection, analysis, and paper drafting. Faculty members and mentors provide personalized support to ensure the research adheres to academic standards and contributes to existing knowledge in their respective fields.

Additionally, opportunities are created for students to present their research at conferences, seminars, and institutional events, enabling them to gain exposure and constructive feedback. This initiative not only sharpens their investigative abilities but also instills confidence in articulating and defending their findings.

By engaging in research activities, students are better prepared to approach complex problems, propose innovative solutions, and build a strong foundation for their academic and professional growth.

Student Research Publications:

Sr. No.	Name of Student	Title of Paper	Name of Journal	ISBN/ISSN
1	Ms. Bhagyashree Shinde and Ms. Shreya Vibhute	Enhancing Online Shopping Experience Through Web Mining: Analysis and Recommendations	Juni Khyat	2278-4632
2	Ms. Merlin Martin and Salomi Gore	Employer Branding and Recruitment in Startups	International Journal of Scientific Research in Engineering and Management (IJSREM)	2582-3930
3	Ms. Shreya Vibhute	Cloud Computing's Effects on Education Sector	Journal of the Maharaja Sayajirao University of Baroda	0025-0422
4	Ms. Nandini Verma and Ms. Pratiksha Deshpande	Revolutionizing Indian Payment System: The Impact of UPI on Financial	International Journal of Scientific Research in	2582-3930

Sr. No.	Name of Student	Title of Paper	Name of Journal	ISBN/ISSN
		Inclusion and Digital Transaction	Engineering and Management (IJSREM)	

Research Papers Presented by Students in National/International Seminars and Conferences

Sr. No	Name of Student	Title of Paper	Name of Seminar/Conference
1	Ms. Muskan Sadhwani	Roadmap to Financial Planning	National Conference on India @ 75: Emerging Global Power: Prospects and Challenges
2	Ms. Kajal Yadav	Financial Planning for DEWKS	
3	Ms. Mahima Sachdev	Study on Investors Preference on Mutual Funds	

II. Action Taken Based on Feedback of Semester II and IV

The Internal Quality Assurance Cell (IQAC) conducted a detailed analysis of feedback and presented a report to enable suitable actions. The findings were also reviewed by the Governing Council, resulting in the following initiatives:

A) Action Taken based on Analysis of Students' Feedback on Effectiveness of Faculty:

Individual Faculty Interactions:

The Director conducted one-on-one discussions with all faculty members to provide personalized feedback and identify areas for improvement.

Alignment with Course and Programme Outcomes:

Faculty focuses on Course and Program Outcomes Faculty members were advised to ensure that lecture content and delivery align closely with the defined Course and Programme Outcomes to enhance teaching effectiveness.

Enhancing Course Content and Delivery:

Based on feedback from an average of 20% of MBA and MCA students regarding teaching effectiveness, it was noted that faculty should share updated course information and assign meaningful tasks. The Director provided guidance on integrating the latest course content while balancing theoretical concepts with practical applications across subjects. To address this, faculty members enrolled in FDPs and MOOCs to enhance their knowledge and teaching practices.

The following faculty members have successfully completed FDPs.

Sr. No	Name Of Faculty	Title of the Programme	Organised By	Duration
1	Dr. Niji Shajan	Quantitative Research Design and Application of SPSS Software	Eudoxia Research Centre, India	7 Days
		Free Publication of Manuscripts in Peer-reviewed International Journal	Eudoxia Research Centre, India	10 Days
2	Mr. Girish Bal	Generative AI Tools and Applications	National Institute of Technology, Warangal and KKR &KSR Institute of Technology, Guntur	11 Days
3	Mr. Omkar Barve	Generative AI Tools and Applications	National Institute of Technology, Warangal and KKR &KSR Institute of Technology, Guntur	11 Days

The following faculties completed NPTEL Swayam courses.

