



## YEARLY STATUS REPORT - 2021-2022

<b>Part A</b>	
<b>Data of the Institution</b>	
<b>1.Name of the Institution</b>	Green Heaven Institute of Management & Research, Nagpur
• Name of the Head of the institution	Dr. Anil Sharma
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	9359225105
• Mobile no	9422101434
• Registered e-mail	ocihemba@gmail.com
• Alternate e-mail	rajanikumar@ghimr.edu.in
• Address	Village Rui-Zari, Near Hotel Le-meridian, Wardha Road
• City/Town	Nagpur
• State/UT	Maharashtra
• Pin Code	441108
<b>2.Institutional status</b>	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural

• Financial Status	UGC 2f and 12(B)				
• Name of the Affiliating University	RTM Nagpur University				
• Name of the IQAC Coordinator	Dr. Rajani Kumar				
• Phone No.	9766477405				
• Alternate phone No.	9370344805				
• Mobile	9766477405				
• IQAC e-mail address	iqac@ghimr.edu.in				
• Alternate Email address	ocihemba@gmail.com				
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="http://ghimr.edu.in/iqac-composion.php">http://ghimr.edu.in/iqac-composion.php</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="http://ghimr.edu.in/academic_Calendar.php">http://ghimr.edu.in/academic_Calendar.php</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B+	2.62	2019	15/07/2019	14/07/2024
<b>6.Date of Establishment of IQAC</b>			08/05/2018		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NIL	NIL	NIL	NIL	0	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			Yes		
• Upload latest notification of formation of IQAC			<a href="#">View File</a>		

<b>9.No. of IQAC meetings held during the year</b>	<b>04</b>
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>Yes</b>
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	<b>12.22 lacs</b>
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
<ul style="list-style-type: none"> <li>Classes as well as guest lectures conducted online, Study Material shared on Google Classroom so as to reach maximum number of students during lockdown.</li> </ul>	
<ul style="list-style-type: none"> <li>Industrial Visit conducted for students in Physical Mode in March 2022</li> </ul>	
<ul style="list-style-type: none"> <li>Value added Training Programs and Skill Development courses conducted for students as well as staff</li> </ul>	
<ul style="list-style-type: none"> <li>As a first step to be recognized as Research Centre, application for Research Supervisor done by 4 Faculty Members at RTM Nagpur University</li> </ul>	
<ul style="list-style-type: none"> <li>International Conference on "Design of Global Commerce and Business for Next decade" conducted</li> </ul>	
<b>12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</b>	
Plan of Action	Achievements/Outcomes
Conduction of OCEAN-2021' Online International Conference on "Design of Global Commerce and Business for Next decade"21st August 2021	200+ participants, which included Academicians, Industry delegates and students from across the country participated and got benefitted
Webinar on "SIP – A Launchpad	Students got orientation about

for Your Professional Success" conducted on 15th September 2021	the objectives and method way to undergo SIP in online mode
Session for Semester I commenced with "ANKUR 2021" -The Induction Program from 22nd to 28th December 2021	All Semester I (Freshers) students attended to acclimatize themselves with the college environment and know their mentors
Guest lecture on "Self branding" conducted on 8th January 2022	78 students attended the guest lecture to understand the importance of managing one's brand and create a uniform public image that demonstrates his or her values and overall reputation.
Conducted Workshop on "Research Methodology for Project Report Preparation" on 18th February 2022	112 students from different colleges of Nagpur attended the program which would help them in Their Final research Project
Personality Development & Self Grooming Workshop conducted on 26th February 2022	Workshop conducted with an objective of building self-confidence, enhance self-esteem and for overall development of students. 96 students attended the program
Industrial Visit at Morarjee Textiles Ltd conducted on 24th March 2022	102 students of Semester I attended to understand the actual working in the industry
One Day Workshop on Entrepreneurship, Government Policies and Programs conducted on 7th May 2022	The workshop was attended by 220 student. The objective was to develop entrepreneurship spirit among management students and to apprise them about the various self-employment opportunities available in today's era.
Extension activities conducted- Guest Lecture on "Do Your Share for Cleaner Air- Save Earth, Save Life" on 11th June 2021, Cancer Awareness Program, Awareness program on Nutrition and Water conservation,	Online session conducted to develop awareness about the environment among students

Awareness Camp on Health, Personal Hygiene and Importance of Eye Donation	
Girvani- An Educult Program Conducted on 16th October 2021	102 students attended to learn and earn with fun.
Out Bound Training Camp organized 12th and 13th March 2022	79 students attended to gain experiential learning
International Yoga Day Celebration-conducted on 21st June 2021	99 students attended the program and understood the importance of mental and physical health
Rashtiya Ekta Diwas Celebraion at GHIMR.	celebrated every year on 31st Octoberto mark the birth anniversary of Iron Man of `India-SardarVallabhbhai Patel
Promotion of Research activities among students and Faculty Members	Enhanced participation in National and International Conferences and publication in UGC Care/Socpus Index Journals
Application for Research Centre at RTM Nagpur University	Promotion of Research Culture in the Institute
Skill Development Courses organized	Skill Enhancement of students done
NISM Training conducted from 15th November to 3rd December 2022	128 students attended the program and gained knowledge
Certification Course on Soft Skills conducted from 12th Feb to 2nd March 2022	117 students attended to equip themselves with knowledge and skills
Implementation of NEP 2020	incorporation of interdisciplinary courses through MOOCS and elective courses, registration in NAD Digi locker, Skill Development Courses conducted
<b>13.Whether the AQAR was placed before statutory body?</b>	<b>Yes</b>
<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>	

Name	Date of meeting(s)
Local Enquiry Committee	31/03/2021

**14. Whether institutional data submitted to AISHE**

Year	Date of Submission
2021	23/12/2022

**15. Multidisciplinary / interdisciplinary**

The Vision of National Education Policy, to provide high quality education to develop human resources in our nation as global citizens, is well taken. A discussion among the faculty members was initiated on the key principles of NEP such as diversity for all curriculum and pedagogy with technological innovations in teaching and learning, encouraging logical decision making and innovation, critical thinking and creativity. In view of the NEP, academic programmes may be redesigned to include Multidisciplinary /Interdisciplinary courses as electives so that students get maximum flexibility to choose elective courses offered by other Departments. It can be said that the University is proactively working towards implementation of the suggestions given in the NEP.

**16. Academic bank of credits (ABC):**

Under the university, the institute will also offer an online repository for all academic awards under the Digital India Program. Our institution is working towards the nad.digitallocker.gov.in platform in which the National Academic Bank of Credits (ABC) portal will be integrated. The institute is already following a choice-based credit system for all of its programs and will follow the process related to the ABC as directed by the Academic Council RTM Nagpur University. The institute will formally register in the ABC portal as soon as the resolution is being approved by the higher academic bodies.

**17. Skill development:**

With the aim of empowering our students to make them employable, the institute under the guidance of IQAC continuously conducts sessions on soft skills, personality development as well as equip them with

skills as per the requirement in industries. Students are placed in different companies as student interns for a period of 60 days to enable them to understand and get first hand knowledge of actual working in a formal set up. Workshop on Research Methodology developed research ,writing as well as presentation skills among students. A workshop on Personality development and grooming enabled students learn the ways to groom and prepare themselves for a corporate world. Student coordinators planned and conducted the Industrial visit to Morarjee Textiles Pvt. Ltd. This developed planning and coordination skills among the students. The College also organized 40 hrs, 15 days NISM Certification Course for developing Knowledge and skills to qualify the influential NISM-Series-V-A: Mutual Fund Distributors Certification Examination. A Certification Course on Soft Skills was also conducted to develop communication, team work, problem solving, decision making, analytical thinking, resiliency, etc. as imperative life skills. of the budding managers.

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

In order to make the human beings think in proper way, good grounding in language is needed. Therefore, language education has been considered to be integral part of our syllabus. Right from the The Induction Program, as per the syllabus of RTM Nagpur University sessions on "Self Exploration" are conducted which develops a sense of understanding of self and respect for those around. In the context of IKS or IKS based education, Indian Languages play a very crucial role.

This integration will help us to achieve the main objective of NEP2020 to develop a holistic education through which Bharat attains Vishwaguru position once again. The institute is of the opinion that the inclusion of knowledge from ancient India to modern India will clear the sense of India's future aspiration about education, health, and the environment.

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

The institute has implemented outcome-based education with clearly stated Programme Outcomes, Programme Specific Outcomes, and Course Outcomes. All courses are designed with outcomes centered on cognitive abilities namely Remembering, Understanding, Applying, Analysing, Evaluating, and Creating. Apart from the domain-specific skills, learning outcomes at all levels ensure social responsibility and ethics, as well as entrepreneurial skills so that student contributes proactively to the economic, environmental, and social well-being of the nation.

