



SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

Unaided- Private, Linguistic Minority (Sindhi) Institute
Approved by A.I.C.T.E. Certified under ISO 9001:2015

Dr. B. H. Nanwani
Director

Affiliated to Savitribai Phule Pune University, NAAC Accredited with “B+” Grade
Institute Codes: SPPU: IMMP016030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

CRITERION – VI	
KEY INDICATOR	6.2: Strategy Development and Deployment
METRIC NO.	6.2.1: The Institutional Perspective Plan is Effectively Deployed and Functioning of the Institutional Bodies is Effective and Efficient as Visible from Policies, Administrative Setup, Appointment, Service Rules, and Procedures, etc.

Perspective Plan and Deployment



Perspective Plan – 2018 - 2023

Thrust Areas	Goal/s
CURRICULAR ASPECTS	
To introduce Post Graduate Degree Programs and Ph. D Research Program	1) Setting up Ph. D Research Centre [2017-18] 2) One Post Graduate Programme [MCA 2022]
To Introduce Career-oriented Certificate Courses/ Short Term Courses with Reputed Knowledge Partners /Industry/International Institutes of Learning and MOOCs	1) Minimum two certificate courses to be introduced every year 2) 100% enrolment of students in one or the other Certificate course
Improve student enrolment and arrest student drop out	1) 100% enrolment for MBA programme 2) Restricting dropout to 10% of entry level intake
To promote faculty members to participate in curriculum design	1) To get at least 50% of staff involved in curriculum design when affiliating university undertakes curriculum revision
Curriculum enrichment through enhanced corporate/industry interface [guest sessions by professionals and executives]	1) To have a minimum of 20 sessions by executives/industry experts per year
To conduct periodic academic audit and other quality related audits	1) Academic Audit by an external agency: Once in three years 2) ISO: As per Schedules
Establish well-structured feedback systems for evaluating teacher effectiveness, curriculum effectiveness, course outcomes, and overall institutional excellence	
TEACHING - LEARNING – EVALUATION	
To train teachers in Outcome Based pedagogies, student centric learning-experiential and collaborative learning and ICT based teaching methodology	1) To shift to OBE in 2019 and keep making improvements
Train teachers in designing innovative assignments to test higher order learning outcomes and the construction of rubrics	1) To shift to OBE based assignments and evaluation in 2019 and keep making improvements
Measure student learning outcomes to effect fact-based improvements	1) To implement processes to measure attainment of outcomes in 2019 and keep making improvements
To improve student performance in examinations	1) To achieve a minimum of 95% pass result every year
Improve percentage of PhD holders to full time faculty members	1) A Minimum of 50% by 2022
Improve percentage of PhD holders as Research Guides	1) 100% of Ph. D holders by 2022
Improve Research Publications by faculty	1) A minimum of ten Research publications in UGC listed journals/Scopus journals
E content development by faculty with UGC's four quadrant model and publishing it on institute's youtube and EMRC channels	E content on EMRC by at least one faculty member by 2022

RESEARCH, CONSULTANCY AND EXTENSION	
To set up a Ph.D Research Centre and increase student enrolments	To set up by 2018 -19
To motivate faculty to undertake Major and Minor research projects, doctoral work, publishing research papers in UGC Care listed journals/Scopus/ journals of repute and file at least two patents	1) Apply for Research Grants: 2019
To organize International/National seminars	1) Minimum One per year
To enter into meaningful, impactful MoUs/ Collaborations/Linkages	1) Minimum three per year
Create an eco-system for start-ups and innovation, greater thrust on entrepreneurial activities	1) Two student per year to become entrepreneurs
To conduct outreach programme with the help of NSS	1) Set up NSS unit 2) Have a minimum of eight programmes under NSS every year
INFRASTRUCTURE AND LEARNING RESOURCES	
To develop/augment sports infrastructure, facilities for indoor/outdoor sports facility and gymnasium	1) Set up state of art gymnasium: 2017 - 2018 2) Outdoor Games: 2019 -2020
To augment e-learning resources	1) Improve e resources every year 2) Enroll for DELNET [2018 -19] 3) N List: [2019 -2020]
Augment ICT infrastructure	1) LCS [2018] 2) Increase Internet Bandwidth: to 100 MBPS by 2022 3) Replace at least 50% computers by 2022
STUDENT SUPPORT AND PROGRESSION	
To increase number of students enrolling for Govt scholarships	1) Gradually increase to 40 % of students by 2022
To strengthen career counseling and competitive examination guidance center	1) Formalising activities in this context and setting up Competitive Examination Cell by 2022
To register Alumni association and enhance their engagement	1) Improving interface every year
GOVERNANCE LEADERSHIP AND MANAGEMENT	
Revisiting Vision and Mission and innovatively communicating it and working towards its achievement	Revision by 2019 -2020
Professional development opportunities for faculty and staff	One Development programme per year
To implements various staff welfare schemes and programs	1) Provident Fund by 2019 -2020; improvements every year
Creating Policy documents and SOPs for effective administration	1) Ideally having major policies in place by 2021
Digitising records and greater use of IT for documentation	Ongoing; improvements every year
Tapping grants from different funding agencies	Minor Research project by 2020
Getting UGC 's 12 B recognition by 2018 -2019	Receive recognition by 2018 -2019
INNOVATIONS AND BEST PRACTICES	
Meaningfully contributing towards Sustainable Development Goals	1) Greater engagement with UN for creating awareness about SDGs by 2019 - 2020 2) Conducting Seminars on related topics of SDGs, gender equity etc 3) Adopting Green Practices 4) Activities to promote Peaceful coexistence 5) Undertaking Sustainability Accounting 6) Solar Panels and Rain water harvesting: 2017 -2018

Deployment of Perspective Plan

Documents for Deployment of Perspective Plan

CURRICULAR ASPECTS

1	To introduce post graduate degree programs and Ph. D research program Goal: Setting up Ph. D Research Centre [2017-18]	Established in 2018
2	Goal: One Post Graduate Programme [MCA 2022]	Programme started in November 2022
3	To introduce career-oriented certificate courses/ short term courses with reputed knowledge partners/industry/international institutes of learning and MOOCs Goal 1: Minimum two certificate courses to be introduced every year	Practice established. Introduced 55 courses in from 2018 -2023; including Seven Courses designed by SVIMS and approved by SPPU
	Goal 2: 100% enrolment of students in one or the other Certificate course	Achieved
4	Improve student enrolment and arrest student drop out Goal 1: 100% enrolment for MBA programme	Target achieved from 2020 onwards [except in 2022 : 98%]
	Goal 2: Restricting dropout to 10% of entry level intake	Target achieved from 2020 onwards
5	To promote faculty members to participate in curriculum design Goal: To get at least 50% of staff involved in curriculum design when affiliating university undertakes curriculum revision	All the faculty were involved in curriculum planning for SPPU – MBA program. [MBA - Services Management, MBA - Introduction to Fintech, MBA - Marketing Strategy in Digital Age
6	Curriculum enrichment through enhanced corporate/industry interface [guest sessions by professionals and executives] Goal: To have a minimum of 20 sessions by executives/industry experts per year	Target achieved.
7	To conduct periodic academic audit and other quality related audits Goal 1: Academic Audit by an external agency: Once in three years	AAA [External] in 2021 AA by HOD every year
	Goal 2: ISO: As per Schedules	Renewed in 2021
8	Establish well-structured feedback systems for evaluating teacher effectiveness, curriculum effectiveness, course outcomes, and overall institutional excellence	In place

Deployment 1 - Recognition as PhD Research Centre

सावित्रीबाई फुले पुणे विद्यापीठ

(पूर्वीचे पुणे विद्यापीठ)

दूरध्वनी क्रमांक :

०२०-२५६९१२३३

२५६०१२५८

२५६०१२५९



शैक्षणिक विभाग

गणेशखिंड, पुणे-४११ ००७

टेलिग्राफ : 'युनिपुणे'

फॅक्स : ०२०-२५६९१२३३

वेबसाइट : www.unipune.ac.in

ई-मेल : dyracademic@unipune.ac.in

दिनांक : १८/०८/२०१७

संदर्भ क्र. : सीए/१५३३

प्रति,

मा. संचालक,

साधु वासवानी मिशनचे,

साधु वासवानी इन्स्टिटयुट ऑफ मॅनेजमेंट स्टडीज,

फॉर गल्स, ६, कोरेगांव रोड, पुणे - ४११००१

विषय : संशोधन केंद्राच्या नव्याने मान्यतेबाबत...

संदर्भ क्र. : १) भारतीय राजपत्र क्र.२७८ दि. ५ जुलै २०१६ च्या
संदर्भात निर्गमित केलेली नियमावली.

२) सीए/३०९३ परिपत्रक क्र. १२२/२०१६ दि. ०३.०८.२०१६

महोदय,

उपरोक्त विषय व संदर्भांकीत परिपत्रकातील नियमांच्या अधिन राहून मा.अधिष्ठाता मंडळाने घेतलेल्या निर्णयानुसार आपणास कळविण्यात येते की, आपल्या संस्थेत खालील रकान्यात नमूद केलेल्या विषयाच्या पीएच.डी. संशोधन केंद्रास नव्याने मान्यता देण्यात येत आहे.

तथापि, संस्थेने खालील बाबींचे अनुपालन करणे आवश्यक आहे.

१) खालील नमूद कालावधीसाठी संशोधन केंद्रामध्ये पीएच.डी. व्यवस्थापशास्त्र, या विषयातील किमान दोन नियमित पीएच.डी. संशोधन मार्गदर्शक शिक्षक असणे आवश्यक आहे.

२) दर सहा महिन्यांनी विद्यापीठास पदव्युत्तर संशोधन केंद्राचा प्रगती अहवाल (Progress Report) शैक्षणिक विभागास सादर करणे आवश्यक आहे.

अनु. क्र	विषय	विद्याशाखा	शैक्षणिक वर्ष	कालावधी	नव्याने/नूतनीकरण
१.	पीएच.डी. व्यवस्थापशास्त्र	व्यवस्थापशास्त्र	२०१७-१८	१ वर्षे	नव्याने

कळावे,

आपला,


इपकुलसचिव
(शैक्षणिक विभाग)

Deployment 2

Introduction of MCA Program from Academic Year 2022-23

All India Council for Technical Education
 (A Statutory body under Ministry of Education, Govt. of India)
 Nelson Mandela Marg, Vasant Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2022-23

Extension of Approval (EoA)

F.No. Western/1-10973810507/2022/EOA

Date: 22-Jul-2022

To,

The Secretary,
 Tech. & Higher Education Deptt.
 Govt. of Maharashtra, Mantralaya,
 Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2022-23

Ref: Application of the Institution for Extension of Approval for the Academic Year 2022-23

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations, 2022 Notified on 4th February, 2022 and amended on 24th February 2022 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Permanent Id	1-21841511	Application Id	1-10973810507
Name of the Institution	SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS	Name of the Society/Trust	SADHU VASWANI MISSION
Institution Address	6 KOREGAON ROAD PUNE, PUNE, PUNE, Maharashtra, 411001	Society/Trust Address	10, SADHU VASWANI PATH PUNE, PUNE, PUNE, Maharashtra, 4 11001
Institution Type	Private-Self Financing	Region	Western
Year of Establishment	2010		

Opted for Introduction of New Program/Level	Yes	Introduction of Program/Level Approved or Not	Approved
---	-----	---	----------

To conduct following Courses with the Intake indicated below for the Academic Year 2022-23

Level	Program	Course	Affiliating Body (University /Body)	Intake Approved for 2021-22	Intake Approved for 2022-23	NRI Approval Status	FN / Gulf quota/ OCI/ Approval Status
POST GRADUATE	MANAGEMENT	MBA	University of Pune, Pune	60	60	Yes	No
POST GRADUATE	MCA	MCA	Savitribai Phule Pune University, Pune	0	60##	NA	No

Approved New Course(s)

It is mandatory to comply with all the essential requirements as given in APH 2022-23 (Appendix 6)

Important Instructions

1. The State Government/ UT/ Directorate of Technical Education/ Directorate of Medical Education shall ensure that 10% of reservation for Economically Weaker Section (EWS) as per the reservation policy for admission, operational from the Academic year 2019-20 is implemented without affecting the reservation percentages of SC/ ST/ OBC (NCL) General. However, this would not be applicable in the case of Minority Institutions referred to the Clause (1) of Article 30 of Constitution of India. Such Institution shall be permitted to increase in annual permitted strength over a maximum period of two years.
2. The Institution offering courses earlier in the Regular Shift, First Shift, Second Shift/Part Time are now amalgamated as total intake and shall have to fulfil all facilities such as Infrastructure, Faculty and other requirements as per the norms specified in the Approval Process Handbook 2022-23 for the Total Approved Intake. Further, the Institutions Deemed to be Universities/ Institutions having Accreditation/ Autonomy status shall have to maintain the Faculty: Student ratio as specified in the Approval Process Handbook. All such Institutions/ Universities shall have to create the necessary Faculty, Infrastructure and other facilities WITHIN 2 YEARS to fulfil the norms based on the Affidavit submitted to AICTE beginning with the Academic Year 2022-23
3. Strict compliance of Anti-Ragging Regulation, Establishment of Committee for SC/ ST, Establishment of Internal Complaint Committee (ICC), Establishment of Online Grievance Redressal Mechanism, Barrier Free Built Environment for disabled and elderly persons, Fire and Safety Certificate should be maintained as Approval Process Handbook and provisions made in AICTE Regulation notified from time to time.
4. In case of any differences in content in this Computer generated Extension of Approval Letter, the content/information as approved by the Executive Council / General Council as available on the record of AICTE shall be final and binding.

Pharmacy Institute: In compliance with the order dated 05.03.2020 passed by the Hon'ble Supreme Court of India in Transferred Petitions (CIVIL) No 87-101 of 2014, for the existing institutions offering courses in Pharmacy Programme, approval of Pharmacy Council of India (PCI) is mandatory and AICTE approval is NOT required. The requirements for running the Programme (Diploma / UG / PG) such as Land & Build-up Area, Student-faculty ratio, Intake etc. will be as per the respective regulatory body (PCI). In case of any inconsistency in the course name and intake for EoA issued by AICTE and the approval by PCI, the approval of PCI shall prevail.

Architecture Institute: In compliance with the order dated 08.11.2019 passed by the Hon'ble Supreme Court of India CA No.364/ 2005, for the existing Institutions offering Courses in Architecture Programme, approval by the Council of Architecture (CoA) is mandatory and AICTE approval is NOT required. The requirements for running the Programme (Diploma / UG / PG) such as Land & Build-up Area, Student-faculty ratio, Intake etc. will be as per respective regulatory body (CoA). In case of any inconsistency in the course name and intake for EoA issued by AICTE and the approval by CoA, the approval of CoA shall prevail.