Faculty – MOOCs Undertaken

Sr. No	Name Of Faculty	MOOCs Course	Organised By	Duration
1	Dr. Vaishali Rajendra Patil	NPTEL - Financial Institutions and Markets	NPTEL-AICTE	3 Months
2	Dr. Harshali Bhalerao	NPTEL - Strategic Management for Competitive Advantage	NPTEL-AICTE	3 Months
		NPTEL - Business to Business Marketing	NPTEL-AICTE	3 Months

b) Action Taken Based on Analysis Students' and Teachers' Feedback on Curriculum :

Introduction of Skill-Oriented Certificate Courses, Guest Sessions, Industrial Visits, Entrepreneurship Skill Enhancement program and project-based learning initiatives:

In MBA II - Sem IV, an average of 16.16% of students disagreed on aspects such as covering contemporary topics, preparing for the job market, and building key skills like decision-making and teamwork. In MCA I - Sem II, 7.96% of students felt the program did not sufficiently sensitize them to ethical and professional values.

To address the gaps identified in the Master of Business Administration (MBA) and Master of Computer Applications (MCA) programs, certificate courses were introduced, featuring a mix of self-designed modules and programs developed in collaboration with knowledge partners. These courses were specifically tailored to address skill gaps and meet emerging industry demands, offering a blend of theoretical understanding and practical expertise. This initiative

aims to enhance interdisciplinary skills, align the curriculum with industry standards, and equip students with the knowledge required for career success.

The courses were introduced after a comprehensive analysis of curriculum gaps and feedback from key stakeholders, including students, faculty, alumni, and industry experts. They were selected for their relevance to emerging trends and potential to boost employability. Additionally, complementary initiatives such as guest sessions, industrial visits, entrepreneurship skill enhancement programs, and project-based learning were implemented. These efforts focus on integrating contemporary topics, ethical values, and application-oriented learning to prepare students for the dynamic demands of the global job market.

- **Value-added Courses Offered During the year 2023-24**

Sr. No	Name of the Value-Added Course
1	Full Stack Training LAMP STACK Conducted by Sadhu Vaswani Institute of Management Studies in association with C-Infotech
2	Full Stack Training MEAN STACK Conducted by Sadhu Vaswani Institute of Management Studies in association with C-Infotech
3	Full Stack Training MERN STACK Conducted by Sadhu Vaswani Institute of Management Studies in association with C-Infotech
4	Systems and Usable security (NPTEL)
5	Python for Data Science (NPTEL)

- **Guest sessions by Industry Experts:**

Guest sessions by industry experts were organized to enhance students' contemporary knowledge and align their learning with industry practices. These sessions offered insights into real-world applications, emerging trends, and sector-specific challenges. Experts shared practical knowledge and case studies, bridging academic concepts with professional requirements. This initiative supplemented classroom learning with experiential insights, giving students a competitive edge in the job market.

The following Guest sessions were arranged:

Sr. No.	Topic	Speaker name
1	Introduction to SAP	Mr. Devichand Katariya, Managing Director of Learning hood Consultancy Private Limited
2	Guest Session - The Changing Face of New India and Skills Required to Succeed-Mr. Robin Banerjee	Mr Robin Banerjee, Chairman, Nucleon Research Pvt. Ltd
3	Email Etiquette	Mr. Manoj Pamnani, Solution Specialist-Learning and Organization Development Jade Global Software Pvt. Ltd
4	Consumer Behavior and Content	Ms. Sujat Upadhyay, Founder of CMD Content Design LLP
5	Session on Service Level Agreement at Wipro- A Case Study	Mr. Sudeep Kumar Saxena, Wipro Technologies, Pune

6	Guest Session on Paisa Bolata Hai	Mr. Suhas Harshe, Money Coach for Millionaires, Director MoneYogi
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- **To enhance Entrepreneurship skills:**

To provide students with practical exposure to entrepreneurship, the Navdhara Fest was organized. This event served as a dynamic platform for fostering entrepreneurial skills and promoting innovation among students.