**20.Distance education/online education:**

Due to Covid -19 pandemic, educational institutions in the country have increasingly evolved in using digital platforms for engaging classes, conducting conferences and meetings. Due to the experience gained during the closure period of Covid-19, access to online resources by educators and students will not be a constraint anymore. Institute has successfully imparted all its course content delivery in online mode during the Pandemic (COVID-19) and also conducted online examinations successfully.

**Extended Profile****1.Programme**

1.1	48
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

**2.Student**

2.1	254
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2	48
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

2.3	128
Number of outgoing/ final year students during the year	



File Description	Documents
Data Template	<a href="#">View File</a>
<b>3.Academic</b>	
3.1 Number of full time teachers during the year	15
File Description	Documents
Data Template	<a href="#">View File</a>
3.2 Number of sanctioned posts during the year	11
File Description	Documents
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1 Total number of Classrooms and Seminar halls	09
4.2 Total expenditure excluding salary during the year (INR in lakhs)	74,26
4.3 Total number of computers on campus for academic purposes	120

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The Institute is affiliated to RTM Nagpur University,Nagpur. Institute implements the curriculum prescribed by the University. The present new CBCS pattern has been implemented by the University since 2019. The college also runs the skill development programs to enhance and develop the overall performance of the students. For

Effective Curriculum Delivery In the beginning of Academic Year, the Academic Coordinator under the chairmanship of the Director conducts an academic Meeting with Faculty Members to discuss the preparation of the Academic Calendar, curriculum planning and documentation. As per the direction of the Director, and comfort level of the Faculty Members, Faculty mapping is done and the workload is evenly distributed. The Time Table for both the Section is formulated by the Academic Coordination Committee and circulated. Faculty Members prepare their teaching plans by making optimal use of available resources, classes are conducted according to the time table. Keeping in view implementation of NEP 2020 Training and Skill development courses are also planned and incorporated in the Class Time Table.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://www.ghimr.edu.in/doc/teaching_plan.PDF">www.ghimr.edu.in/doc/teaching_plan.PDF</a>

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

The institution prepares and publishes academic calendar containing the teaching- learning schedule, weekly working days and holidays, government holidays, Internal assessment dates, practical exam dates, workshop schedule, technical seminar schedule, Industrial visit dates, sports day, cultural day on website of the college and displays on students notice board and in the Faculty Room. The academic progress of the students is regularly monitored by continuous internal evaluation such as Assignments, Seminars, Project Work, Quizzes, Mid term Exams internal examinations and semester examinations etc. IQAC along with the Examination Department ensures that all the Internal Evaluations Process is conducted as per the Time Line mentioned in the academic calendar. The Academic Calendar also specifies the dates of announcing the marks in the class and also for Grievance Handling before publishing the Final Internal Marks. The faculty may choose MCQ tests, test seminars, assignments, Viva -Voce and projects to evaluate the performance of the students periodically

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://ghimr.edu.in/academic_Calender.php">http://ghimr.edu.in/academic_Calender.php</a>

**1.1.3 - Teachers of the Institution participate in B. Any 3 of the above following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.**  
**Academic council/BoS of Affiliating University**  
**Setting of question papers for UG/PG programs**  
**Design and Development of Curriculum for Add on/ certificate/ Diploma Courses**  
**Assessment /evaluation process of the affiliating University**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

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

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

01

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

**1.2.2 - Number of Add on /Certificate programs offered during the year**

**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement**

**for year: (As per Data Template)**

02

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

240

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

**1.3 - Curriculum Enrichment**

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The institute takes special efforts to integrate various crosscutting issues:

**Environment and Sustainability**

Environmental awareness is inculcated through the activities like Tree plantation, Sparrow Day, Eco friendly Vehicles, Cycle Rally, Plastic Hatao, Swachata Abhiyan Holi with environment friendly colours. Sessions on Save the Earth Do your share for cleaner air are conducted to inculcate environment sensitivity among students. While allocating the projects an attempt is to make them aware of cross-cutting issues related to the environment in the local area.

**Gender**

Gender awareness and sensitization is inculcated among the students and staff members through . The Institute ensures safe and secure

environment for girls students through Discipline Committee.

Internal Grievance Committee and activities like Woman Empowerment, Beti Bachao Abhiyan, Gender equality, Training for Self Defense , Workshop on women rights and Laws, Global Women’s Day etc.

**Human Values**

The Institute organizes camps like Blood Donation, National Integration, Human Rights Day, Mission Yuva Swasth Abhiyan, Voter awareness program, lecture on contribution of Indian freedom fighters, Respect to the families of Martyr soldiers to inculcate human values among the students.

**Professional Ethics**

The Institute organizes lectures on emotional intelligence,professional ethics and code of conduct.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

03

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

254

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

## 1.4 - Feedback System

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

**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	<a href="http://ghimr.edu.in/FeedbackFormsReports.php">http://ghimr.edu.in/FeedbackFormsReports.php</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.4.2 - Feedback process of the Institution may** **A. Feedback collected, analyzed**

be classified as follows

and action taken and feedback available on website

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	<a href="http://ghimr.edu.in/iqac-composion.php">http://ghimr.edu.in/iqac-composion.php</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year

126

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

##### 2.1.2.1 - Number of actual students admitted from the reserved categories during the year

91

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

### 2.2 - Catering to Student Diversity

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

The Institute uses monitoring and mentoring to keep track of slow learners' progress. Along with teachers, some advanced learners are encouraged to mentor weak students and help them with explanations and notes. Revision classes and counselling sessions are held and

additional teaching is taken up if required. Tutoring by peers, senior students, and mentors is offered. Corrected assignments and answer scripts are shared with each student and discussed to enable students to recognize their problem areas and improve. Faculty makes it a point to be patient and accessible to students personally, over the phone, mail, and social apps. Advanced learners are encouraged to study the contents of the syllabus effectively so as to achieve a high percentage of marks and also excel in competitive exams and certification courses. Advanced learners and slow learners are identified as per their responses in the classroom as well as the performance in the Class Test, and internal examinations. Following activities are done by teachers for students: Slow learners: 1. Individual counselling. 2. Remedial Coaching 3. Extra notes. 4. Group discussion session. 5. Internal examination process. 6. Encouragement in NSS, Sports, and academic activities. 7. Extra library books. Advance learners: 1. Advance notes 2. Seminar sessions 3. Participative learning sessions i.e., Self-Discipline Day & Teachers Day 4. Experimental learning sessions i.e., Industrial Tour 5. Projects 6. Assessments 7. Group discussion sessions 8. Internet facility. 9. Advance questions papers. In order to enhance their confidence level, the department conducts different activities such as NSS, Cultural, and Sports to develop their overall personality

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/slow_learning.pdf">ghimr.edu.in/slow_learning.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
250	13

File Description	Documents
Any additional information	<a href="#">View File</a>

## 2.3 - Teaching- Learning Process

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

Teaching-learning methods adopted by the faculty members include



Lecture Method, Interactive Method, Project-based Learning, Case Analysis, Computer-assisted Learning, Experiential Learning, etc. The Teaching-learning activities are made effective through illustrations, videos and case studies. Lecture method: This conventional method is commonly adopted by all teachers. This method facilitates the teacher to interpret, explain and revise the content of a text-only for better understanding of the subject by the learners. Interactive method: T. 1. Experiential Learning: Department conducts add-on programs to support students in their experiential learning. The department communicates the following experiential learning practices to improve creativity and cognitive levels of the students - Summer Internship and Industrial Visits to engage them in experiential learning .

2. Participatory Learning: In this type of learning, students participate in different activities such as seminars, group discussions, Case Study -Analysis, Management Games ,Research Projects, and skill-based add-on courses. Students are encouraged to participate in activities where they can use their specialized management skills such as planning coordination, delegation and actual implementation. The institute organizes expert lectures on different topics to enhance knowledge and skills among students.

3. Problem solving methodologies- In order to develop analytical skills regular assignments and projects are given to students. Case Study analysis and presentations are regularly practiced. In addition to the traditional teaching-learning methods, the institute is providing innovative student-centric methods such as Workshops, Seminars, roleplay, Video, Guest lecture, GD/ debate, Peer learning groups, MOOCs, Google Classroom, Project-based learning, Public Speaking to encourage Participative, Problem-solving and Experiential learning

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://ghimr.edu.in/annualActivityReport.php">http://ghimr.edu.in/annualActivityReport.php</a>

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

Faculty members at the institute make effective use of ICT for effective teaching - learning process. All the class rooms are provided with LCD projectors which enable teachers to combine

tradition teaching with modern method of teaching. Besides the chalk and talk method of teaching, the college makes intensive use of ICT-enabled tools, including online resources for effective teaching and learning process. The faculty use ICT enabled classrooms with LCD projectors, Wi-Fi connectivity, software, PowerPoint presentations developed by teachers to expose the students to advanced knowledge and practical learning. The labs are updated with new software like Python, Matlab, Microsoft Office, the latest Excel utility.