Deemed to be University: Institutions Deemed to be Universities (Running Technical Education Programmes), it is mandatory to have AICTE approval from the Academic Year 2018-19 in compliance of the Hon'ble Supreme Court Order dated 03-11-2017 passed in CA No.17869- 17870 /2017.

Prof.Rajive Kumar
Member Secretary, AICTE

Copy to:

1. The Director Of Technical Education**, Maharashtra
2. The Registrar**,
University Of Pune, Pune
3. The Principal / Director,
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS
6 Koregaon Road

Application No:1-10973810507

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

Page 2 of 3

Note: This is a Computer generated Report. No signature is required.
Printed By : an19249611

Letter Printed On:30 July 2022

Pune,
Pune,Pune,
Maharashtra,411001

4. The Secretary / Chairman,
10, SADHU VASWANI PATH
PUNE
PUNE,PUNE
Maharashtra,411001
5. The Regional Officer,
All India Council for Technical Education
Industrial Assurance Building
2nd Floor, Nariman Road
Mumbai - 400 020, Maharashtra
6. Guard File(AICTE)

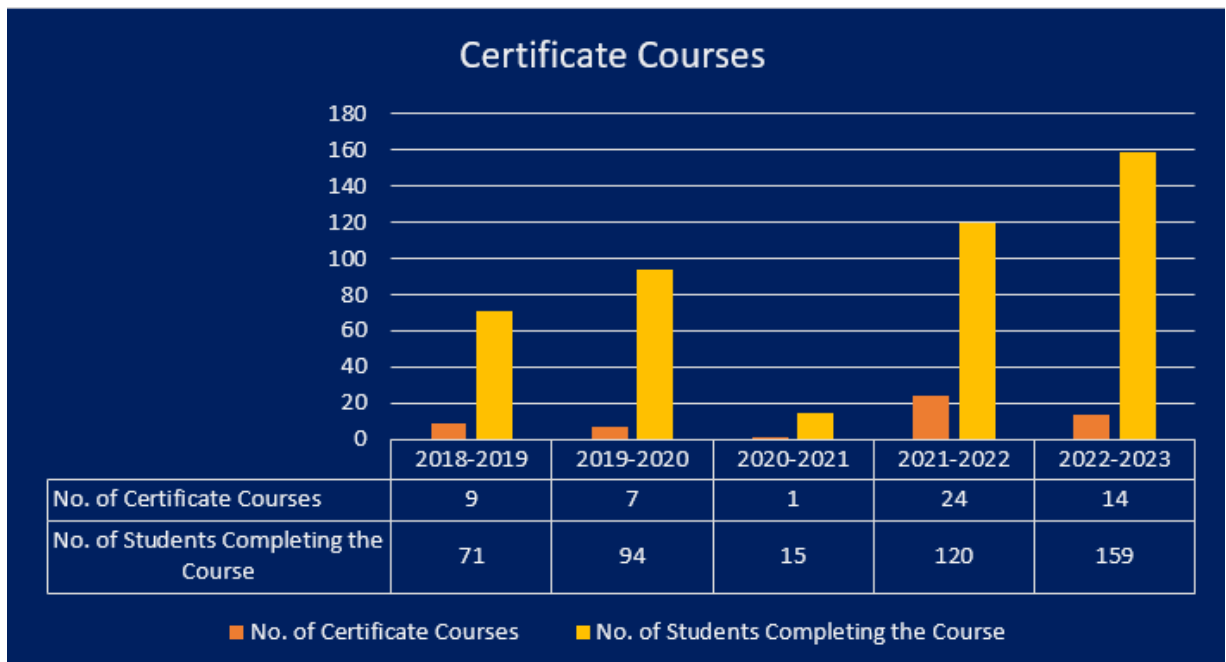
Note: Validity of the Course details may be verified at <http://www.aicte-india.org/>

** Individual Approval letter copy will not be communicated through Post/Email. However, consolidated list of Approved Institutions(bulk) will be shared through official Email Address to the concerned Authorities mentioned above.

This is a computer generated Statement. No signature Required

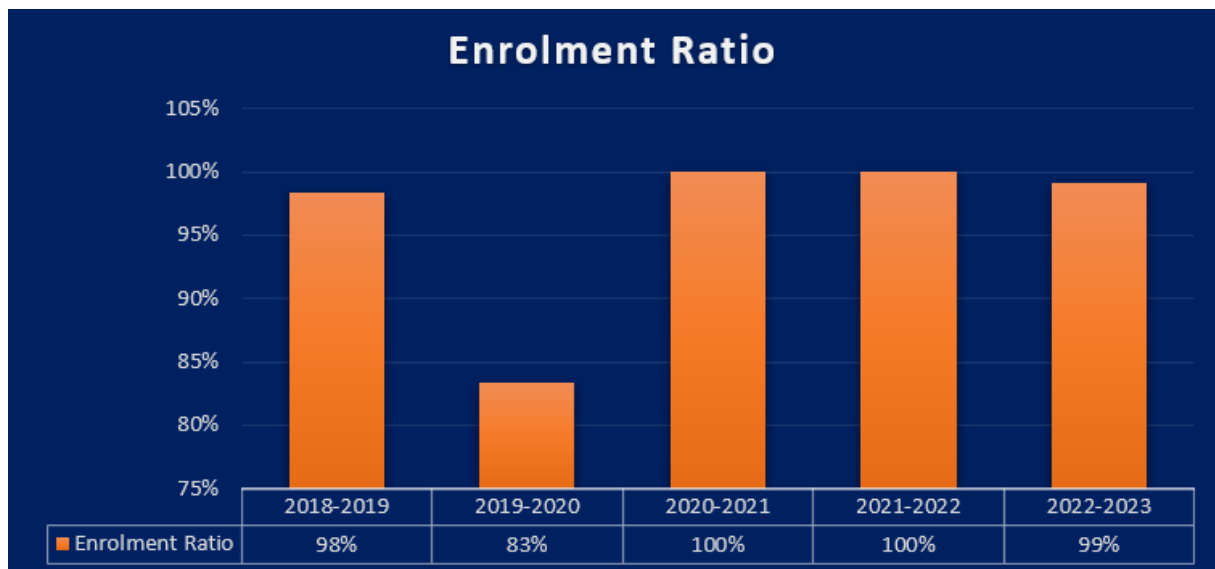
Deployment – 3 - Certificate Courses

Year	No. of Certificate Courses	No. of Students Completing the Course
2018-2019	9	71
2019-2020	7	94
2020-2021	1	15
2021-2022	24	120
2022-2023	14	159




Deployment 4 - Student Enrolment


Year	No. of Students Enrolled	Sanctioned Intake	Enrolment Percentage
2018-2019	59	60	98.3
2019-2020	50	60	83.3
2020-2021	60	60	100
2021-2022	60	60	100
2022-2023	119	120	99.17



Deployment 5 – Curriculum Design

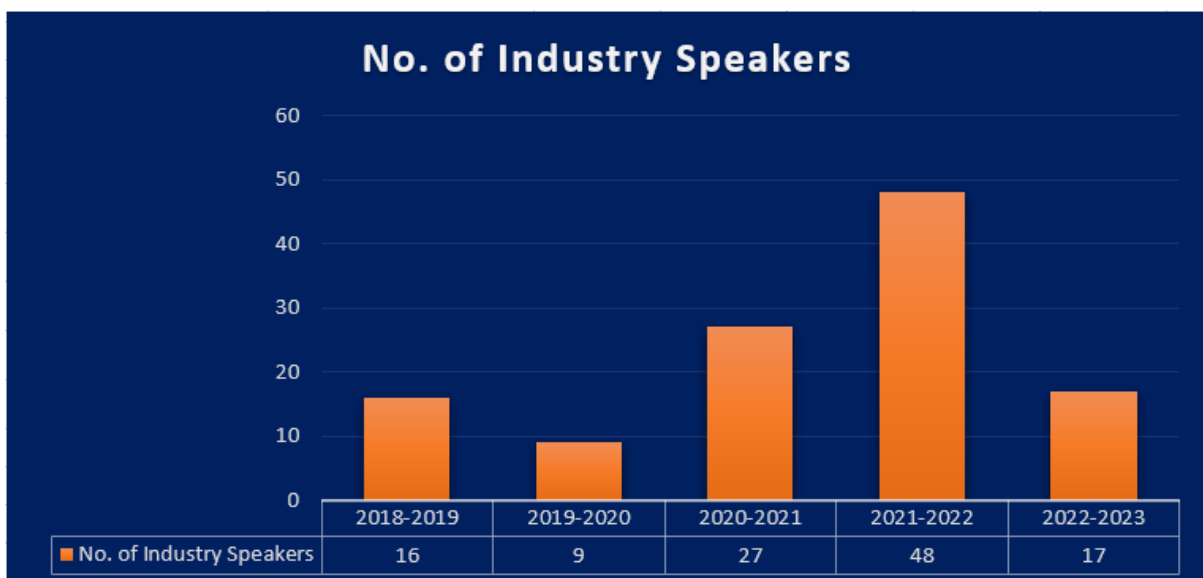
	सावित्रीबाई फुले पुणे विद्यापीठ (पूर्वीचे पुणे विद्यापीठ) सावित्रीबाई, पुणे - 411007, महाराष्ट्र.	
डॉ. पराग चं. काळकर अभिमुख - सावित्रीबाई नगर Dr. Parag C. Kalkar Dean - Curriculum & Management	Savitribai Phule Pune University (formerly University of Pune) Gandhinagar, Pune-411007, India.	Tel. : 020-2561281 फोननिर्देश : +91-20-2561000/281 Mobile : +91-981-009922 E-mail : dean.cur@unipune.ac.in pkalkar@gmail.com
Ref.No. DEAN OFFICE / 22-23/49		Date : / 4/6/2022

This is to certify that Dr. B. Narwani, Director, Sadhu Vaswani Institute of Management Studies for Girls, Pune was appointed as coordinator of the Curriculum Design Committee for MBA - Services Management Programme.


Dr. Parag Kalkar
Dean

Deployment 6 - Industry Experts

Year	No. of Industry Experts
2018-2019	16
2019-2020	9
2020-2021	27
2021-2022	48
2022-2023	17



Deployment 7 – Academic Administrative Audit

Refer Metric 6.5.2 Quality Assurance Initiatives for AAA

Refer Metric 7.1.3 for ISO Certificates

Deployment 8 – Stakeholders' Feedback

<https://www.svims-edu.in/stakeholdersfeedback>

TEACHING - LEARNING – EVALUATION

1	<p>To train teachers in Outcome Based pedagogies, student centric learning- experiential and collaborative learning and ICT based teaching methodology</p> <p>Goal: To shift to OBE in 2019 and keep making improvements</p>	Full-fledged OBE has been implemented. All faculty are well versed with ICT tools.
2	<p>Train teachers in designing innovative assignments to test higher order learning outcomes and the construction of rubrics</p> <p>Goal: To shift to OBE based assignments and evaluation in 2019 and keep making improvements</p>	Assignments aligned with higher learning outcomes. Rubrics introduced for assignments.
3	<p>Measure student learning outcomes to effect fact-based improvements</p> <p>Goal: To implement processes to measure attainment of outcomes in 2019 and keep making improvements</p>	Attainment of Outcomes is measured and corrective action initiated
4	<p>To improve student performance in examinations</p> <p>Goal: To achieve a minimum of 95% Pass result every year</p>	Achieved
5	<p>Improve percentage of PhD holders to full time faculty members</p> <p>Goal: A Minimum of 50% by 2022</p>	60% of faculty are PhD holders
6	<p>Improve percentage of PhD holders as Research Guides</p> <p>Goal: 100% of Ph. D holders by 2022</p>	Achieved Non Ph D Teachers registered for PhD and will face Viva Voce in 2023
7	<p>Improve Research Publications by faculty</p> <p>Goal: A minimum of ten Research publications in UGC listed journals/Scopus journals</p>	Achieved
8	<p>E content development by faculty with UGC's four quadrant model and publishing it on institute's YouTube and EMRC channels</p> <p>Goal: E content on EMRC by at least one faculty member by 2022</p>	Yet to be achieved

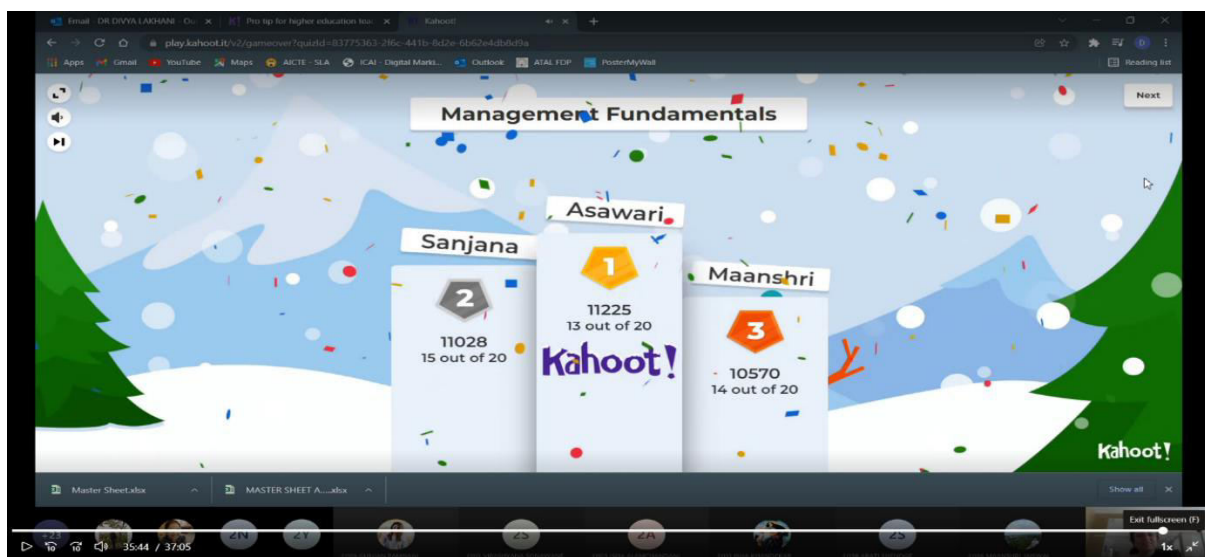
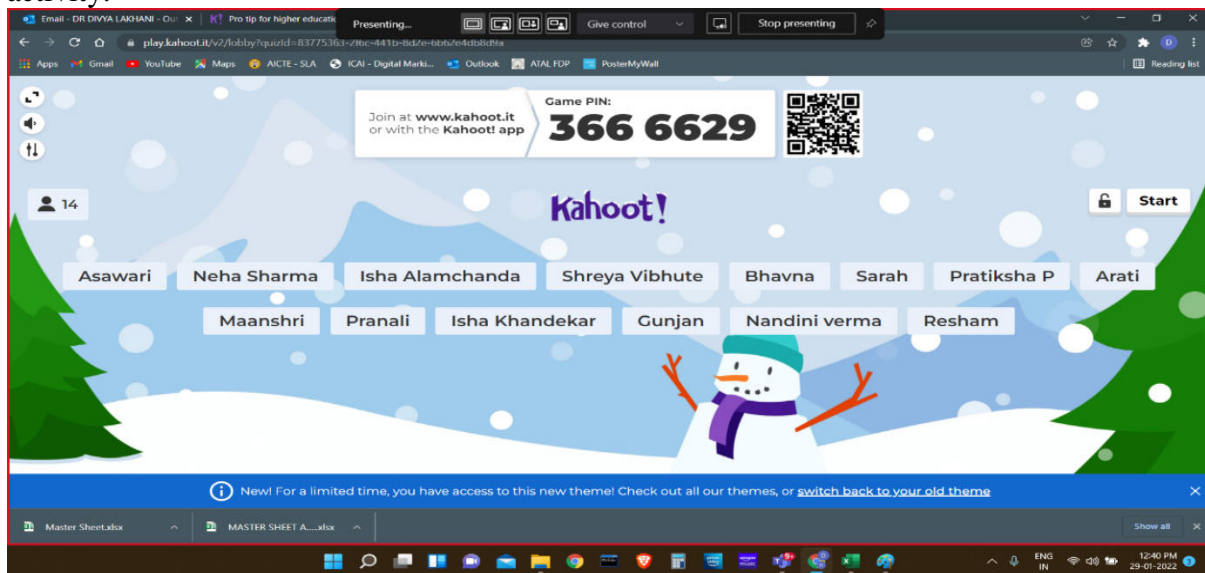
Deployment 1 - ICT Tool in Teaching