The Navdhara Fest proved to be an enriching experience, inspiring students to explore their entrepreneurial potential and equipping them with practical tools to navigate the competitive business landscape.

- **CSR Projects -Skill Development:**

56 Students volunteered with 39 NGOS

4	Dr. Harshali Bhalerao	NPTEL - Strategic Management for Competitive Advantage	NPTEL-AICTE	3 Months
		NPTEL - Business to Business Marketing	NPTEL-AICTE	3 Months

Remedial Course in Personal Financial Planning

As 40% of students got lower marks in internal exam, the remedial course was specifically tailored to improve students' proficiency in managing personal finances. It covered essential topics such as budgeting, saving, investment planning, risk management, and retirement planning. The course was structured to address any gaps in knowledge and to equip students with the skills required to make informed financial decisions in both personal and professional contexts.

Both courses were implemented as part of a targeted effort to enhance students' overall competence in financial management, ensuring they are well-prepared to meet academic and industry expectations.

Student Research Publications

Students are encouraged to write research papers to enhance critical thinking, analytical skills, and scholarly writing. Guided by faculty through the research process, they receive support in topic selection, data analysis, and drafting. Opportunities to present at conferences and seminars provide exposure and constructive feedback, building confidence and investigative abilities. This initiative prepares students to tackle complex problems, propose solutions, and excel academically and professionally.

Student Research Publications:

Sr. No.	Name of Student	Title of Paper	Name of Journal	ISBN/ISSN
1	Ms. Prachi Dhakne and Ms. Samruddhi Rajguru	HR Analytics and Big Data: Investigating the use of HR analytics and big data to make data-driven decisions in areas such as talent acquisition, workforce planning, and employee retention	International Journal of Scientific Research in Engineering and Management (IJSREM)	2582-3930
2	Ms. Pratiksha Ransing and Ms. Arati Shendge and Ms. Sanjana Jadhav	Start-ups, Incubation, and Entrepreneurship in India: A Catalyst for Sustainable Development	Vision Research	2250-2025
3	Ms. Safaa Shaikh	Is LinkedIn an Effective Recruitment Platform?	International Journal of Scientific Research in Engineering and Management (IJSREM)	2582-3930

Research Papers Presented by Students in National/International Seminars and Conferences

Sr. No	Name of Student	Title of Paper	Name of Seminar/Conference
1	Ms. Dhanashree Metkari	Students Preference towards ChatGPT	International Seminar on Net Zero & Energy Transition for Sustainable Development
2	Ms. Vidhi Sharma and Ms. Purva Dhadwe	A Study on Customer Preference towards Hot Beverages	
3	Ms. Mamata Tathed	Impact of the Social Media Era on Customers	
4	Ms. Tanisha Chavan Ms. Sakshi Barnat	Students Preference for E-resources	

III. Action Taken Based on Analysis of Feedback on Infrastructure and Support System

Students provided positive feedback on the infrastructure, reflecting the institute's investment of over 42 lakhs.

Infrastructure improvements undertaken:

- Laptop-Lenovo Think Pad E14-10th Gen
- AV Recording Room: i9 CPU, 32 GB RAM, 1 TB SSD, WIN pro OEM-Licensed copy of windows Pro. ASUS TUF gaming Motherboard, 27-inch Lenovo Monitor with ARTIS 550-Watt Power Supply Unit
- Furniture and Fixtures for first Floor-Reception
- Six interactive Panels-Promethean with Huddle Room Camera for Classrooms
- Samsung 55"TV

- Yamaha Mixer with JBL Speaker, M Track Audio Interface Installed at Patio
- 55 CCTV Cameras installed across the campus, 64 channel Network Video Recorder, 6 TB HDD (Seagate) with Five 16 Port Switch of Net Gear and One 16 port Switch D-Link
- Brother Printer

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