All study material are uploaded in MOODLE and Google Classroom where students are enrolled. Students are also encouraged to upload their assignments and class work in the Google Class room /MOODLE. During the Lockdown period all sessions and programs were conducted in online mode through Google Meet for convenience of the students. Faculty Members went through a number of Workshops to enable them to use innovative method of teaching-learning. Apart from having a well-equipped ICT lab with internet facility, Faculty members are provided with laptops to easily carry on their research and project work. Projectors are installed in all classrooms to incorporate new pedagogies in the teaching-learning process. Printing facility is available in all the labs. The students and faculty make use of email, group mails, and social networking tools for instantaneous communication and information dissemination.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

15

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

## 2.4 - Teacher Profile and Quality

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

15

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

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

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

05

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

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

#### 2.4.3.1 - Total experience of full-time teachers

114

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

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

The college has transparent and robust evaluation process in terms of frequency and variety. In order to ensure transparency in internal assessment, the system of internal assessment is communicated with the students well in time. The Principal holds meetings of the faculties and directs them to ensure effective implementation of the evaluation process. At the entry level, admissions are given purely on merit basis and the lists of merit students are displayed on Notice board. Continuous evaluation is made through Group Discussion, Unit Tests, Mid Term Exams, Assignments Submission, Field Visit / Field Work and Seminars Presentation. Unit tests are conducted regularly as per the schedule given in academic calendar. The weightage for the unit tests varies as per the concerned faculty.

Evaluated Assignments are discussed with the students. Answer sheets of Mid Term Exams and Sessional Exams are shown to students and Grievance handling done before publishing the results. Based on the performance of students in the Internal exams and assignments/ class test, slow learners are identified. Personal guidance is given to slow learners and remedial classes conducted. Final semester students appear for Viva Voce, and Exit Seminar.

The Academic Calendar mentions the dates of internal exams which are strictly followed for each semester. The method of internal assessment helps the teachers to evaluate the students more appropriately. Due to internal assessment, the interest of the student towards learning and attending the classes has been also increased.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://ghimr.edu.in/academic_Calender.php">http://ghimr.edu.in/academic_Calender.php</a>

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

Internal examinations such as Mid Term and sessional exams are conducted as per the dates allotted in the Academic Calendar. However, Subject Faculty Members conduct Class Test, quizzes as per their requirement. The dates for Grievance redressal are very specifically mentioned in the Academic Calendar which has to be adhered to before publishing the result. The answer sheets are shown to the students, grievance handled by the subject teacher. If the students is not satisfied, he approaches the Academic Coordinator. The marks are finalized in consultation with the Subject teachers. Assignments are corrected and discussed with the students with an objective to enable present their answers in a better way

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://ghimr.edu.in/academic_Calender.php">http://ghimr.edu.in/academic_Calender.php</a>

## 2.6 - Student Performance and Learning Outcomes

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

The Institute is affiliated to RTM Nagpur University, hence the syllabus is framed by the University. Syllabus of every subject is associated with Module wise Course Outcomes. Program Outcomes and Course outcomes are discussed with the students right from the Induction Program. These are displayed at different places in the college. Its also there in the college website. The Program Outcomes and Course Outcomes are discussed with the Faculty Members during the Academic Coordination Committee meetings.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="http://ghimr.edu.in/syllbus.php">http://ghimr.edu.in/syllbus.php</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

During the Academic Coordination Committee Meetings, Program Outcomes and Program specific Outcomes are also elaborately discussed. Faculty members Map the Course and Program Objective and submit the Report to the Academic Coordinator.

The Academic Coordinator ensures that the Course Outcomes are attained for each course. Faculty members of respective subjects ensures that the course objectives are being met. These are evaluated through conducting Quizzes, Class Test, assignments, presentations as well as viva voce examinations. Detailed report is submitted to the Academic Coordinator by the end of the session.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="http://ghimr.edu.in/posandpso.php">http://ghimr.edu.in/posandpso.php</a>

2.6.3 - Pass percentage of Students during the year

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

128

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	<a href="http://ghimr.edu.in/annualActivityReport.php">http://ghimr.edu.in/annualActivityReport.php</a>

## 2.7 - Student Satisfaction Survey

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

<http://ghimr.edu.in/doc/IOAC/Institutional%20Performance%20Feedback%20Report.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

**3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

**3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

0

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

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

**3.1.2.1 - Number of teachers recognized as research guides**

1

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

## 3.2 - Innovation Ecosystem

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

The institute has created an ecosystem for Research and Innovation by recruiting & developing desirable human resources, taking initiative for the creation & dissemination of knowledge, and establishing state-of-the-art infrastructure.

Collaborations for developing students and encouraging them to participate in research and other activities in industry, GHIMR regularly invites eminent experts from the industry to interact with the students. The GHIMR has also signed MoUs with academic institutions, and Industries in the past with the companies like Bajaj Steels, Pix Transmissions, Zim Laboratories, etc. Institute has also collaborated with Government organizations like Maharashtra Centre for Entrepreneurship Development for inculcating Entrepreneurship and encouraging students to take up entrepreneurship and create jobs in the economy.

Management of the college supports and gives financial aid to the



faculty members for their research work as well as to attend various workshops, conferences, and FDPs to improve and develop themselves so as to develop the students according to the industry demands. Leave is granted and financial support is provided to participate in India and abroad.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://ghimr.edu.in/doc/ABC2.pdf">http://ghimr.edu.in/doc/ABC2.pdf</a>

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

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

9

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

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

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

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded

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

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

5

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

10

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 3.4 - Extension Activities

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

**Extension Activities is the very core activity of the Institute, as the Institute is located in the rural area and it is surrounded by many villages therefore it gets opportunity to work for these villages. Thus development of the neighborhood community and make them aware about various social issues if been carried out by the Institute on a regular basis.**

Following are few activities which are been organized by the staff and students during the year 2021-22:

1. Webinar on "Do Your Share for Cleaner Air- Save Earth, Save Life"
2. International Yoga Day Celebration-2021 in Green Heaven Institute of Management and Research, Nagpur.

3. Awareness Camp on Health, personal Hygiene and Eye Donation.
4. Rashtriya Ekta Diwas Celebration
5. Awareness Program on Nutrition and Water Conservation.
6. Cancer Awareness Program.
7. Webinar on Say No to Tobacco
8. A Helping Hand to the Slum Dwellers of Mahakali Nagar, Beltarodi, Nagpur.

File Description	Documents
Paste link for additional information	<a href="http://www.ghimr.edu.in/annualActivityReport.php">http://www.ghimr.edu.in/annualActivityReport.php</a>
Upload any additional information	No File Uploaded

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

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

2

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

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

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

6

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

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

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

545

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 3.5 - Collaboration

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

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

14

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

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

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

7

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

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

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

The MBA campus offers a learner-friendly environment with a fine blend of functionality and contemporary aesthetics. CCTV surveillance system, wide corridors and stairwells, fire prevention system, deployment of security personnel are among the several safety and security measures taken by the College to ensure a safe campus environment. All facilities in the campus are IT-enabled. Classrooms are of the highest standards and are spacious, and air-conditioned, complete with the latest of teaching aids like Audio Visual and Video Recording Facility, Projection Systems and Technology. Classrooms are ergonomically designed. The College has an air-conditioned Computer Laboratory with high-speed broadband connectivity and audio-visual facilities.

The libraries have a large number of journals, periodicals, magazines and newspapers, as well as digital resources.

The College has a dedicated Counselling Centre to provide personal and group counselling to students. The College serves as a space for students to discuss their academic, social, emotional and behavioural concerns related to adolescence and peer group dynamics.

The college Cafeteria is a bright, well ventilated, hygienic space with a colourful lively ambience. The cafeteria serves healthy, nutritious vegetarian snacks and meals.

The Multipurpose Hall is used for organising various activities such as guest lectures and panel discussions, debates and elocutions, quizzes, workshops and presentations, meetings and orientation programmes, etc.

Sick Room is ready to provide first aid service to the students reporting physical illness during the class hours.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.ghimr.edu.in/gallery.php">http://www.ghimr.edu.in/gallery.php</a>

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

Management and sports can easily be related to each other. Everybody has a sportsperson hidden inside him/her. If that person is harnessed well, it might help the individual to hone his/her skills and become a successful manager.

Hence the college offers a huge outdoor as well as indoor play area facilities to our students. College has its own exclusive play area which facilitates the development of motor skills in the students. The College has a well-laid, lush green playground. These facilities are used for providing coaching to students in various sports and games such as football, basketball, lawn tennis, volleyball. Most of the outdoor sports are conducted on a regular basis with special support from the active involvement of the student community.