KAHOOT

For the course - Management Fundamentals, Dr. Divya Lakhani conducted a Quiz on KAHOOT platform. It consisted of twenty questions to check the 'Remembering' and 'Understanding' ability. 42 students participated in this activity. The questions covered the basic concepts of management and various theories of management. The students who reached the podium are:

- 1) Aswari – 11225 points
- 2) Sanjana – 11028 points
- 3) Maanshri – 10570 points

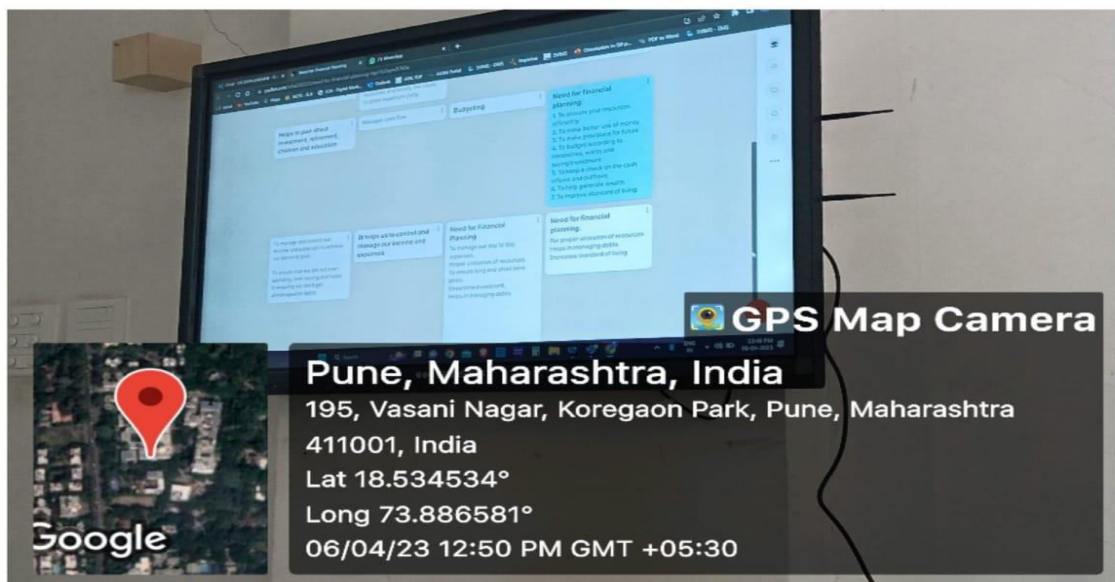
The students found the quiz to be a fun and interesting way to undertake their learning activity.



PADLET

It is very important to understand the perception of students towards necessity for Financial Planning. On 6th April 2023, 18 students participated to express their views through the ICT Tool – Padlet created for the said purpose. Some of the views were:

- To achieve long-term goals
- To allocate the resources efficiently
- To save taxes
- To provide financial security for self and family
- To plan for retirement
- To plan for education of children



Browser tabs: Email - DR DIVYA LAKHANI, Need for Financial Planning, pdf

Browser address bar: padlet.com/mba202223/need-for-financial-planning-ngs1ki2epn2i765x

Browser extensions: Gmail, YouTube, Maps, AICTE - SLA, ICAI - Digital Mark..., Outlook, ATIAL FDP, AKAM Portal, SVIMS - DMS, Impartus, SVIMS, Orientation to SIP.p..., PDF to Word, SVIMS - EMS

Padlet interface:

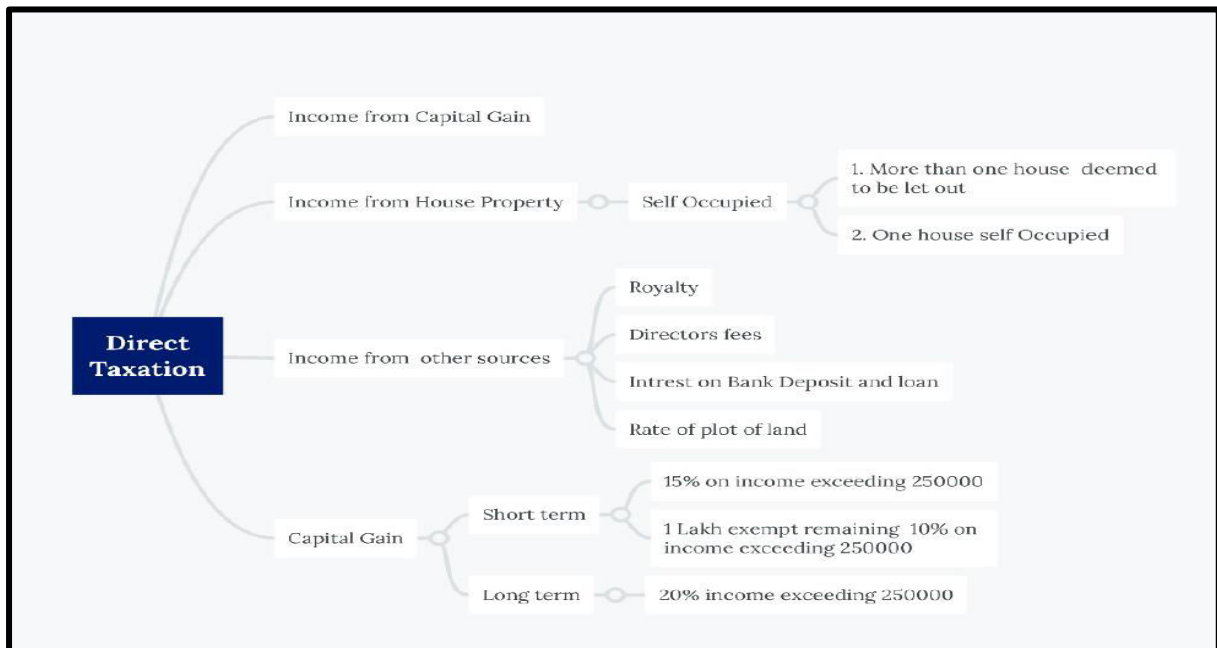
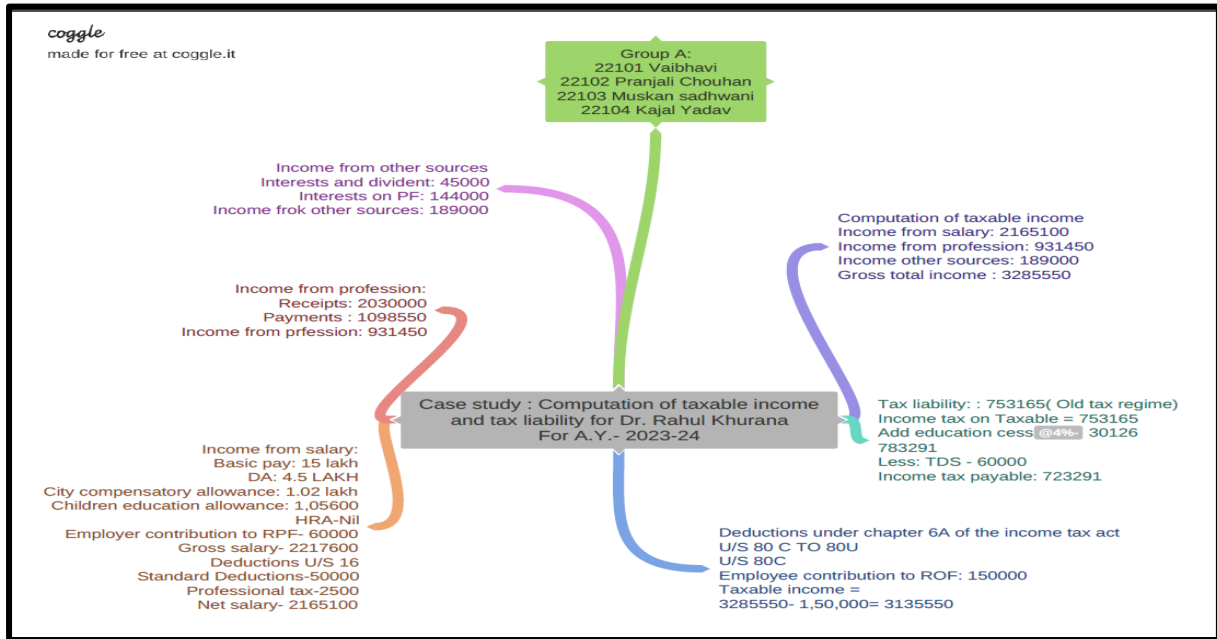
- MBA 2022-2023 • 16 • 4h
- Need for Financial Planning**

For Allocating Funds	To make your financial life better and secured .	Helps in tax reduction	Save taxes
Beneficial in achieving long term goals	To manage Income and plan for achieving the goals	For Allocating Funds	Prioritise the goals and estimate the funds
Proper financial planning provides financial security	Financial planning is needed to make proper utilisation of resources and satisfy the needs to attain maximum utility	Estimate expenses	Helps in Calculating the right insurance cover
Helps to plan about investment, retirement, children and education	Manages cash flow	Budgeting	Need for financial planning: 1. To allocate your resources efficiently 2. To make better use of money 3. To make provisions for future 4. To budget according to necessities, wants and saving/investment

Windows taskbar: 35°C Sunny, Search, 01:26 PM 06-04-2023

Mindmeister /Coggle

On 29th May 2023, the students of MBA I Sem II – Finance Specialization solved the case study relating to computation of taxable income and tax liability thereon. Cooperative Learning Strategy – Team Pair Solo was used. Thereafter the students prepared the Mind map using Mindmeister /Coggle to summarise the learning of the case.



Deployment 2 - Session Plan with Pedagogy Aligned to Course Outcomes (Sample)

AutoSave Off HRM-Session Plan

File Home Insert Page Layout Formulas Data Review View Automate Help

Clipboard Font Alignment Number Styles Cells

K16

Sr. No.	Unit	Lecture No.	Topic/s to be covered	Pedagogy	Reference Books / Reading Material	Expected CO
Sadhu Vaswani Institute of Management Studies for Girls, Pune						
Session Plan - Semester II - 203 – Human Resource Management - Course A Y 2021-2022						
1	Unit 1 - Human Resource Management: Concept and Challenges	1	Introduction, Objectives, Scope, Features of HRM, Role of HRM, Importance of HRM,	class begins with a small case study to bring about the understanding that students have about HRM. PPTs	Book I, Chapter 1; Reading - QUICK HRM: Using a simple Case Study to Introduce Students to HRM	CO1, CO2
2	Unit 1 - Human Resource Management: Concept and Challenges	2	Introduction to SHRM: Define SHRM, importance and nature	Introduction to the subject beginning with video "What is Strategic HR?" https://www.youtube.com/watch?v=llTvXMRJsHQ	book I, Chapter 3;	
3	Unit 1 - Human Resource Management: Concept and Challenges	3	Policies and Practices of HRM, Functions of HRM ,Challenges of HRM	Discussion on Article HR Policies in India: 10 Best Practices for Employers https://www.india-briefing.com/news/hr-policies-in-india-10-best-practices-for-employers-16977.html/ , facilitated with PPT	https://www.aihr.com/blog/human-resource-best-practices/	
4	Unit 1 - Human Resource Management: Concept and Challenges	4	HRM Models: Harvard Model, SHRM "matching model".	PPTs on the models and inclass discussions	https://www.aihr.com/blog/human-resources-models/	
5	Unit 1 - Human Resource Management: Concept and Challenges	5	Case Study -Infosys(A)-Strategic Human Resources Management	Reading and group Discussion on the view points of the students		

SESSION PLAN

Ready Accessibility: Investigate

26°C Mostly clear

Assignment with Rubrics to Test Attainment of Learning Outcomes (Sample)

Sadhu Vaswani Institute of Management Studies for Girls

A Y 2021-2022

MBA I Semester II

203 – Human Resource Management

3 Credits LTP: 2:1:1

Generic Core Course

Assignment 1 (25 Marks)

JOB ANALYSIS AND DESIGN

CO6	EVALUATING	INTERPRET the sample job descriptions and job specifications for contemporary entry level roles in real world organizations
------------	------------	---

Mirabello Private Limited is a well-renowned marketing and advertising company which has its branches spread all over the country with approx. 500 employees working for it. They pay the best in the market. The company is into B2B sales where its clients are usually big business firms and some of which are Corporate leaders.

Mirabello is looking for a dynamic Sales Executive. It is going to publish the want in Times of India Ascent as a half page advert.