Indoor games like table tennis, chess, carrom, are provided to students.

The college conducts yoga sessions to keep up with the truckload of coursework students experience in the college. The college conducts session for yoga and meditation in the seminar hall or at some convenient place. We encourage students to attend any demonstration or talk on yoga or health being conducted in our premises.

Management week is held mostly in month of February where all extra-curricular activities are conducted and students are encouraged to participate in these events. College has sound system, music system,

light system and various allied equipment. "ENCORE" is celebrated as Annual Cultural activity.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.ghimr.edu.in/gallery.php">http://www.ghimr.edu.in/gallery.php</a>

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

09

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://photos.google.com/u/4/share/AF1QipOHoDntGCbFaxVM8cR8vqngV0irHry4_uIu0-rbgosFFuOX2nSP5UthPsy43RKHTQ?key=LWtWYnIxRlg3eXVPajJUSHpKS2lfQ3YxY2ZSejR3">https://photos.google.com/u/4/share/AF1QipOHoDntGCbFaxVM8cR8vqngV0irHry4_uIu0-rbgosFFuOX2nSP5UthPsy43RKHTQ?key=LWtWYnIxRlg3eXVPajJUSHpKS2lfQ3YxY2ZSejR3</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

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

nil

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

We use Syncinfo 2.5 for the library management software. Our library has Partially Automated Library System. The Institution is using this software since 2010, the latest version of the software is been used currently. All the library work such as -

- OPAC system for searching books through- Title, Author, subject, publication year, publisher, ISBN etc..
- Books Accessioning
- The record and details of all the books like it's category- Text book, Reference book, or Handbook Book, Purchase details, or Donation details are been maintained thoroughly.
- Issue, Return, Renewal process is done through software, so all records are maintained through this system.
- We can also generate different type of reports according to the need like Financial wise report, graphical report, News Paper with Magazines entry report, Accession register in PDF form & also Library Stock Verification report .

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="http://ghimr.edu.in/e-library.php">http://ghimr.edu.in/e-library.php</a>

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources** A. Any 4 or more of the above



File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

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

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

0.35

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

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

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

37

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	<a href="#">View File</a>

#### 4.3 - IT Infrastructure

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

Knowledge about computers and computer application is a must if one seeks to excel in the technology driven world, we live in. Keeping pace with changing technology, we at GHIMR, believe in providing only the best and latest IT and computer facilities to our students. The Institute provide its students with state of the art, good

computer lab with 120 desk mounted system supported by 50 MBPS internet cables. This serves the day-to-day computing needs of students as well as staff and also ensures the computer ratio of 1:6 as per AICTE.

To further ensure uninterrupted internet access, the Campus is Wi-fi enabled with hi speed. All these facilities are controlled through the server room located within the campus.

Budget for IT infrastructures is prepared by the Institute to enhance and update the facilities.

Institute has Tally software that ensures all processes within the institute are computerized and information is readily accessible to authorized users. The computer lab is connected with LAN connection and it provides central access to students for printing. Firewall and Anti-virus software are upgraded regularly. To facilitate learning and development of students at GHIMR, the labs are fully equipped with the latest licensed versions of the required computer applications, programs and software such as Windows 7 Professional, Microsoft Window-XP, Microsoft Office Legalization, Adobe Acrobat-9,Microsoft Visual Studio 2010, Microsoft Visual Studio Media ,to name a few.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://ghimr.edu.in/about.php">http://ghimr.edu.in/about.php</a>

#### 4.3.2 - Number of Computers

120

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	<a href="#">View File</a>

#### 4.3.3 - Bandwidth of internet connection in the Institution B. 30 - 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	No File Uploaded

#### 4.4 - Maintenance of Campus Infrastructure

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

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

21.63

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

The College infrastructure committee headed by the Director looks after the development, maintenance and utilization of the College physical facilities. For maintenance of a clean campus environment, staffs are assigned to various jobs and duties for cleaning on regular basis. Skilled workers are hired for repair works relating to buildings, furniture, etc. Students are made sensitive to keep their surroundings clean, under Swachh Bharat mission.

Librarian along with two senior faculties tackle all issues relating to the smooth and efficient functioning of the library. At the time of admission students are issued library cards which are valid till their final semester. Internet facility is provided in the library and students can access the facility for availing e-resources and other web based information. The library is under CCTV surveillance.

The College has a standard ground for outdoor sports and an space

allocated for indoor sports. The sports committee of the College is in-charge of the sports equipment.

Computer lab is maintained by the concerned in charge. They also look into the College website, up-gradation, biometric services, procurement of hardware and software and other items related to computers.

Classrooms are kept clean and checking of fans, teaching aids etc in the classroom are done regularly.

A student friendly and Hygienic food is made available at affordable rates in the college canteen.

Water cooler is available for safe drinking water in the college campus for everyone.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.ghimr.edu.in/ProPolicies.php">http://www.ghimr.edu.in/ProPolicies.php</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

219

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

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

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

148

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

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

A. All of the above

File Description	Documents
Link to Institutional website	<a href="http://ghimr.edu.in/annualActivityReport.php">http://ghimr.edu.in/annualActivityReport.php</a>
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

02

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

02

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

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

111

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

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

#### 5.2.2.1 - Number of outgoing student progression to higher education

02

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

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

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

02

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

### 5.3 - Student Participation and Activities

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

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

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

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

Apart from various committees involving students to enhance their leadership and organizing skills, Institute has formed Student Council to actively involve Institutional affairs and activities opportunities for student Experiences in leadership and strengthen student - faculty - community relations realizing them to be the most important stakeholder.

Objectives of Student Council :To contribute to the educational experiences of students by providing them a platform for involvement in the Institute through which they can shoulder some responsibilities, to provide for an opportunity for direct participation in organizing and implementing activities, to promote discipline and general welfare of the student community, to provide avenues for cooperation among stakeholders especially the teaching and non- teaching staff members and to provide a platform for student expression and an increasing amount of self-direction.

Constitution: The Council is chaired by Head of the Institution who appoints faculty advisors as a Student Welfare Officers. Nomination for being a student council member is kept open for all students followed by a fair election process. At least 2 student



representatives, one boy and one girl have to be nominated for election from each section.

The elected members are briefed about their role in the first meeting with the Director. The Student Council remains functional for one Academic year and is reconstituted in the next year. The Student Council members select the portfolios of their interest where they offer their services such as Placements, Events/ Activities, Industrial Visits and tours, Sports Activities.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/strategicplan.php">http://ghimr.edu.in/strategicplan.php</a>
Upload any additional information	<a href="#">View File</a>

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

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

06

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

### 5.4 - Alumni Engagement

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

Formal Alumni Meets are such opportunities which enable Alumni to reunite with their friends and faculty members, revitalize their memories and share experiences of their past and present life. At

the same time it also enables us to receive constant updates of our Alumni and to have structured engagements with our Alumni of mutual interests and gains. From last Three-year Alumni Association and various departments of university combined arranged 5 alumni meet.

1. In building the college's reputation, which relies in large part on how successful students are in the real world.
2. Our existing students have better job prospects because their seniors are creating a perfect legacy in the corporate world with their knowledge and values.

The General activities of the Alumni Association include the following:

1. Creation, updating and maintenance of Alumni Database.
2. Uploading alumni database.
3. Updating the alumni of College with the developmental activities of the college.
4. Assist the college for arranging talks from the alumni and other corporate sectors.
5. Promoting student, alumni and faculty interaction.
6. Sharing of Lateral Job Postings for fellow Alumni.
7. Alumni provide their guidance and coaching for the various events.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/cos.php">http://ghimr.edu.in/cos.php</a>
Upload any additional information	No File Uploaded

**5.4.2 - Alumni contribution during the year (INR in Lakhs) E. <1Lakhs**

File Description	Documents
Upload any additional information	<a href="#">View File</a>

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

**Vision** To develop a world class management institution which will provide technological and socio-economical development to the society and to impart leadership training with social sensitivity, human values and skills of managing change. **Mission** To make the management education relevant to the needs of industry, society and globalised economy, and to provide quality education at affordable cost for the upliftment of all students belonging to all categories and status

The empowered team of the college involves the Principal, convener of different committees, Teaching-staff, IQAC committee, non-teaching and supporting staff, student's union, student representative (C.R.), stakeholders, alumni, and local managing committee comprises of members from Management, University, staff, students and Alumni.

Leadership functions of the Head of the Institution

- To provide directions and perspective plans for the growth of the institution Financial planning in the form of budget
- To ensure end results by periodical monitoring
- To coordinate all the policy matters in consultation with the college team and present it to the Board for final approval.
- To motivate faculty for pursuing the research and provide an excellent R&D environment
- To counsel students regularly and motivate them to conceptual & innovative learning

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/missionVission.php">http://ghimr.edu.in/missionVission.php</a>
Upload any additional information	No File Uploaded

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

The College promotes participative management. Ideas pertaining to academic goals, organizational progression and better campus life are collected from all stakeholders to promote efficient functioning of the College. The staff and other stakeholders help in infusing a positive attitude that leads to increased efficiency, improved communication, heightened morale, motivation and job satisfaction. Believing in decentralization, the Management takes policy decisions, finance, infrastructure etc. with the help of members of the College Development Committee. CDC discusses matters related to teaching and administrative staff and decisions are taken at these levels are implemented e.g. the planning of Multidisciplinary International Conference and its implementation

Believing in democratic values, the institution has decentralized and participative management. The fruition of this was channelized in a International conference International Conference on "Design of Global Commerce and Business for Next Decade" on 21st August'2021, sponsored by Pix Transmissions Ltd. And Solar Industries India Ltd.

Outcome:

- It included top to toe position including parent body to Class IV employees.
- Creating a fraternity zeal, it facilitated a collaborative atmosphere.
- It proved conducive to decentralization and participative management resulting in the participation of 200+ teachers

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/governing_body.php">http://ghimr.edu.in/governing_body.php</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Over the past 12 years, the institute has shown tremendous growth, and to sustain the process, strategies must be formulated and implemented effectively. The salient features of the strategic plan are:

- Publishing papers in reputed journals by faculty members and encouraging students to do the same
- Sponsoring faculty members and students to National/International level events
- Participation in Conferences
- Organize Workshops/Training for Faculty/ Organizing Conferences
- Introduce Certificate/Value Added Courses
- Guest Lecture, Association Activities of respective departments • Industrial and Field Visits, Alumni interaction
- Training of Non-teaching staff
- Internships and Industry based projects for students

The Implementation of these plans has yielded:

- Number of papers published in reputed Journals.
- More students from the socially deprived section of society were accepted with a minimal fee
- Organized Advance Excel Training program for teaching and Non-teaching Staff.
- Organized International Conference, sponsored by Pix Transmissions Ltd. And Solar Industries India Ltd. Hence this collaborative activity was successfully executed.
- SIP Fair was organized and all the students have undergone Summer Internships as a part of the curriculum.
- Various Guest lectures by different experts were conducted to make students learn other skills which are prerequisites for the corporate.
- Industrial Visit to Morarjee Textiles was organized, 102 students of the Semester I attended.
- NISM Training conducted from 15th November to 3rd December 2022, 128 students attended the program and gained knowledge.
- One Day Workshop on Entrepreneurship, Government Policies, and Programs organized on 7th May 2022, The workshop was attended by 220 students.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="http://ghimr.edu.in/strategicplan.php">http://ghimr.edu.in/strategicplan.php</a>
Upload any additional information	No File Uploaded

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

- GHIMR follows its HR Manual for various decisions regarding its Human Resources.
- The Institute organizes various orientation and enrichment programs for both teaching and non-teaching staff members for upgrading their skills in the latest technology.
- Salary, pay scale and increments are given to staff members as per Government norms which leads to employee satisfaction.
- The management contributes an amount equal to the employee share for EPF with the Pension scheme and Group insurance.
- Institute grants Medical, Casual, On Duty and Special Leave, Earned leaves to its faculty members and Non Teaching staff. It also provides Maternity Leave and Paternity leaves
- GHIMR provides On Duty Leave for pursuing higher studies, attending enrichment courses/seminars/conferences/workshops, and exam duties.
- Institute also has CCTV facilities which is used for human resource management.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf">http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf</a>
Link to Organogram of the institution webpage	<a href="http://ghimr.edu.in/orgchart.php">http://ghimr.edu.in/orgchart.php</a>
Upload any additional information	No File Uploaded

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

**B. Any 3 of the above**

## Examination

File Description	Documents
ERP (Enterprise Resource Planning)Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

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

In our Institution Staff welfare is given the foremost importance. In connection with this, Existing welfare measures for teaching and non-teaching staff are itemized below:

- Medical Leave, Casual leaves for all employees & Maternity/Paternity leave for eligible staff members
- Faculty members are eligible for 20 days of Annual Leaves
- Advances for the school fee & festivals
- Transport at a reasonable cost.
- As Institution has a multicultural environment on campus, the management ensures the celebration of all the festivals together.
- Recreation centers are established for staff staying on campus.
- Sponsorships to attend and present papers at conferences both in India as well as abroad.
- Internet and free Wi-Fi facilities are also available in the campus for staff
- Faculty members are provided with Individual cabins and systems to facilitate good ambiance.
- Faculty development programs(FDP) for faculty members on regular basis
- Skill development courses are organized for non-teaching staff to enhance their skills in the work environment.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf">http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf</a>
Upload any additional information	No File Uploaded

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

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

6

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

### 6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

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

2



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

### 6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

#### 6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

4

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

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

The performance of each employee is assessed annually. The objective is not only to objectively evaluate the performance as per established norms but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

- The Performance of the Faculty members counts various parameters like student feedback, university examination results, Teaching methodology and Evaluation methods followed in the class, higher studies, Conferences attended, Research Publications, Professional development courses attended, and other parameters which are clearly mentioned in the HR Manual.
- The institute undertakes a wide range of activities besides academics, for which faculty members are assigned additional duties and responsibilities, which are mostly voluntary. The Institute accords appropriate weightage for these contributions in their overall assessment.
- The appraisal form is enclosed in the HR Manual, to be filled out by the faculty members and submitted to the director of the institute.
- Appraisal is then discussed thoroughly among the principal and individual employees and forwarded to the management with the recommendation by the principal.

A similar process is also followed for the non-teaching staff. The criteria in weightage for non-teaching staff is also mentioned in the HR Manual, which is been followed by them.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf">http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The Institution has established a mechanism for conducting internal and external audits of the financial transactions every year to ensure financial compliance. Internal audit is conducted half yearly by the internal financial committee of the institution. The committee thoroughly verifies the income and expenditure details and the compliance report of the internal audit is submitted to the management of the institution through the principal. An external audit is conducted once every year by an external agency. The mechanisms used to monitor the effective and efficient use of financial resources are as below:

- Before the commencement of every financial year, the Director submits a proposal on budget allocation, by considering the recommendations made by the heads of all the committees to the management.
- College budget includes recurring expenses such as salary, electricity, internet charges, maintenance cost, stationery, other consumable charges, etc., and non-recurring expenses like lab equipment purchases, furniture, and other development expenses.
- The expenses will be monitored by the accounts department as per the budget allocated by the management.
- The depreciation costs of various things purchased in the preceding years are also worked out.

The last audit was done for the financial year 2019-20. There were no objections taken by the auditor. After completion, the final statutory audit report is submitted to the Governing body for approval. After approval, the financial accounts, and documents are used for all statutory purposes

File Description	Documents
Paste link for additional information	<a href="http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf">http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf</a>
Upload any additional information	No File Uploaded

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

##### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

12.22

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

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

The Institute is a self-financed Institute and supported by a nonprofit trust, Jai Durga Bahu- Uddeshiya Jan-Kalayan Sanstha. As a self-finance Institute, the resource mobilization is mainly through fee deposits, and funds are received through the social welfare department against fees of backward category students(SC, ST, OBC, VJ-NT, and SBC). Other sources of revenue may include: 1. Voluntary Donations received to Sanstha 2. Research Project grants 3. Participation fees for Conferences/workshops/FDPs

The optimal utilization of funds is as given below:

- For salary, arrears, & welfare measures
- For mandatory deposits, annual fees of statutory bodies/AICTE, etc
- For creation and maintenance of academic infrastructure
- For purchasing equipment and software
- For research and development
- For organization of International & National Conferences/Seminar
- For conduction of Curricular, Co-curricular, Extra-curricular, and extension activities For recurrence expenses, etc.
- The institution has given utmost importance to the generation and utilization of funds to meet the objectives of the institution. The institutional strategy to generate funds is primarily based on a Quality enhancement strategy. This strategy is essential in a teaching-learning environment. In order to provide quality enhancement, a better fee structure is claimed by the college which is sanctioned by the government. Hence, the quality enhancement of the institution is nurtured to generate funds from all possible sources.