Prepare the following –

- Job Description
- Job Specification
- An attractive Poster for Mirabello to be published along with the JD.

COMPONENTS OF JOB DESCRIPTION	
1	Job Identification and Summary – (2 marks) Job title and Code number, if any Department Division Location
2	Duties and Responsibilities – (2 marks) 4 essential responsibilities that the employee will execute. These should be concise in bullet format
3	Skills and Qualifications-(2 marks) Educational level, years of experience, technical skills, and certifications requirements. Skills and qualifications that are mandatory should be distinctively separate from those that are preferred
4	Supervisor and Department (2 marks) Details on whom the employee will report to and where the employee will fall in

	the organization's hierarchy. If the job is team oriented, explain who the employee will be interacting with on a regular basis.
5	Working conditions/environment (2 marks) Terms of engagement such as work hours, leave, pay/grade level, benefits, weather conditions (level of pollution, temperature, physical work involved etc.)
6	Company Overview and Contact information (2 marks)
	COMPONENTS OF JOB SPECIFICATION
1	Physical Characteristics (2 marks) Health condition, endurance, strength, age range, body size, height / weight, motor coordination etc
2	Psychological Characteristics or special aptitudes (2 marks) Manual capability, mechanical aptitude, analytical ability, social skills, mental concentration and alertness.
3	Personal Characteristics (2 marks) Well mannered, emotional stability, leadership, team player, initiatives, skill in dealing with others, unique personality trait
4	Demographic variables (2 marks) Age, sex, education, language, ability, etc

Rubrics:

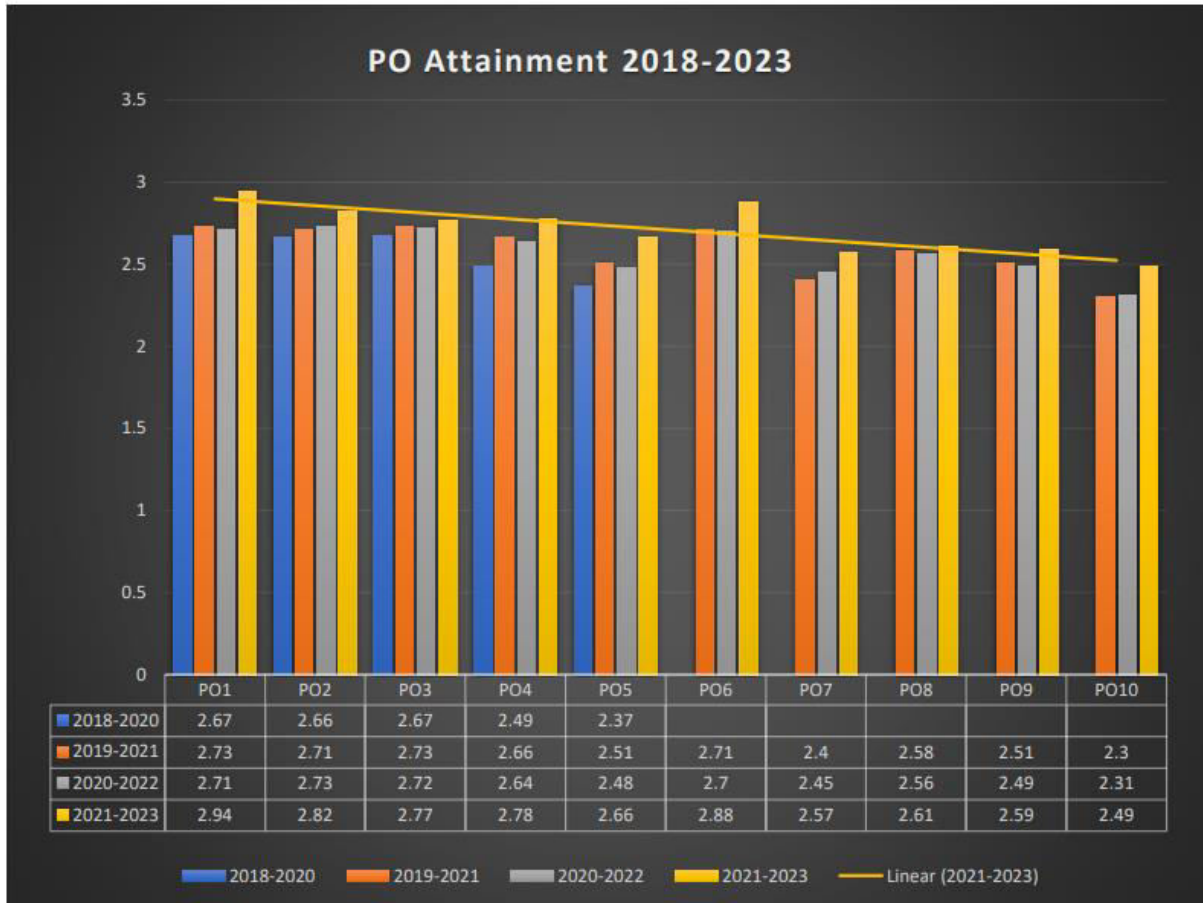
	Excellent	Good	Needs Improvement	Marks = 25 marks
Conducting Job Analysis – Job Description and Job Specification. The sources of data collection are mentioned based on which the Job Analysis is done	Job Description - 6 components given = 12 marks Job Specification - 4 components given = 8 marks <i>(marks as allotted)</i>	Job Description – 5 components given = 9 marks <i>(as per marks allotted)</i> Job Specification = 3 components given = 6 marks	Job Description – 2 components given = 3 marks <i>(as per marks allotted)</i> Job Specification - 1 component given = 2 marks	CO 6 20 marks
	<i>20/20 marks</i>	<i>15/20 marks</i>	<i>3/20 marks</i>	
Poster for the TOI Ascent	Poster with logo, name of the firm, tagline and visually attractive	Poster with logo, name of the firm, and visually attractive but without tagline	Poster without logo, and tagline and visually not attractive	CO 6 5 marks
	<i>5/5 marks</i>	<i>3/5 marks</i>	<i>1/5 marks</i>	

CO Mapping for Marks:

CO 6 + CO6= 25 marks	25 = 20+5
----------------------	-----------

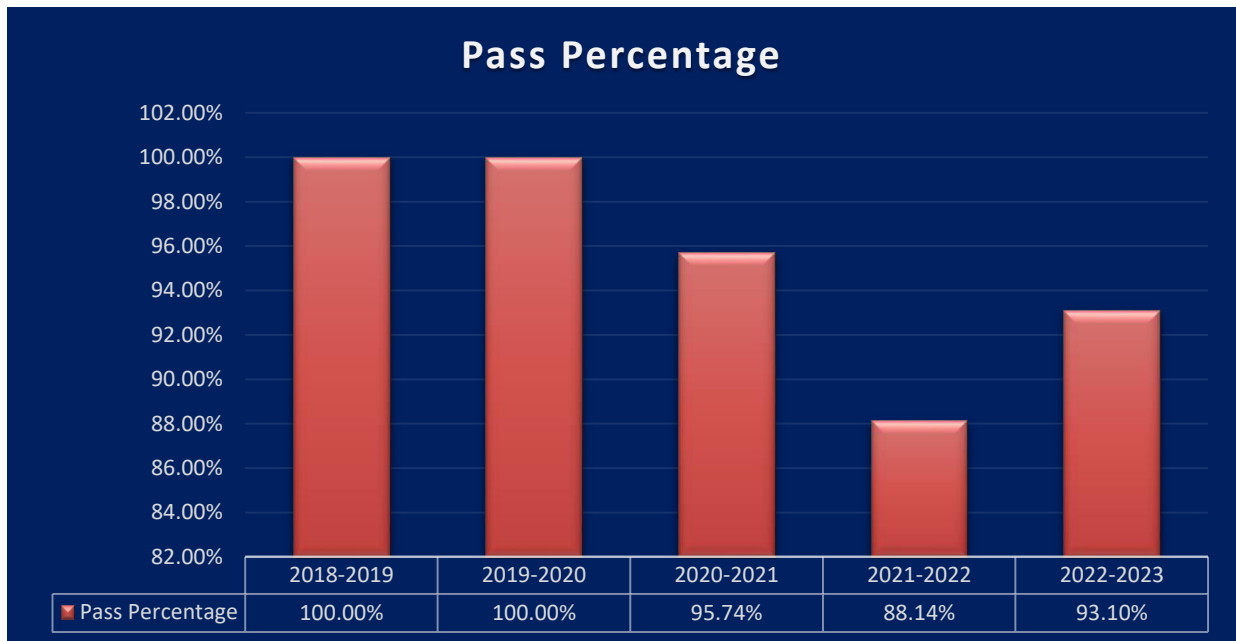
Deployment 3 - PO Attainments for Batches

2018-2020, 2019-2021, 2020-2022, 2021-2023



Deployment 4 - Pass Percentage of Students

Year	Number of Students who Appeared for the Final Year Examination	Number of Students who Passed in Final Year Examination	Pass Percentage
2018-2019	54	54	100.00%
2019-2020	57	57	100.00%
2020-2021	47	45	95.74%
2021-2022	59	52	88.14%
2022-2023	58	54	93.10%



Deployment 5 - Percentage of PhD holders to Full time Faculty Members

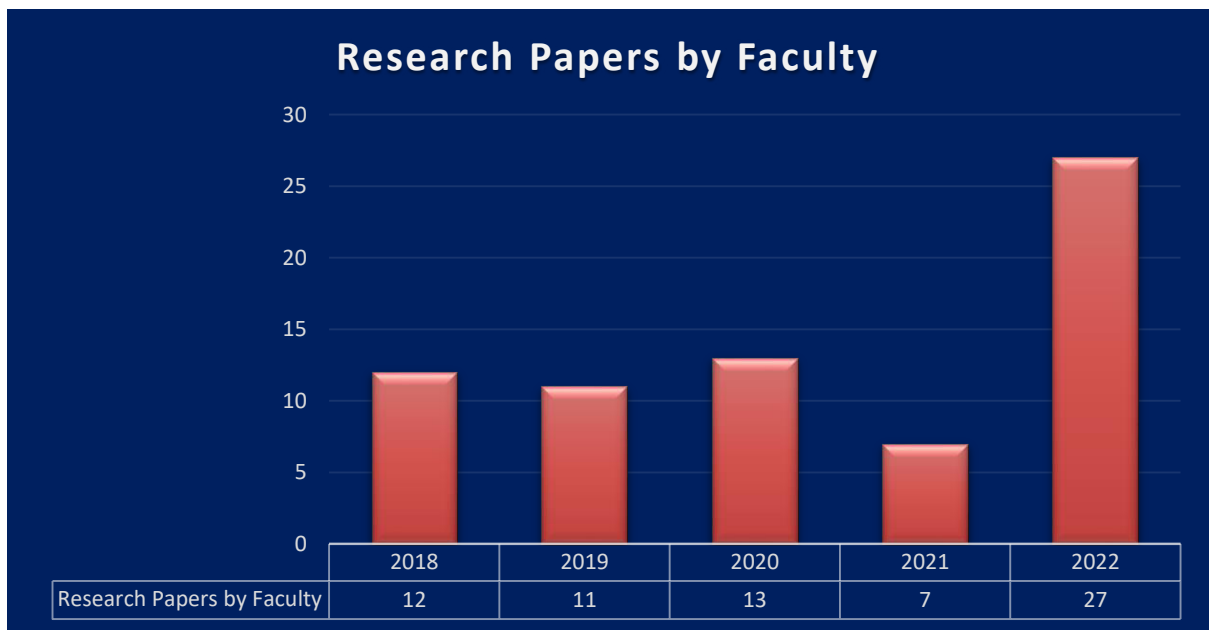
Academic Year 2022-2023

Sr. No.	Name of the Teacher	Name of the Program
1	Dr. Nanwani Bhagwanti Hemandas	MBA
2	Dr. Divya Yogesh Lakhani	MBA
3	Ms. Vaishali Rajendra Patil	MBA
4	Ms. Sonali Joshi	MBA
5	Ms. Harshali Rahul Bhalerao	MBA
6	Dr. Ashish Jaiswal	MBA
7	Dr. Kaiwade Abhijeet Jayprakash	MCA
8	Dr. Kalpana Babaso Salunkhe	MCA
9	Dr. Reshma Pramod Kadam	MCA

67% of the Full time Teachers are PhD holders

Deployment 7 - Research Publications

Year	Research Papers by Faculty
2018	12
2019	11
2020	13
2021	7
2022	27



RESEARCH, CONSULTANCY AND EXTENSION

1	To set up a Ph.D Research Centre and increase student enrolments Goal: 2018 -19	Centre established in 2018.
2	To motivate faculty to undertake Major and Minor research projects, doctoral work, publishing research papers in UGC Care listed journals/Scopus/ journals of repute and file at least two patents Goal: Apply for Research Grants: 2019	Yet to be achieved [Age Barriers]
3	To organize International/National seminars Goal: Minimum One per year	Achieved [Except in Year 2022-23]
4	To enter into meaningful, impactful MoUs/ Collaborations/Linkages Goal: Minimum three per year	Achieved
5	Create an eco-system for start-ups and innovation, greater thrust on entrepreneurial activities Goal: two student per year to become entrepreneurs	Achieved
6	To conduct outreach programme with the help of NSS Goal: Set up NSS unit	Achieved
	Goal: Have a minimum of eight programmes under NSS every year	Achieved

Deployment 1 – PhD Research Centre and Increase in Enrolment

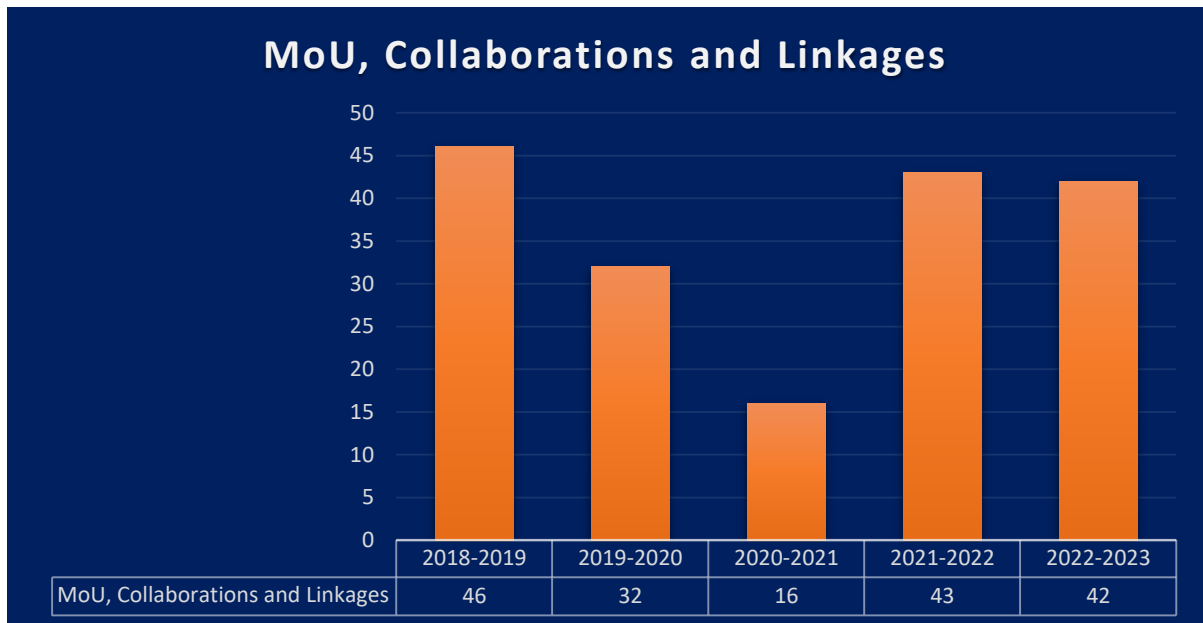
No. of Research Scholars increased from **1** in 2018-19 to **33** in 2022-23