File Description	Documents
Paste link for additional information	<a href="http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf">http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf</a>
Upload any additional information	No File Uploaded

## 6.5 - Internal Quality Assurance System

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

The IQAC continuously reviews and takes steps to improve the quality

of the teaching-learning process. The Academic Calendar is prepared in advance, displayed and circulated in the Institute and strictly followed. All newly admitted students have to compulsorily attend ANKUR- The Induction Programme, in which they are made aware of the philosophy, the uniqueness of the Education system, the teaching learning process, the system of continuous evaluation, compulsory core courses, various co-curricular activities, discipline and culture of the Institute. All students are also given a guided tour of the campus and the various facilities. Students are apprised of the Time-Table, Programme structure, syllabi of the courses before the semester commences. The Director and the Discipline Committee members make random visits to ensure smooth functioning of classes. Class Committees are regularly conducted with students to take feedback and appropriate steps are taken to enhance the teaching-learning process. Feedback from students is also taken individually by teachers for their respective courses, by their Mentors, and through IQAC. Feedback is properly analyzed and shared with the Director and individual faculty members. The teaching-learning processes are reviewed, and improvements implemented, based on the IQAC recommendations. The major initiatives taken over the last five years include the following:

- Regular Assignments
- Automation of Admission Processes - Provision for online fee payment
- Introduction of skill development and value added programmes
- Green initiatives in Campus - tree plantation and plastic free campus.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/iqac-composion.php">http://ghimr.edu.in/iqac-composion.php</a>
Upload any additional information	<a href="#">View File</a>

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

The IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The Academic Calendar is prepared in advance, displayed and circulated in the Institute and strictly followed. All newly admitted students have to compulsorily attend the ANKUR- The Induction Program, in which they are made aware of the vision and mission of the Institute, the teaching learning process, continuous evaluation, compulsory core courses, various co-curricular activities, discipline and culture of the Institute. Students are apprised of the Time-Table, Programme

structure, syllabi of the courses before the semester commences. Important announcements are made in the morning assembly and attendance and conduct of classes are monitored by Dean Academics and mentors of various classes. The IQAC Coordinator, Dean Academics and the Discipline Committee members make random visits to ensure smooth functioning of classes. Course Transaction feedback is collected, appropriate steps are taken to enhance the teaching-learning process. Feedback is properly analyzed and shared with the Director, IQAC Coordinator and individual faculty members. The teaching-learning processes are reviewed, and improvements implemented, based on the IQAC recommendations. The major initiatives taken over the last five years include the following: Introduction of Value added and skill development courses. regular Assignment

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/iqac-composion.php">http://ghimr.edu.in/iqac-composion.php</a>
Upload any additional information	<a href="#">View File</a>

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

**C. Any 2 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="http://www.ghimr.edu.in/annualActivityReport.php">http://www.ghimr.edu.in/annualActivityReport.php</a>
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

**7.1 - Institutional Values and Social Responsibilities**

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

GHIMR has been adhering to the idea of gender equality by giving equal consideration to the girl students with respect to their identity and personality to be expressed on equal footing. Our college is committed to educating and following the idea of gender sensitization among the students as their prime duty and part of constitutional obligation.

Every year governments provide various scholarships for the betterment of girl students. We display posters and other circulars from the government consisting of warnings and information about stringent measures against women harassment and ragging.

GHIMR takes special care about the girl students and try to support them in terms of instilling confidence among them while they face any types of problems within the campus or outside the campus. Common room facilities for BOTH FEMALE AND MALE students are available on SEPERATE FLOORS in campus where the students come in their free time to relax and entertain.

As per the norms of AICTE, Internal Complaint Committee has been made by the college. In addition to this our N.S.S unit has been engaging the students in various activities to imbibe qualities of leadership, equality, social justice and tolerance. Women faculty members take up informal counselling of students to keep them psychologically strong and confident. Suggestion Box is also available in the campus to give their independent opinions on such issues too.

File Description	Documents
Annual gender sensitization action plan	<a href="http://ghimr.edu.in/ActionPlan-gendersensitization.php">http://ghimr.edu.in/ActionPlan-gendersensitization.php</a>
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="http://www.ghimr.edu.in/gallery.php">http://www.ghimr.edu.in/gallery.php</a>

**7.1.2 - The Institution has facilities for alternate sources of energy and energy**

C. Any 2 of the above

**conservation measures Solar energy  
Biogas plant Wheeling to the Grid Sensor-  
based energy conservation Use of LED bulbs/  
power efficient equipment**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

The functioning of the college exerts negligible stress on environment. Our college students and Staff arranges different programmes to protect our environment and initiated to reduce the generation of wastes.

Solid waste produced through regular activities get duly thrown into appropriate bins which later are emptied into the proper waste disposal area in our college campus. This is later emptied in the garbage collection van. Our institute already is a plastic free campus and it encourages all students and staff also not to make use of single use plastic items. Emphasis is given on making less use of paper.

Liquid waste generated is safely well-maintained by underground drainage system and it is disposed off in big underground chambers. These chambers are emptied in soil which helps to recharge ground water.

Electronic Scrap component such as Computer parts mainly and electrical devices are sometimes reparable for use or appropriately disposed, ensuring no accumulation of such hazardous elements inside the campus. All E-waste is given to MaitriParivaar which is a Nagpur Based N.G.O and they carry the E-wastes in their trucks and dispose it according to Government Guide lines. The Institute have a MOU with this NGO since last 10 years. There is rain water harvesting system in the college. Water is stored on the Roof Top at the campus and is send through pipes in the ground.



File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus** **A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

**7.1.5 - Green campus initiatives include**

**7.1.5.1 - The institutional initiatives for greening the campus are as follows:** **B. Any 3 of the above**

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

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<b>No File Uploaded</b>
Any other relevant documents	<a href="#">View File</a>

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

**7.1.6.1 - The institutional environment and energy initiatives are confirmed through the** **B. Any 3 of the above**

**following 1.Green audit 2. Energy audit  
3.Environment audit 4.Clean and green  
campus recognitions/awards 5. Beyond the  
campus environmental promotional activities**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

**B. Any 3 of the above**

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

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

**To build a nation of youth who are noble in their attitude and**

morally responsible, the college organizes and conducts several activities to build and promote an environment for ethical, cultural, and spiritual values among the students and staff. To develop the emotional and religious feelings among the students and the faculty, commemorative days are celebrated in the campus with the initiative and support of the management for not only recreation and amusement but also to generate the feeling of oneness and social harmony.

The college teacher and staff jointly celebrate the cultural and regional festivals, like New-year's day, Fresher Party, Teacher's Day, Orientation and Farewell Program, Induction program, Oath, Plantation, Youth Day, International Women's day, Yoga day, festivals like Ganpati, Navratri Garbha- GIRVANI, New year Celebrations and religious ritual activities are performed in the campus.

Motivational lectures are arranged for all-round development of the students for their personality development and to make them responsible citizens following the national values of social and communal harmony and national integration. Besides academic and cultural activities, we have built up many strong infrastructures for a variety of sports activities for the physical development of the students. In this way the institute strives in providing an inclusive environment for everyone with tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race and sex. The students are inspired by participating in various programs on culture, traditions, values, duties, and

responsibilities. The institute conducted awareness programs for students on the ban on plastics, Swachh Bharat, Plantation. GHIMR organizes study tours and outbound training camps to make students understand the importance of protecting the cultural heritage of the country. The college has also conducted a Voter awareness programme for all the students and were sensitized about their constitutional powers of voting.

Singing of national anthem in the campus is done every day so as to bring a feeling of patriotism among all.

GHIMR conducted a webinar on "Do you share for Cleaner Air-Save Earth, Save Life." Rashtriya Ekta Diwas is celebrated every year on 31st October. Institute also celebrates International Yoga Day.

GHIMR also conducted awareness camps for nearby villages on Cancer, Health, Personal Hygiene, Importance of Eye Donation, Importance of Nutrition & Water Conservation.

GHIMR provided arrangements of food, sleep washroom to the slum dwellers of Mahakali Nagar, Beltarodi, Nagpur when a major fire erupted due to LPG cylinder blast. The Student NSS Volunteers and Staff distributed footwear to all, to protect their feet in the extreme hot climate of Nagpur.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://www.ghimr.edu.in/annualActivityReport.php">http://www.ghimr.edu.in/annualActivityReport.php</a>
Any other relevant information	Nil

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff**      **B. Any 3 of the above**

**4. Annual awareness programmes on Code of Conduct are organized**

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

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

GHIMR celebrates Republic Day on 26th January every year, commemorating the adoption of Indian constitution and spreading the message that India is the largest democratic country in the world. The celebration includes the hoisting of national flag and spreading a warm message of nationalism in a speech by the Director. Independence Day is celebrated every year on 15th of August. Flag hoisting is organized and students are encouraged to remember our national leaders and their sacrifices.

Gandhi Jayanti is celebrated every year on 2nd October to understand the ideology of our great leader Mahatma Gandhi wherein pledge is taken by students and staff. In today's times we inspire students of our institution to follow the Gandhian ideologies of truth and nonviolence and inspire them to contribute towards the peace and prosperity of the Nation.

International Yoga Day is celebrated on 21st June every year. Yoga camp and a speech is conducted to make everyone aware on how Yoga embodies unity of mind and body; thought and action; restraint and fulfilment.