Deployment 3 - Seminars and Conferences

Sr. No	Date	Title
1	08-06-2022	Symposium On Sustaining Life Below Water
2	23 -09-2021	International Conference on New Trends and Technologies in Digital Libraries
3	25-06-2021 to 26 -06-2021	International Conference on Eco Feminism
4	21 -06-2021	Seminar on Business Continuity – A Key Department Supporting Business Today [Nirbhaya Kanya Abhiyaan]
5	06 -04-2021	NEP 2020: Building Quality in HEIs
6	18-03-2021 to 19 -03-2021	International Conference on Sustainability for Survival
7	18-01-2021 to 19-01-2021	International E-Seminar on Millennials’ IP Footprints – Opening up Sluice Gates for Reforms
8	27 -11-2020	International Symposium On “Power of Love or Love for Power- Celebration of UN Peacekeeping Initiatives”
9	08-08-2020	National Education Policy 2020: Radical or Rhetoric
10	06-03-2020 to 07-03-2020	2 Day National Level Conference Social and Economic Trends: Millennial Impact
11	28-2-2020 to 29-2-2020	State Level Workshop on “Innovation and Incubation: Fostering Entrepreneurship in Higher Education 2020”

Deployment 4 - Memorandum of Understanding, Collaborations and Linkages

Year	MoU, Collaborations and Linkages
2018-2019	46
2019-2020	32
2020-2021	16
2021-2022	43
2022-2023	42



Deployment 5 - Eco-system for Start-Ups and Innovation

Establishment of Institution's Innovation Council



Thrust on Entrepreneurship



Students who have become Entrepreneurs

A.Y. 2022-2023	
Ms. Abina Fatimson	Maria Aquacon Pvt. Ltd Maria Tower, Main Road, Kootapuli-627 127, Tamil Nadu, India Ph: 04652-452330, (+9 1) 979 0681965, 7094854466 Email: sfjoseph@gmail.com / mariacfood820@gmail.com
Ms. Shreya Gajanan Tupe	Ankur Foundation & NARI (NGO Registration in Process) 9763279193
Ms. Punekar Pratiksha Chandrash	NARI (NGO Registration in Process) 8329636147
Ms. Isha Khandekar	Consultant – Graphic Design

A.Y. 2021-2022	
Ms. Sakshi Pradeep Jodhwani	VJ Infra Survey no. 95, Plot no. 9 & 24, S.B. Patil school road, Opposite Bhondve Baug, Ravet, 412101 M 9689225452
Ms. Sawant Saima Saleem	Task Polymers Pvt Ltd Gat No 23/24, Priyanka Nagari, Wagholi, Pune, M 7066984178
Ms. Bharut Isha Sunil	Anand Finance Yavatmal 7385544877
A.Y. 2020-2021	
Ms. Narayani Shailesh Shinde	Evaraaby Narayannii M 7887551839
Ms. Pooja Yogesh Zavar	Director- Shubh Prime Investments Private Ltd C/O Mangesh Shivnarayan Zavar G No. 228/118 Pratap Mill Comp Jalgaon Maharashtra 425401 M – 7385526114
A.Y. 2019-2020	
Ms. Apeksha Ramesh Bhondwe	Apeksha Beauty Parlour S. No 55/2/24 Krushnabazaar, Pimpale Gurav Pune-61
Ms. Priyanka Rohidas Dabhade	Pralhad Enterprises 6/13 Subhash Nagarkalbhairavinath Mandirnear Vinyaka Medicalnew Khadkiyerwada Pune Pmc Maharashtra 411006
A.Y. 2018-2019	
Ms. Navale Manisha Nitin	Dealer HBN Networks Office No 1, Surbhi Complex, Airport Road Vishrantwadi Pune 411015

Deployment 6 - National Social Scheme

The Institute was awarded an NSS Unit of 25 students by Savitribai Phule University in 2019.

 <p>डॉ. प्रभाकर देसाई एम्.ए., पीएच.डी. संचालक</p>	<p>सावित्रीबाई फुले पुणे विद्यापीठ (पूर्वीचे पुणे विद्यापीठ)</p> <p>राष्ट्रीय सेवा योजना गणेशखिंड, पुणे - ४११ ००७</p>	 <p>A-SF-182</p> <p>कार्यालय क्र. : ०२०-२५६९७३४१ ०२०-२५६०११५३ फॅक्स क्र. : ०२०-२५६९७३४१ मोबाईल : ९८८१९०८०२०</p>
--	---	--

संदर्भ : रासेयो/२०१९-२०/२८७

प्रति,
मा.प्राचार्य,
साधु बासवानी मिशन साधु बासवानी इन्स्टिट्यूट
ऑफ मॅनेजमेंट स्टडीज फॉर गर्ल्स पत्ता: पुणे ता.:
पुणे (महानगर पालिका हद्द) जि: पुणे पिनकोड:
411001

दि. ३० Aug २०१९

विषय: सन २०१९-२०२० या वर्षासाठी राष्ट्रीय सेवा योजना स्वयंनिर्वाही एकक मान्यता.

महोदय/महोदया,

सावित्रीबाई फुले पुणे विद्यापीठ, राष्ट्रीय सेवा योजनेअंतर्गत शैक्षणिक वर्ष २०१९-२०२० साठी आपल्या महाविद्यालयास ५० रासेयो विद्यार्थी स्वयंसेवक (पन्नास) संख्येचे स्वयंनिर्वाही एकक मंजूर करण्यात येत आहे. याकरिता आपल्या महाविद्यालयास रु.२१० प्रती विद्यार्थी x ५० रासेयो विद्यार्थी स्वयंसेवक संख्या = रु १०५०० या प्रमाणे अनुदान मंजूर करण्यात येत आहे. मंजूर अनुदानापैकी ७०% अनुदानाचा प्रथम हप्ता आपल्या रासेयो खात्यावर इ सी एस/एन ई एफ टी द्वारे वर्ग करण्यात येत आहे.

१. महाराष्ट्र शासनाने ठरवून दिलेल्या SC -११.८%,ST-९.४% व Other-७८.८% या संवर्गनिहाय तरतूदीनुसार रासेयोमध्ये स्वयंसेवकांना प्रवेश द्यावेत. त्यानंतर अल्पसंख्यांक विद्यार्थी संख्या स्वतंत्ररित्या नमूद करावी. प्रवर्गनिहाय संख्येनुसार रासेयो महाविद्यालयांना नियमित कार्यक्रमाचे अनुदान विद्यापीठामार्फत उपलब्ध होणार आहे याची नोंद घ्यावी.

२. महाविद्यालयाने रासेयो मंजूर विद्यार्थी संख्येपेक्षा जास्त विद्यार्थ्यांना प्रवेश देऊ नये. अतिरिक्त विद्यार्थी संख्येची संपूर्ण जबाबदारी सर्वोदित महाविद्यालयाची राहिल.

३. राष्ट्रीय सेवा योजनेअंतर्गत निवड केलेल्या स्वयंसेवकांच्या नावांची वर्गनिहाय व प्रवर्गानुसार यादी रासेयो कार्यालयास online जमा करावी. (यादी पाठविल्यानंतर त्यात कुठल्याही परीस्थितीत बदल होणार नाही.)

४. रासेयो मासिक अहवाल (Monthly Report) प्रत्येक महिन्याच्या ५ तारखेपर्यंत अपलोड करणे बंधनकारक आहे.


५. महाविद्यालयास स्वतंत्र पत्रव्यवहार न करता उपक्रमांसंदर्भात (www.unipune.ac.in/nss) या रासेयो लिंकवर वेळोवेळी परिपत्रके प्रसिद्ध केली जातील. त्यानुसार महाविद्यालयांनी कार्यक्रम आयोजित करून सदर अहवाल, छायाचित्र इ. रासेयो Web Portal वर तयार केलेल्या ठिकाणी अपलोड करावीत.

६. रासेयो नियमित कार्यक्रम व विशेष शिबिरे ह्या दरम्यान संचालक, रासेयो,विभागीय समन्वयक, जिल्हा समन्वयक पूर्वसूचना न देता भेट देतील. त्यामुळे रासेयो कार्यक्रमांची व शिबिरांची नियमितता व सुसूत्रता अव्यवधाने टेवण्याची सर्व जबाबदारी आपल्या महाविद्यालयाची आहे.

७. प्रत्येक रासेयो एककाने दरवर्षी अध्यादेश १६३ बाबत रासेयो स्वयंसेवकांना परीक्षेपूर्वीच अवगत करावे आणि परीक्षेपूर्वीच त्यांचे अर्ज महाविद्यालयामार्फत online भरणे अत्यावश्यक आहे. याबाबत परीक्षेअगोदर रासेयो स्वयंसेवकांमध्ये जागृती करावी.

८. केंद्र व राज्य शासनाने निर्धारित केलेल्या रासेयो कृतिकार्यक्रमांचे आयोजन व अंमलबजावणीची जबाबदारी आपल्या एककावर अपरिहार्यपणे येते. ह्या सर्व बाबींचे काटेकोर पालन व निर्धारण करण्याच्या अटीवर आपल्या रासेयो स्वयंनिर्वाही एककास मान्यता देत आहे.

कळावे, ही विनंती.


संचालक
राष्ट्रीय सेवा योजना

टिप : केंद्रीय सेवापरीक्षाच्या वेळी मान्यताकरिता मान्यतापत्र जोडणे आवश्यक आहे.

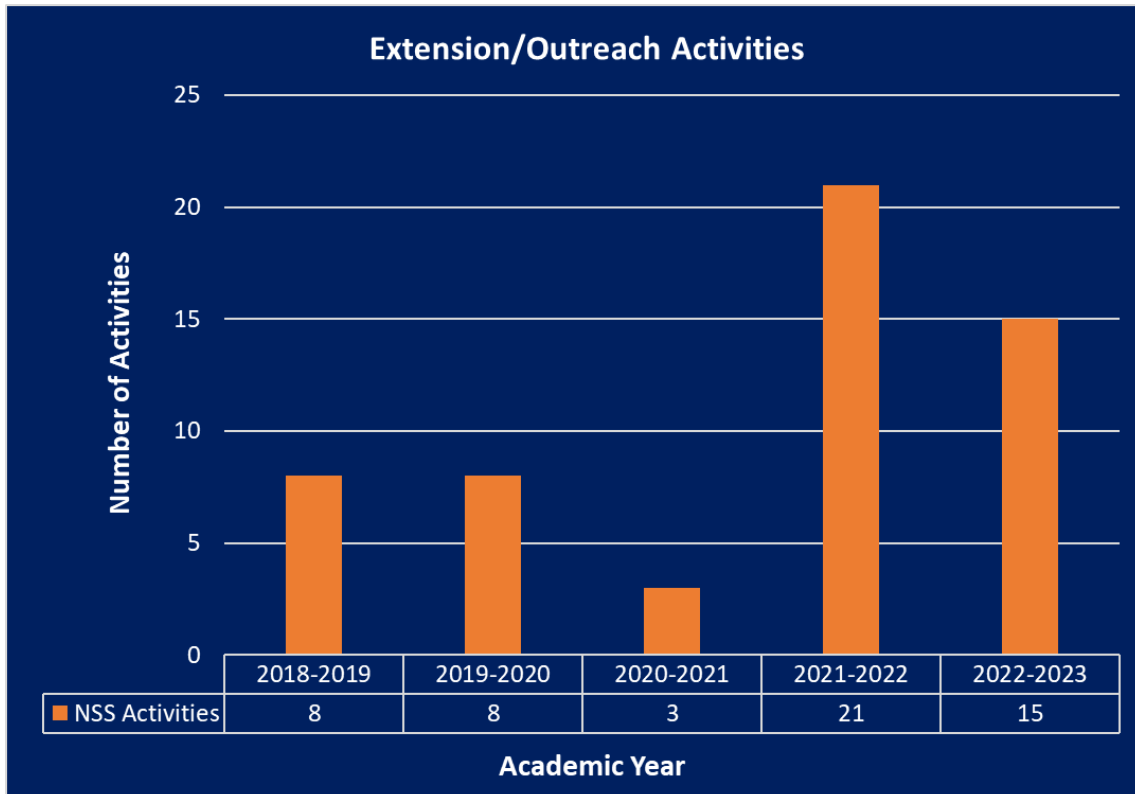
Website : <http://www.unipune.ac.in/nss> Email : nss@pun.unipune.ac.in, nss@unipune.ac.in

NSS Unit: Unit A-SF-182

Program Officer: Dr. Abhijet Kaiwade

NSS Special Camp conducted till date:

- 1) 18 – 24 January 2020 – Phulgaon
- 2) 10 – 16 March 2022 – Kelgaon, Alandi
- 3) 5 – 10 January 2023 – Awhalwadi



INFRASTRUCTURE AND LEARNING RESOURCES

1	To develop/augment sports infrastructure, facilities for indoor/outdoor sports facility and gymnasium Goal 1: Set up state of art gymnasium: 2017 -2018 Goal 2: Outdoor Games: 2019 -2020	Set-up basketball court and badminton court.
2	To augment e-learning resources Goal: Improve e resources every year Goal: Enroll for DELNET [2018 -19] Goal: N List: [2019 -2020]	Achieved
3	Augment ICT infrastructure Goal: LCS [2018] Goal: Increase Internet Bandwidth: to 100 MBPS by 2022	Achieved
4	Goal: Replace at least 50% computers by 2022	Achieved. 124 desktops [Mainly I9 Machines]

Deployment 1 - Multi-Purpose Ground

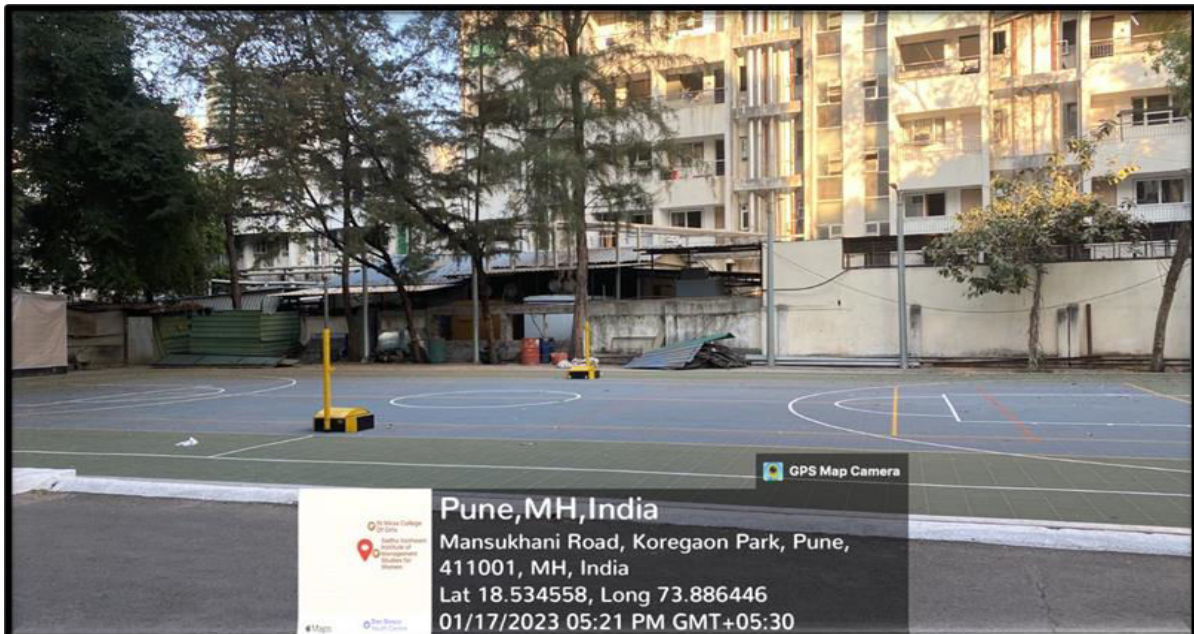
SADHU VASWANI MISSION - (2020-2021)
10, SADHU VASWANI PATH,
PUNE

FREEWILL INFRASTRUCTURE PVT LTD - SVCON
Ledger Account


1-Apr-20 to 31-Mar-21

Date	Particulars	Vch Type	Vch No.	Debit	Page 1 Credit
1-Jun-20	Dr 20081 SV INST MANAGEMENT STUDIES (SVIMS) BLDG New Ref FP/1920/0069	Journal	JV/0248		1,77,089.00
	PD FREEWILL INFRASTRUCTURES PVT LTD AGLB FP/1920/0069 DTD 25.02.20 RS177089-TDS2%3550=173539/- TOWARDS SUPPLY AND INSTALLATION OF SPORT COURT POWER GAME FOR MULTIPURPOSE COURT AT SVIMS				
	Cr (as per details)	BANK PAYMENT-I	(20-21)10599	1,77,089.00	
	11802 TDS ON CONTRACTORS -C			3,550.00	Cr
	23169 SBI VENDOR PAYMENTS Current A/C 36450287914			1,73,539.00	Cr
	Agst Ref FP/1920/0069			1,77,089.00	Dr
	PD FREEWILL INFRASTRUCTURES PVT LTD AGLB FP/1920/0069 DTD 25.02.20 RS177089-TDS2%3550=173539/- TOWARDS SUPPLY AND INSTALLATION OF SPORT COURT POWER GAME FOR MULTIPURPOSE COURT AT SVIMS				
				1,77,089.00	1,77,089.00


As per inst from Prakash Sir dt 19/9/22
Prakash
20/09/22



Deployment 2 – E-Learning Resources



Institution: Sadhu Vaswani Institute of Management Studies for Girls




[Click here to continue](#)

About Us
Membership Form
Feedback: sangskau2003@yahoo.co.in

Access Millions of Networked Library Resources through DELNET

3,70,00,000+ Books available for loan
1,00,000+ list of Journals
5,000+ Full-text E-journals
1,00,000+ Thesis/Dissertations

[Providing Information Support Services to the Scholarly World](#)



N-LIST
National Library and Information Services
Infrastructure for Scholarly Content
extending access to e-Resources to colleges in India

College Admin Login | Licences and Fair Use | FAQs | Downloads | Awareness Programme

HOME ABOUT MEMBERS REGISTER E-RESOURCES SEARCH

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

Home | Admin Dashboard

DASHBOARD

Sadhu Vaswani Institute of Management Studies for Girls

Address: Sadhu Vaswani Institute of Management Studies for Girls, Pune, Maharashtra - 411001

Website: <http://svims-pune.edu.in/>

AISHE Code: C-44578

GST No: Not Found [Add GST No](#)

2 Active Users	15 Expired Users
108 Pending Users	0 Delete Request

Principal Details

Dr B H Nanwani
director@svims-pune.edu.in
9049003759

N-LIST College Admin Details

Mr. Rajesh Ramchandra Shelar
library@svims-pune.edu.in
8380941380

Technical Person Details

Mr.Rajesh Ramchandra Shelar
rajeshshelar@svims-pune.edu.in
8380941380

- Dashboard
- Users Details
- Upload Bulk Users
- Activate Bulk Users
- Member Delete list
- Usage Statistics
- Invoice / Receipt
- Activity Log
- Change Password
- Logout

Deployment 3 - Increase in Internet Bandwidth

Work Completion Report

Please sign the report only if you are satisfied with the installation

Customer Name: SRDHU YASWANIK INSTITUTE Account No: 59473570
 Installation Address: DEFINEMENT 3/37-3 Lane no 1 Kotejaganpurk

DEL NO/Circuit ID: 2005855987 SRF NO: 992992

Work Order Received Date: 5/20/2017 Time: 9:00
 Final Activation Date: 5/24/2017 Time: 09:00

Business & Product Information

Business Line: Enterprise Mobility

Wireline Product: DEL Centrex PRI/BRI BB Road Warrior
 NPLC MPLS DLC ILL Others

Wireline Parameters: MDF: _____ ODP: _____ DP: _____ MUX PORT: 49-2 B/W: _____ DSLAM: _____
 RF Parameters: PN: _____ RSSI: _____ EC/IO: _____ FER: _____ TX: _____ Earthing Value: _____

Wireless Product: Wally Photon SBT SHS Wireless EPABX 3G-E-Stick

Equipment Details

Equipment Model: MUX MEID/ ESN/OE/Port No: _____
 Equipment Serial Number: _____ EPABX Model & Serial Number: _____

Customer Acceptance Parameters

Checklist Parameter	PRV/Del	SS	Date	User
Bandwidth Details				
MRTG Check login and utilisation			<u>100MBbps</u>	
Port Details Interface (G.703/Ethernet /Optical)			<u>Ethernet</u>	
LAN IP Details				
Wan IP Details				
Latency till Gateway			<u>40.248/14.202</u>	
Protocol (Static /OSPF/RIP/BGP)			<u>Static</u>	
CE to CE Latency...				
PE to PE Latency...				
IP at CPE				
IP at POP end				
Topological Behavior(Spoke/Hub/General)				
Managed Services			<u>General</u>	
BER Test (24 Hour)				
BER Value				
Incoming Call Testing				
Outgoing call Testing				
Termination on EPABX				
Upload Speed				
Download Speed			<u>94.24 MBPS</u> <u>94.31 MBPS</u>	

Customer Declaration: I hereby confirm that I have personally checked and verified all above parameters and tested services as per my satisfaction

Customer Feedback/C-SAT (To be filled by the customer)

(Please tick in below mentioned box)

	Excellent	Good	Poor
1. How would you rate overall experience with the Installation Process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Appearance & Presentability of Installation Engineer ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. How do you rate the demonstration given by engineer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Quality of Installation work (leaving the place neat and clean after installation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. FE Explained about basic troubleshooting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Feedback/Comments: _____

Customer's Name: Vinayate S. Phule Customer's Signature: [Signature]

Engineer Code: WTMHIE11175 Engg. In Time: H M M Engg. Out Time: H M M

Deployment 4 – New Computers and Computer Lab



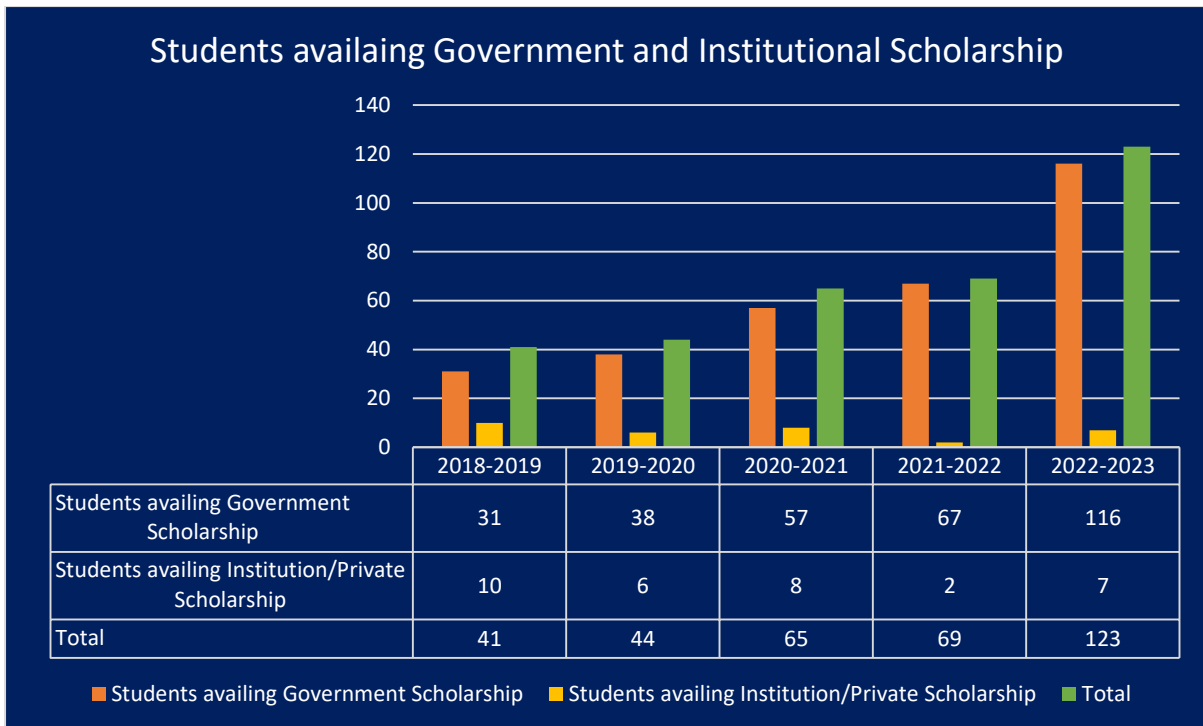
Refer Metric 4.3.2 for Purchase Invoice of Computers Purchased and Entry in
Dead Stock Register

STUDENT SUPPORT AND PROGRESSION

1	To increase number of students enrolling for Govt scholarships Goal: Gradually increase to 40 % of students by 2022	Achieved
2	To strengthen career counseling and competitive examination guidance center Goal: Formalizing activities in this context and setting up Competitive Examination Cell by 2022	Set up in 2021
3	To register Alumni association and enhance their engagement Goal: Improving interface every year	Established on 22/02/2018. Ongoing

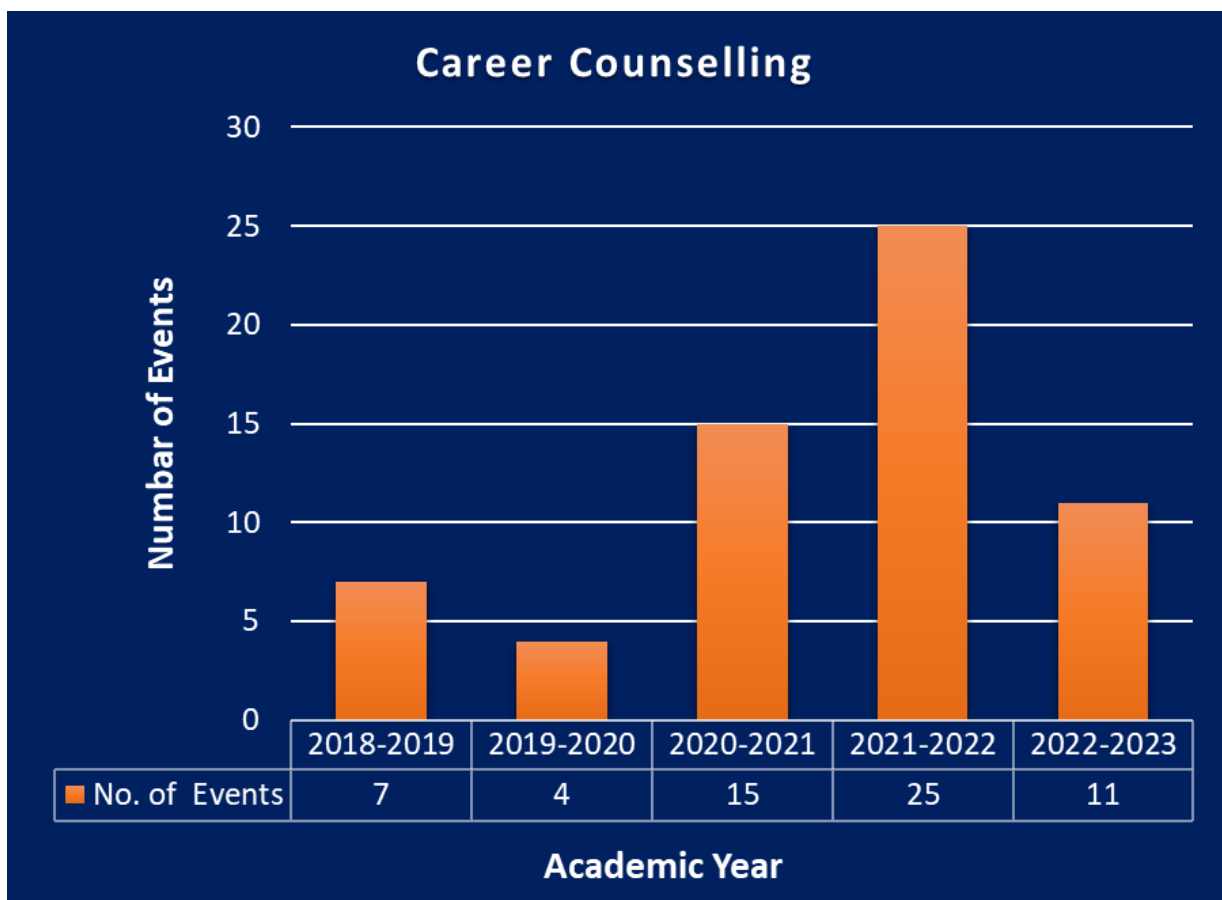
Deployment 1 - Students Enrolling for Government & Institutional Scholarship

Year	Students availing Government Scholarship	Students availing Institution/Private Scholarship	Total
2018-2019	31	10	41
2019-2020	38	6	44
2020-2021	57	8	65
2021-2022	67	2	69
2022-2023	116	7	123



Deployment 2 - Career Counselling

Year	Students availing Government Scholarship
2018-2019	7
2019-2020	4
2020-2021	15
2021-2022	25
2022-2023	11



Deployment 3 - Alumni Association

[विशेष-ध. आ. (मु. सा. वि.) २-म.]