International Women day is also celebrated in our college on 8th March every year. Teachers Day is celebrated on 5th September every year to celebrate the birth anniversary of Dr.Sarwapalli Radhakrishnan. This day is celebrated to promote the values and principles of a true teacher.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

### 1. Development of Students & Employees

The institute has a customized Learning Platform -MOODLE where faculty members provide required study material. To improve written & spoken English skills presentations are taken regularly. Topics are included from news papers also. Newspapers provide information and general knowledge to students about a country's economic situation, sports, games, entertainment, trade and commerce. Stress is given on enlightenment, employability and entrepreneurship. Continuous feedback on assessment is given to improve performance. The institute has introduced the Concept of student researchers.

### 2. Nature Conservation

The best way to spread awareness of environmental education is through education.

We at GHIMR promote dustbin culture to be followed in our campus and outside in the social places too. Instructions to students are given to avoid excessive use of polythene bag. Students are told to make less use of paper. Regular tree plantation is taken up in our campus. We have also put-up Bird Bath at various places in our campus.

Solar panels are installed in the college to make use of renewable energy. LED lights are also put up in the campus to save electricity. Building is planned and constructed in such a way that there is sufficient sunlight and ventilation.

File Description	Documents
Best practices in the Institutional website	<a href="http://www.ghimr.edu.in/BestPractices.php">http://www.ghimr.edu.in/BestPractices.php</a>
Any other relevant information	<a href="http://ghimr.edu.in/BestPractices.php">http://ghimr.edu.in/BestPractices.php</a>

### 7.3 - Institutional Distinctiveness

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

GHIMR tries to give equity, excellence and expansion in the field of management education. Equity means providing equal opportunity of higher education to all. Expansion means increasing the number of students in day to day activities planned by the institute other than academics.

The institute, implements university curriculum through well planned and effective teaching learning activities blended with latest pedagogy approaches. Various approaches have been taken to enable students to meet their individual needs. The social skills are nurtured through various activities conducted at the institute.

The students are exposed to the diverse social structure and their issues, particularly in the neighbouring areas, through the National Service Scheme implemented at the Institute. The students undertake activities of spreading social awareness about various burning issues such as women health, Swatch Bharat, etc. While doing so, they also become aware of the issues of the society and think on probable measures to solve them.

The institute promotes physical activities among the students to cultivate many important skills such as physical fitness, team spirit, confidence, decision making, mental strength, etc. of the students

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The Institute is affiliated to RTM Nagpur University, Nagpur. Institute implements the curriculum prescribed by the University. The present new CBCS pattern has been implemented by the University since 2019. The college also runs the skill development programs to enhance and develop the overall performance of the students. For Effective Curriculum Delivery In the beginning of Academic Year, the Academic Coordinator under the chairmanship of the Director conducts an academic Meeting with Faculty Members to discuss the preparation of the Academic Calendar, curriculum planning and documentation. As per the direction of the Director, and comfort level of the Faculty Members, Faculty mapping is done and the workload is evenly distributed. The Time Table for both the Section is formulated by the Academic Coordination Committee and circulated. Faculty Members prepare their teaching plans by making optimal use of available resources, classes are conducted according to the time table. Keeping in view implementation of NEP 2020 Training and Skill development courses are also planned and incorporated in the Class Time Table.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://www.ghimr.edu.in/doc/teaching_plan.PDF">www.ghimr.edu.in/doc/teaching_plan.PDF</a>

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

The institution prepares and publishes academic calendar containing the teaching- learning schedule, weekly working days and holidays, government holidays, Internal assessment dates, practical exam dates, workshop schedule, technical seminar schedule, Industrial visit dates, sports day, cultural day on website of the college and displays on students notice board and in the Faculty Room. The academic progress of the students is regularly monitored by continuous internal evaluation such as



Assignments, Seminars, Project Work, Quizzes, Mid term Exams internal examinations and semester examinations etc. IQAC along with the Examination Department ensures that all the Internal Evaluations Process is conducted as per the Time Line mentioned in the academic calendar. The Academic Calendar also specifies the dates of announcing the marks in the class and also for Grievance Handling before publishing the Final Internal Marks. The faculty may choose MCQ tests, test seminars, assignments, Viva -Voce and projects to evaluate the performance of the students periodically

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="http://ghimr.edu.in/academic_Calender.php">http://ghimr.edu.in/academic_Calender.php</a>

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

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

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

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

01

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

### 1.2.2 - Number of Add on /Certificate programs offered during the year

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

02

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

240

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

### 1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The institute takes special efforts to integrate various crosscutting issues:

**Environment and Sustainability**

Environmental awareness is inculcated through the activities like

Tree plantation, Sparrow Day, Eco friendly Vehicles, Cycle Rally, Plastic Hatao, Swachata Abhiyan Holi with environment friendly colours. Sessions on Save the Earth Do your share for cleaner air are conducted to inculcate environment sensitivity among students. While allocating the projects an attempt is to make them aware of cross-cutting issues related to the environment in the local area.

**Gender**

Gender awareness and sensitization is inculcated among the students and staff members through . The Institute ensures safe and secure environment for girls students through Discipline Committee.

Internal Grievance Committee and activities like Woman Empowerment, Beti Bachao Abhiyan, Gender equality, Training for Self Defense , Workshop on women rights and Laws, Global Women’s Day etc.

**Human Values**

The Institute organizes camps like Blood Donation, National Integration, Human Rights Day, Mission Yuva Swasth Abhiyan, Voter awareness program, lecture on contribution of Indian freedom fighters, Respect to the families of Martyr soldiers to inculcate human values among the students.

**Professional Ethics**

The Institute organizes lectures on emotional intelligence, professional ethics and code of conduct.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

03

File Description	Documents
Any additional information	<b>No File Uploaded</b>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

254

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

**1.4 - Feedback System**

<b>1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni</b>	<b>A. All of the above</b>
---	----------------------------

File Description	Documents
URL for stakeholder feedback report	<a href="http://ghimr.edu.in/FeedbackFormsReports.php">http://ghimr.edu.in/FeedbackFormsReports.php</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

<b>1.4.2 - Feedback process of the Institution may be classified as follows</b>	<b>A. Feedback collected, analyzed and action taken and feedback available on website</b>
---	---

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	<a href="http://ghimr.edu.in/igac-composion.php">http://ghimr.edu.in/igac-composion.php</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year

126

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

##### 2.1.2.1 - Number of actual students admitted from the reserved categories during the year

91

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

The Institute uses monitoring and mentoring to keep track of slow learners' progress. Along with teachers, some advanced learners are encouraged to mentor weak students and help them with explanations and notes. Revision classes and counselling sessions are held and additional teaching is taken up if required. Tutoring by peers, senior students, and mentors is offered. Corrected assignments and answer scripts are shared with each student and discussed to enable students to recognize their problem areas and improve. Faculty makes it a point to be patient and accessible to students personally, over the phone, mail, and social apps. Advanced learners are encouraged to study the contents of the syllabus effectively so as to achieve a high percentage of marks and also excel in competitive exams and certification courses. Advanced learners and slow learners are identified as per their responses in the classroom as well as the performance in the Class Test, and internal examinations. Following activities are done by teachers for students: Slow learners: 1. Individual counselling. 2. Remedial Coaching 3. Extra notes. 4. Group discussion session. 5. Internal examination process. 6. Encouragement in NSS, Sports, and academic activities. 7. Extra library books. Advance learners: 1. Advance notes 2. Seminar sessions 3. Participative learning sessions i.e., Self-Discipline Day & Teachers Day 4. Experimental learning sessions i.e., Industrial Tour 5. Projects 6. Assessments 7. Group discussion sessions 8. Internet facility. 9. Advance questions papers. In order to enhance their confidence level, the department conducts different activities such as NSS, Cultural, and Sports to develop their overall personality

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/slow_learning.pdf">ghimr.edu.in/slow_learning.pdf</a>
Upload any additional information	<a href="#">View File</a>

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)	
Number of Students	Number of Teachers
250	13
File Description	Documents
Any additional information	<a href="#">View File</a>
2.3 - Teaching- Learning Process	
2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences	
<p>Teaching-learning methods adopted by the faculty members include Lecture Method, Interactive Method, Project-based Learning, Case Analysis, Computer-assisted Learning, Experiential Learning, etc. The Teaching-learning activities are made effective through illustrations, videos and case studies. Lecture method: This conventional method is commonly adopted by all teachers. This method facilitates the teacher to interpret, explain and revise the content of a text-only for better understanding of the subject by the learners. Interactive method: T. 1. Experiential Learning: Department conducts add-on programs to support students in their experiential learning. The department communicates the following experiential learning practices to improve creativity and cognitive levels of the students - Summer Internship and Industrial Visits to engage them in experiential learning .</p> <p>2. Participatory Learning: In this type of learning, students participate in different activities such as seminars, group discussions, Case Study -Analysis, Management Games ,Research Projects, and skill-based add-on courses. Students are encouraged to participate in activities where they can use their specialized management skills such as planning coordination, delegation and actual implementation. The institute organizes expert lectures on different topics to enhance knowledge and skills among students.</p> <p>3. Problem solving methodologies- In order to develop analytical skills regular assignments and projects are given to students. Case Study analysis and presentations are regularly practiced. In addition to the traditional teaching-learning methods, the institute is providing innovative student-centric methods such as Workshops, Seminars, roleplay, Video, Guest lecture, GD/ debate, Peer learning groups, MOOCs, Google Classroom, Project-based learning, Public Speaking to encourage</p>	