34

नोंदणीचे प्रमाणपत्र

याद्वारे प्रमाणपत्र देण्यात येते की, खाली वर्णन केलेली सार्वजनिक विश्वस्तव्यवस्था ही आज, मुंबई सार्वजनिक विश्वस्तव्यवस्था अधिनियम, १९५० (सन १९५० मुंबा वई अधिनियम क्रमांक २९) या अन्वये PUNE येथील सार्वजनिक विश्वस्तव्यवस्था नोंदणी कार्यालयात योग्य रीतीने नोंदण्यात आलेली आहे.

सार्वजनिक विश्वस्तव्यवस्थेचे नाव SVIMS ALUMNI ASSOCIATION
6, Koregaon Park, Pune - 411001

सार्वजनिक विश्वस्तव्यवस्थांच्या नोंदणी पुस्तकातील क्रमांक F 52496/Pune
Ms. Darshika Chugh यांस प्रमाणपत्र दिले.

आज दिनांक 7.5.2019 रोजी माझ्या सहीनिशी दिले.

शिक्का

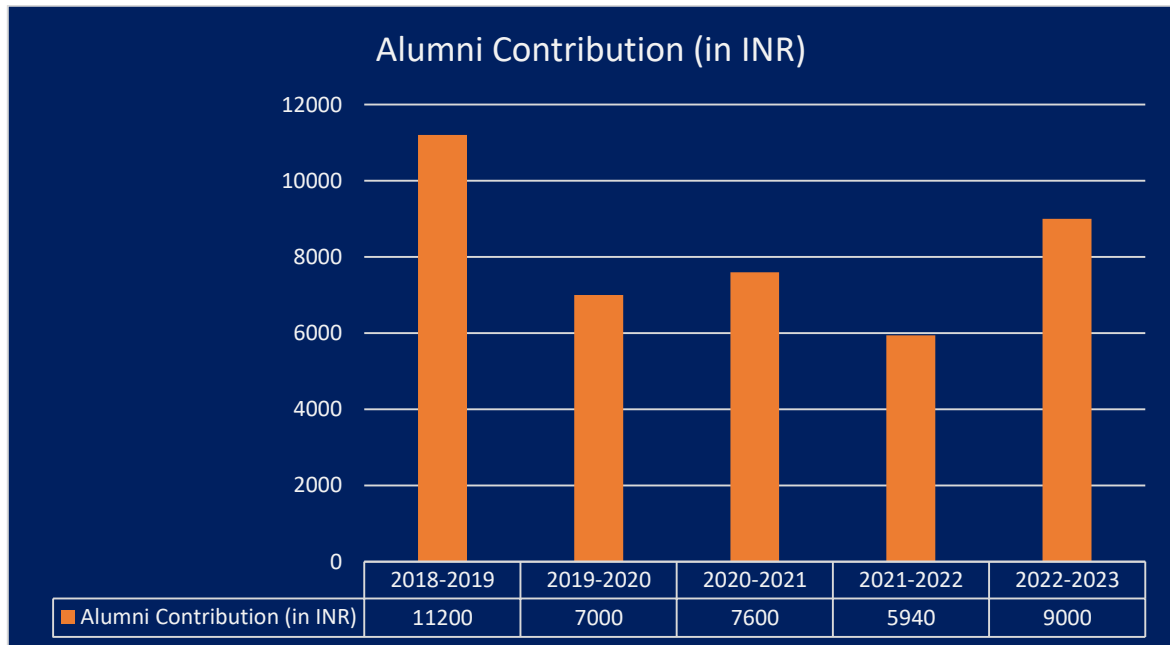


±/c

सही

[Signature]
सहाय्यक प्रशासक आयुक्त
पुणे विभाग, पुणे

Year	Alumni Contribution	No. of Students Registered
2018-2019	₹ 11200	56
2019-2020	₹ 7000	35
2020-2021	₹ 7600	38
2021-2022	₹ 5940	29
2022-2023	₹ 9000	45



Alumnae as Guest Speakers

Sr. No.	Date	Name of Alumni	Topic
1	29th April 2023	Ms. Akanksha Dharmani Journalist, Times of India	Changing Phase of Marketing: Emergence of Entrepreneurial Spirit
2	26 th November 2022	Ms. Komal Panjwani SAP SD Consultant, TCS	Power your Intelligent Enterprise with SAP
3	26 th November 2022	Ms. Snigdha Das Business Development Manager, IFAS Edutech	Accept that you can upgrade
4		Ms. Snigdha Das, and Ms. Tanvi Tirthani	Roles and Responsibilities of Employees in Marketing
5	19 th February 2022	Ms. Harshali Chandgadkar Digital Executive	Tools for Digital Marketing, and SEO
6	12 th June 2021	Ms. Meenakshi B Branch Head Karur Vasya Bank Ltd	Credit Management and Bank Lending
7	10 th July 2021	Ms. Sonal Makhijani Credit Suisse, Pune Asst. Vice President	Job Opportunities in Risk Management
8	12 th June 2021	Ms. Sameeksha Makhijani Senior Consultant Infosys Cyber Security Practice	Cyber Security
9	24 th March 2021	Ms. Roshani Ramchandani System Analyst Foodimentary	Plan –Analyse - Execute
10	20 th December 2018	Ms. Gurdayal Kaur Panjwani, HR analyst and Ms. Deepa Walimbe, an HR Admin, Talent Acquisition, Northern Trust Corporation	A leap form Campus to Corporate

GOVERNANCE LEADERSHIP AND MANAGEMENT

1	Revisiting Vision and Mission and innovatively communicating it and working towards its achievement Goal: 2019 -2020	Revised Vision and Mission adopted in 2020
2	Professional development opportunities for faculty and staff Goal: One Development programme per year	Accomplished.
3	To implements various staff welfare schemes and programs Goals: Provident Fund by 2019 -2020; improvements every year	PF implemented and other welfare measures introduced
4	Creating Policy documents and SOPs for effective administration Goal: Ideally having major policies in place by 2021	Policy for OBE, Examination, Green Campus, Water Conservation, teaching-learning etc. formulated.
5	Digitizing records and greater use of IT for documentation Goal: Ongoing; improvements every year	Document Management System in place.
6	Tapping grants from different funding agencies Goal: Minor Research project by 2020	In process [Targets not achieved]
7	Getting UGC 's 12 B recognition by 2018 -2019	Received recognition on 20/10/2020

Deployment 1 – Revisit Vision and Mission

VISION

SVIMS shall be a preferred institute nurturing women innovators and leaders with managerial, entrepreneurial skills, promoting value based, transformative education to serve industry and society.

MISSION

Transform women to become thought leaders and solution providers to industry and society

M1: To provide student – centric quality management education that helps in successfully taking up the practice of management/ entrepreneurship research/higher studies.

M2: To develop an eco-system for promoting knowledge creation and innovation and industry engagement to help students stay relevant.

M3: To impart character building education to promote human values, inspire ethical behaviour, and an urge to 'lead and serve society'.

M4: Impart essential life and lifelong learning skills to constructively respond to challenges thrown up by the VUCA world.

Deployment 2 - FDP and Professional Development Programs

FDP attended by Faculty during A.Y. 2022-2023

Sr. No.	Name of Faculty	Programme	Topics/ Themes of FDPs	Gain	No of Programmes attended [organized by external agencies]
1.	Dr. B. H Nanwani	1) Implementation of NEP-2020 for University and College Teachers	NEP	<ul style="list-style-type: none"> Staying abreast of developments in educational sector 	1
2.	Dr. Abhijeet Kaiwade	1) Designing and Modelling of IoT, AI & ML Systems 2) Innovative Pedagogical Practices in Higher Education	MCA Subjects	<ul style="list-style-type: none"> Improving Domain Knowledge Improving pedagogical Skills and knowledge of ICT tools in teaching 	2
3.	Dr. Divya Lakhani	1) Innovative Pedagogical Practices in Higher Education 2) NPTEL- AICTE's FDP - Business Statistics 3) NPTEL- AICTE's FDP - Project Management 4) NPTEL- AICTE's FDP - Operation and Supply Chain Management	Pedagogy MBA Subjects	<ul style="list-style-type: none"> Improving pedagogical Skills and knowledge of ICT tools in teaching Improving Domain Knowledge and increasing breadth of subjects that can be taught [Multi-disciplinary approach to teaching] 	4
4.	Ms. Vaishali Patil	1) Overview of Capital Market 2) AICTE's FDP - Inculcating Universal Human Values in Technical Education	MBA Subject	<ul style="list-style-type: none"> Domain Knowledge; staying abreast of latest developments in the subject taught. Training in Holistic Education 	2
5.	Ms. Harshali Bhalerao	1) FDP - Sprache, Landeskunde und kulturelles Lernen 2) NPTEL- AICTE's FDP - Services Marketing: A Practical Approach 3) NPTEL- AICTE's FDP - Retail Marketing	MBA Subjects	<ul style="list-style-type: none"> Domain Knowledge 	3

6.	Ms. Sonali Joshi	1) Implementation of NEP-2020 for University and College Teachers 2) Refresher Course - Advanced Research Methodology 3) AICTE's FDP - Inculcating Universal Human Values in Technical Education	NEP Research Methodology Universal Human Values	<ul style="list-style-type: none"> • Staying abreast of latest developments in the educational sector • Developing Research Skills • Training in Holistic Education 	3
7.	Dr. Kalpana Salunkhe	1) FDP - Full Stack Web Development 2) FDP - Artificial Intelligence	MCA Subjects	<ul style="list-style-type: none"> • Domain Knowledge 	2
8.	Dr. Reshma Kadam	1) FDP - Full Stack Web Development 2) FDP - Artificial Intelligence	MCA Subjects	<ul style="list-style-type: none"> • Domain Knowledge 	2
9.	Dr. Ashish Jaswal	1) AICTE's FDP - Inculcating Universal Human Values in Technical Education	Universal Human Values	<ul style="list-style-type: none"> • Training in Holistic Education 	1

Refer Metric 6.3.3 for FDP and Professional Development Programs attended by Faculty and Non-Teaching Staff

Deployment 3 - Staff Welfare – Provident Fund



COMBINED CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With ECR) EMPLOYEES' PROVIDENT FUND ORGANISATION

TRRN: 3151805018112

Establishment Code & Name : PUPUN0120910000 SADHU VASWANI MISSION Dues for the wage month of : April 2018
Address : 10, SADHU WASWANI PETH., 10, SADHU WASWANI PETH., PUNE, PUNE, MAHARASHTRA

	EPF	EPS	EDLI
Total Subscribers :	7	7	7
Total Wages :	50,840	50,840	50,840

SL.	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	500	0	0	0	500
2	Employer's Share Of Contribution	1,864	0	4,237	255	0	6,356
3	Employee's Share Of Contribution	6,101	0	0	0	0	6,101
Grand Total : Twelve Thousand Nine Hundred Fifty-Seven Rupees Only							12,957

(Only for offline payment in case permitted by EPFO)

FOR BANKS USE ONLY

Amount Received Rs. _____
Date of presentation of Cheque/DD _____
Date of Realisation of Cheque/DD _____
SBI Branch Name _____
SBI Branch Code _____

FOR ESTABLISHMENT USE ONLY

(To be manually filled by Employer)

Cheque/DD No. _____ Date: _____
Cheque/DD drawn bank &
Name of the Depositer: _____
Date of Deposit: _____ Mobile No. _____
Signature of the _____

(This is a system generated challan on 15-MAY-2018 11:03, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY and PMPRPY-

A) A/C no 1 (Employer share) (Rs.) -	0
B) A/C no 10 (Pension fund) (Rs.) -	0
C) Total (A + B) (Rs.) -	0
D) Total remittance by Employer (Rs.) -	12,957
E) Total amount of uploaded ECR (C + D) (Rs.) -	12,957





EMPLOYEE'S PROVIDENT FUND ELECTRONIC CHALLAN CUM RETURN (ECR)

Name of Establishment	SADHU VASWANI MISSION		
Establishment Id	PUPUN0120910000	LIN	1669607138
Wage Month	APR-2022	Return Month	MAY-2022
Contribution Rate (%)	12	ECR Type	ECR
Salary Disbursement Date	04-MAY-2022	Uploaded Date Time	12-MAY-2022 10:39
Exemption Status	Unexempted	TRRN Number	
Remarks	svims	ECR Id	72763560
Total Members	12		
Contribution and Remittance Details (In Rupees) :			
Total EPF Contribution Remitted	18,265	Total EPS Contribution Remitted	12,681
Total EPF-EPS Contribution Remitted	5,584	Total Refund Advance	0
PMRPY Upfront Benefit Details (In Rupees) :			
Total PMRPY Upfront EPF Amount	0	Total PMRPY Upfront EPS Amount	0
PMRPY benefit remarks	NA		
ABRY Upfront Benefit Details (In Rupees) :			
Total ABRY benefit Amount	Employee EPF Share 0	Employer EPS Share 0	Employer EPF Share 0
ABRY benefit remarks	Already an ECR [Id: 72380013] is uploaded for the wage month. No ABRY scheme benefit will be allowed against the subsequent ECR.		

Deployment 4 – Compendium of Policies

https://www.svims.edu.in/files/ugd/ba2593_3f6d8694430c48389874e1f6fcf9b28c.pdf

Deployment 7 - UGC – 12 B Recognition

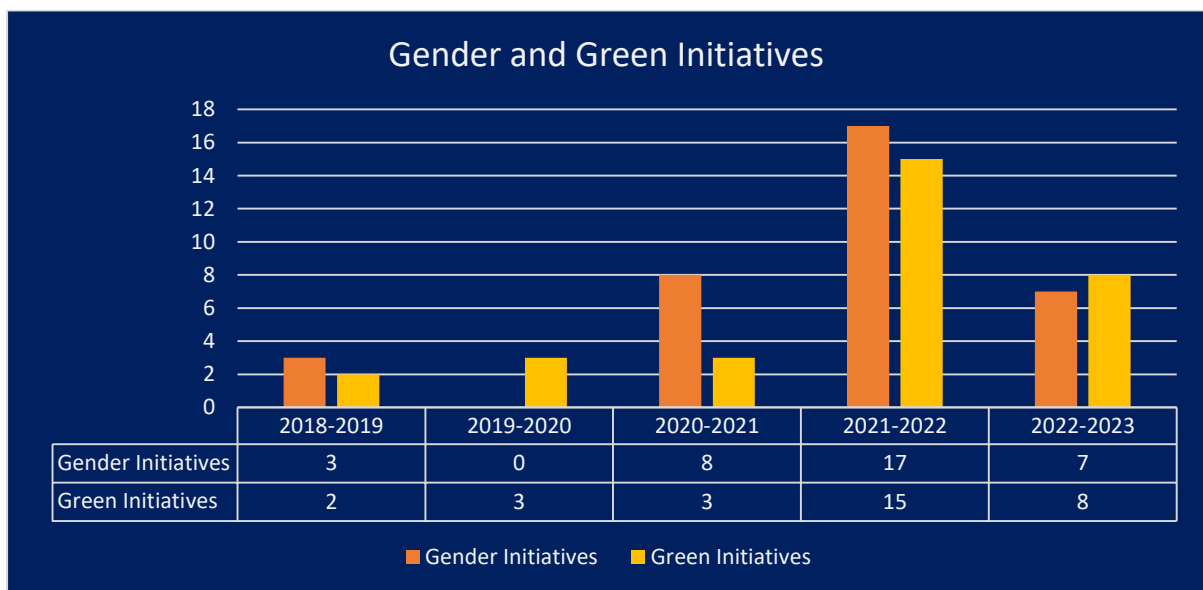
 सत्यमेव जयते	<p>विश्वविद्यालय अनुदान आयोग University Grants Commission (शिक्षा मंत्रालय, भारत सरकार) (Ministry of Education, Govt. of India) बहादुर शाह जफर मार्ग, नई दिल्ली – 110 002 Bahadur Shah Zafar Marg, New Delhi – 110 002</p>	 ज्ञान-विज्ञान विमुक्तये						
F. No. 8-499/2017 (CPP-I/C)		October, 2020						
The Registrar, Savitribai Phule Pune University Ganeshkind, Pune – 411 007 Maharashtra		20 OCT 2020						
Sub: - Declaring a College fit to receive Central Assistance under Section 12 (B) of the UGC Act, 1956.								
Sir,								
I am directed to refer to the letter no. SVIMS/2020/840A dated 12.06.2020 received from the Principal, Sadhu Vaswani Institute of Management Studies for Girls, 6, Koregaon Road, Pune - 411 001, Maharashtra on the above subject and to say that it is noted that the following college is un-aided/self-financed and permanently affiliated to Savitribai Phule Pune University, Pune . <u>The college is already included under Section 2 (f) of the UGC Act, 1956 vide this office letter no. F.No.8-499/2017 (CPP-I/C) dated 11.07.2018.</u> I am further to say that the name of the following college has been included in the list of colleges prepared under Section 12 (B) of the UGC Act, 1956 under the head ' Non-Government, self-financed College teaching upto Master's Degree ':-								
<table border="1"><thead><tr><th>Name of the College</th><th>Year of Establishment</th><th>Remarks</th></tr></thead><tbody><tr><td>Sadhu Vaswani Institute of Management Studies for Girls, 6, Koregaon Road, Pune - 411 001, Maharashtra. AISHE Code : C-44578</td><td>2010</td><td>The College is now declared fit to receive Central assistance in terms of Rules framed under Section 12 (B) of the UGC Act, 1956. However, the College, being a self-financing & unaided, would be eligible to receive UGC's support only in respect of teachers & students related schemes as per the decision of the Commission dated 8th July 2011.</td></tr></tbody></table>			Name of the College	Year of Establishment	Remarks	Sadhu Vaswani Institute of Management Studies for Girls, 6, Koregaon Road, Pune - 411 001, Maharashtra. AISHE Code : C-44578	2010	The College is now declared fit to receive Central assistance in terms of Rules framed under Section 12 (B) of the UGC Act, 1956. However, the College, being a self-financing & unaided, would be eligible to receive UGC's support only in respect of teachers & students related schemes as per the decision of the Commission dated 8 th July 2011.
Name of the College	Year of Establishment	Remarks						
Sadhu Vaswani Institute of Management Studies for Girls, 6, Koregaon Road, Pune - 411 001, Maharashtra. AISHE Code : C-44578	2010	The College is now declared fit to receive Central assistance in terms of Rules framed under Section 12 (B) of the UGC Act, 1956. However, the College, being a self-financing & unaided, would be eligible to receive UGC's support only in respect of teachers & students related schemes as per the decision of the Commission dated 8 th July 2011.						
The documents submitted in respect of the above College have been accepted by the University Grants Commission.								
		Yours faithfully, (Anita Gogna) Under Secretary						
Copy to:- ✓ The Principal, Sadhu Vaswani Institute of Management Studies for Girls 6, Koregaon Road, Pune - 411 001 Maharashtra		 (Madan Lal) Section Officer						
<p>(Continued at page 2)</p>								

INNOVATIONS AND BEST PRACTICES

1	<p>Meaningfully contributing towards Sustainable Development Goals</p> <p>Goal: Greater engagement with UN for creating awareness about SDGs by 2019 -2020</p>	Programs conducted in collaboration with UN
	<p>Goal: Conducting Seminars on related topics of SDGs, gender equity etc</p>	Achieved
	<p>Goal: Adopting Green Practices</p>	Ongoing and Green Audit, Energy Safety Audit, Environmental Audit completed
	<p>Goal: Activities to promote Peaceful coexistence</p>	Ongoing
	<p>Goal: Undertaking Sustainability Accounting</p>	Ongoing
	<p>Goal: Solar Panels and Rain water harvesting: 2018</p>	Installed

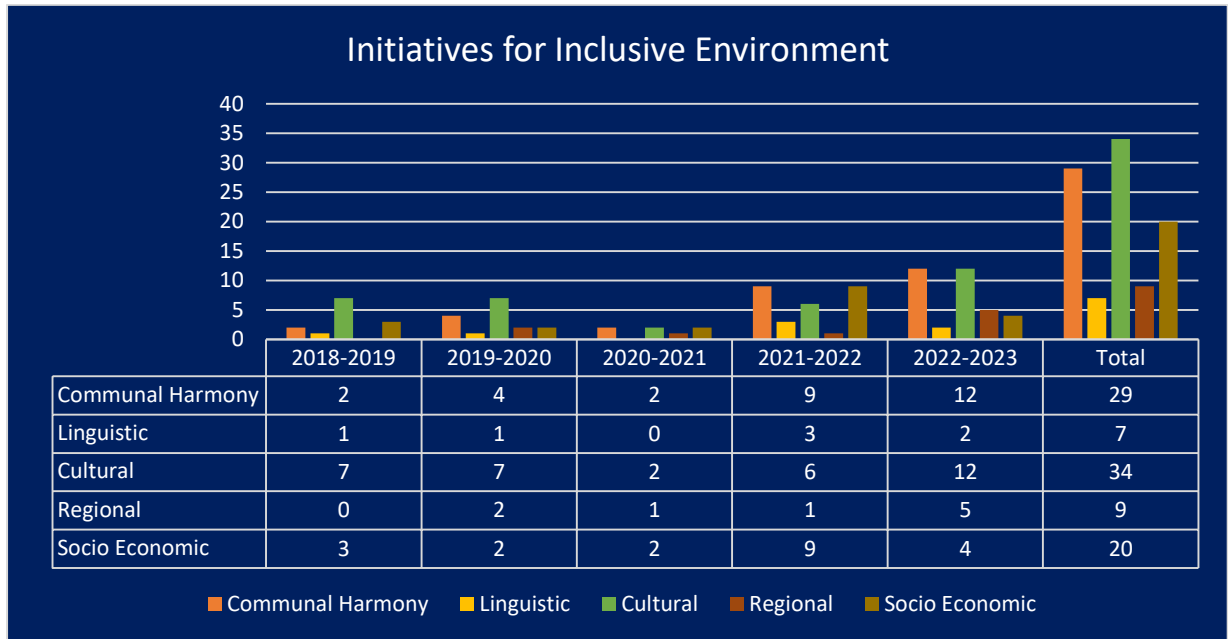
Deployment – Gender and Green Initiatives

Year	Gender Initiatives	Green Initiatives
2018-2019	3	2
2019-2020	0	3
2020-2021	8	3
2021-2022	17	15
2022-2023	7	5



Initiatives for Inclusive Environment

Academic Year	Communal Harmony	Linguistic	Cultural	Regional	Socio Economic
2018-2019	2	1	7	0	3
2019-2020	4	1	7	2	2
2020-2021	2	0	2	1	2
2021-2022	9	3	6	1	9
2022-2023	12	2	12	5	4
Total	29	7	34	9	20



Audits

Green Audit

Green Audit Report: Sadhu Vaswani Institute of Management Studies for Girls, Pune: 2022-23

ENGRESS SERVICES

Yashashree, 26, Nirmal Bag Society, Near Muktangan English School,
Parvati, Pune 411 009 Tel: 09890444795 Email: engress123@gmail.com
MEDA Registration No: ECN/2022-23/CR-43/1709
ISO: 9001-2015 Certified (Cert No: 23EQKC13),
ISO: 14001-2015 Certified (Cert No: 23EEKW20)

GREEN AUDIT CERTIFICATE

Certificate No: ES/SVIOM/22-23/02

Date: 19/5/2023

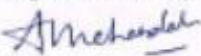
This is to certify that we have conducted Green Audit at Sadhu Vaswani Institute of Management Studies for Girls, 6, Koregaon Road, Pune 411 001, in the Academic year 2022-23.

The Institute has adopted following Green & Sustainable Practices:

- Usage of Energy Efficient LED Fittings
- Usage of Energy Efficient BEE STAR Rated equipment
- Installation of 40 kWp Roof Top Solar PV Plant.
- Segregation of Waste at source
- Bio Gas Plant, for conversion of Leftover Food Waste
- Provision of Sanitary Waste Incinerator, for disposal of Sanitary Waste
- Installation of Sewage Treatment Plant
- Implementation of Rain Water Management Project
- Good Internal Road
- Internal Tree Plantation
- Provision of Ramp for Divyangajan
- Creation of awareness about Water Conservation by Display of Posters

We appreciate the support of Management, involvement of faculty members and students in the process of Energy Conservation & making the campus Green.

For Engress Services,


A Y Mehendale,

B E- Mech, M Tech-Energy, Certified Energy Auditor, EA-8192
ASSOCHAM GEM Certified Professional: GEM: 22/788



Energy Audit

Energy Audit Report: Sadhu Vaswani Institute of Management Studies for Girls, Pune: 2022-23

ENGRESS SERVICES

Yashashree, 26, Nirmal Bag Society, Near Mukangan English School, Parvati, Pune 411 009
Tel: 09890444795 Email: engress123@gmail.com
MEDA Registration No: ECN/2022-23/CR-43/1709
ISO: 9001-2015 Certified (Cert No: 23EQKC13),
ISO: 14001-2015 Certified (Cert No: 23EEKW20)

ENERGY AUDIT CERTIFICATE

Certificate No: ES/SVIOM /22-23/01

Date: 19/5/2023

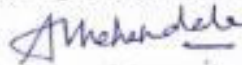
This is to certify that we have conducted Energy Audit at Sadhu Vaswani Institute of Management Studies for Girls, 6, Koregaon Road, Pune 411 001, in the Academic year 2022-23.

The Institute has adopted following Energy Efficient Practices:

- Usage of Energy Efficient LED Fittings
- Usage of Energy Efficient BEE STAR Rated equipment
- Maximum usage of Day Lighting
- Installation of 40 kWp Roof Top Solar PV Plant.

We appreciate the support of Management, involvement of faculty members and students in the process of Energy Conservation.

For Engress Services,



A Y Mehendale,
B E-Mechanical, M Tech- Energy
BEE Certified Energy Auditor, EA-8192



Environmental Audit

Environmental Audit Report: Sadhu Vaswani Institute of Management Studies for Girls, Pune: 2022-23

ENGRESS SERVICES

Yashashree, 26, Nirmal Bag Society, Near Mukangan English School,
Parvati, Pune 411 009 Tel: 09890444795 Email: engress123@gmail.com
MEDA Registration No: ECN/2022-23/CR-43/1709
ISO: 9001-2015 Certified (Cert No: 23EQKC13),
ISO: 14001-2015 Certified (Cert No: 23EEKW20)

ENVIRONMENTAL AUDIT CERTIFICATE

Certificate No: ES/SVIOM/22-23/03

Date: 19/5/2023

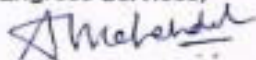
This is to certify that we have conducted Environment Audit at Sadhu Vaswani Institute of Management Studies for Girls, 6, Koregaon Road, Pune 411 001, in the Academic year 2022-23.

The Institute has adopted following Environment Friendly Practices:

- Usage of Energy Efficient LED Fittings
- Usage of Energy Efficient BEE STAR Rated equipment
- Installation of 40 kWp Roof Top Solar PV Plant.
- Segregation of Waste at source
- Bio Gas Plant, for conversion of Leftover Food Waste
- Provision of Sanitary Waste Incinerator, for disposal of Sanitary Waste
- Installation of Sewage Treatment Plant
- Implementation of Rain Water Management Project
- Internal Tree Plantation
- Creation of awareness about Water Conservation by Display of Posters

We appreciate the support of Management, involvement of faculty members and students in the process of making the campus Green and Eco Friendly.

For Engress Services,



A Y Mehendale,
B E- Mech, M Tech-Energy, Certified Energy Auditor, EA-8192
ASSOCHAM GEM Certified Professional: GEM: 22/788



Solar Panel



Rain Water Harvesting