Participative, Problem-solving and Experiential learning	
File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://ghimr.edu.in/annualActivityReport.php">http://ghimr.edu.in/annualActivityReport.php</a>
<p>2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words</p> <p>Faculty members at the institute make effective use of ICT for effective teaching - learning process. All the class rooms are provided with LCD projectors which enable teachers to combine tradition teaching with modern method of teaching. Besides the chalk and talk method of teaching, the college makes intensive use of ICT-enabled tools, including online resources for effective teaching and learning process. The faculty use ICT enabled classrooms with LCD projectors, Wi-Fi connectivity, software, PowerPoint presentations developed by teachers to expose the students to advanced knowledge and practical learning. The labs are updated with new software like Python, Matlab, Microsoft Office, the latest Excel utility.</p> <p>All study material are uploaded in MOODLE and Google Classroom where students are enrolled. Students are also encouraged to upload their assignments and class work in the Google Class room /MOODLE. During the Lockdown period all sessions and programs where conducted in online mode through GooglMeet for convenience of the students. Faculty Members went through a number of Workshops to enable them to use innovative method of teaching- learning. Apart from having a well-equipped ICT lab with internet facility, Faculty members are provided with laptops to easily carry on their research and project work. Projectors are installed in all classrooms to incorporate new pedagogies in the teaching-learning process. Printing facility is available in all the labs. The students and faculty make use of email, group mails, and social networking tools for instantaneous communication and information dissemination.</p>	



File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

15

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

### 2.4 - Teacher Profile and Quality

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

15

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

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

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

05

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

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

#### 2.4.3.1 - Total experience of full-time teachers

114

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

### 2.5 - Evaluation Process and Reforms

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

The college has transparent and robust evaluation process in terms of frequency and variety. In order to ensure transparency in internal assessment, the system of internal assessment is communicated with the students well in time. The Principal holds meetings of the faculties and directs them to ensure effective implementation of the evaluation process. At the entry level, admissions are given purely on merit basis and the lists of merit students are displayed on Notice board. Continuous evaluation is made through Group Discussion, Unit Tests, Mid Term Exams, Assignments Submission, Field Visit / Field Work and Seminars Presentation. Unit tests are conducted regularly as per the schedule given in academic calendar. The weightage for the unit tests varies as per the concerned faculty.

Evaluated Assignments are discussed with the students. Answer sheets of Mid Term Exams and Sessional Exams are shown to students and Grievance handling done before publishing the

results. Based on the performance of students in the Internal exams and assignments/ class test, slow learners are identified. Personal guidance is given to slow learners and remedial classes conducted. Final semester students appear for Viva Voce, and Exit Seminar.

The Academic Calendar mentions the dates of internal exams which are strictly followed for each semester. The method of internal assessment helps the teachers to evaluate the students more appropriately. Due to internal assessment, the interest of the student towards learning and attending the classes has been also increased.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://ghimr.edu.in/academic_Calender.php">http://ghimr.edu.in/academic_Calender.php</a>

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

Internal examinations such as Mid Term and sessional exams are conducted as per the dates allotted in the Academic Calendar. However, Subject Faculty Members conduct Class Test, quizzes as per their requirement. The dates for Grievance redressal are very specifically mentioned in the Academic Calendar which has to be adhered to before publishing the result. The answer sheets are shown to the students, grievance handled by the subject teacher. If the students is not satisfied, he approaches the Academic Coordinator. The marks are finalized in consultation with the Subject teachers. Assignments are corrected and discussed with the students with an objective to enable present their answers in a better way

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="http://ghimr.edu.in/academic_Calender.php">http://ghimr.edu.in/academic_Calender.php</a>

## 2.6 - Student Performance and Learning Outcomes

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

The Institute is affiliated to RTM Nagpur University, hence the

syllabus is framed by the University. Syllabus of every subject is associated with Module wise Course Outcomes. Program Outcomes and Course outcomes are discussed with the students right from the Induction Program. These are displayed at different places in the college. Its also there in the college website. The Program Outcomes and Course Outcomes are discussed with the Faculty Members during the Academic Coordination Committee meetings.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="http://ghimr.edu.in/syllbus.php">http://ghimr.edu.in/syllbus.php</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

During the Academic Coordination Committee Meetings, Program Outcomes and Program specific Outcomes are also elaborately discussed. Faculty members Map the Course and Program Objective and submit the Report to the Academic Coordinator.

The Academic Coordinator ensures that the Course Outcomes are attained for each course. Faculty members of respective subjects ensures that the course objectives are being met. These are evaluated through conducting Quizes, Class Test, assignments, presentations as well as viva voce examinations. Detailed report is submitted to the Academic Coordinator by the end of the session.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="http://ghimr.edu.in/posandpso.php">http://ghimr.edu.in/posandpso.php</a>

**2.6.3 - Pass percentage of Students during the year**

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

128

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	<a href="http://ghimr.edu.in/annualActivityReport.php">http://ghimr.edu.in/annualActivityReport.php</a>

## 2.7 - Student Satisfaction Survey

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

<http://ghimr.edu.in/doc/IOAC/Institutional%20Performance%20Feedback%20Report.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

**3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

**3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

0

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

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

**3.1.2.1 - Number of teachers recognized as research guides**

1

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

### 3.2 - Innovation Ecosystem

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

The institute has created an ecosystem for Research and Innovation by recruiting & developing desirable human resources, taking initiative for the creation & dissemination of knowledge, and establishing state-of-the-art infrastructure.

Collaborations for developing students and encouraging them to participate in research and other activities in industry, GHIMR regularly invites eminent experts from the industry to interact with the students. The GHIMR has also signed MoUs with academic institutions, and Industries in the past with the companies like Bajaj Steels, Pix Transmissions, Zim Laboratories, etc. Institute has also collaborated with Government organizations like Maharashtra Centre for Entrepreneurship Development for inculcating Entrepreneurship and encouraging students to take up entrepreneurship and create jobs in the economy.

Management of the college supports and gives financial aid to the

faculty members for their research work as well as to attend various workshops, conferences, and FDPs to improve and develop themselves so as to develop the students according to the industry demands. Leave is granted and financial support is provided to participate in India and abroad.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="http://ghimr.edu.in/doc/ABC2.pdf">http://ghimr.edu.in/doc/ABC2.pdf</a>

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

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

9

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

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

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

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide, title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded

**3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year****3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**

5

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

**3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year****3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year**

10

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

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

**Extension Activities is the very core activity of the Institute, as the Institute is located in the rural area and it is surrounded by many villages therefore it gets opportunity to work for these villages. Thus development of the neighborhood community and make them aware about various social issues if been carried out by the Institute on a regular basis.**

**Following are few activities which are been organized by the staff and students during the year 2021-22:**

- 1. Webinar on "Do Your Share for Cleaner Air- Save Earth, Save Life"**
- 2. International Yoga Day Celebration-2021 in Green Heaven**



Institute of Management and Research, Nagpur.

3. Awareness Camp on Health, personal Hygiene and Eye Donation.
4. Rashtriya Ekta Diwas Celebration
5. Awareness Program on Nutrition and Water Conservation.
6. Cancer Awareness Program.
7. Webinar on Say No to Tobacco
8. A Helping Hand to the Slum Dwellers of Mahakali Nagar, Beltarodi, Nagpur.

File Description	Documents
Paste link for additional information	<a href="http://www.ghimr.edu.in/annualActivityReport.php">http://www.ghimr.edu.in/annualActivityReport.php</a>
Upload any additional information	No File Uploaded

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

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

2

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

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

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

6

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

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

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

545

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 3.5 - Collaboration

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

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

14

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate

<b>houses etc. during the year</b>	
<b>3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year</b>	
7	
File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>
<b>INFRASTRUCTURE AND LEARNING RESOURCES</b>	
<b>4.1 - Physical Facilities</b>	
4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.	
<p>The MBA campus offers a learner-friendly environment with a fine blend of functionality and contemporary aesthetics. CCTV surveillance system, wide corridors and stairwells, fire prevention system, deployment of security personnel are among the several safety and security measures taken by the College to ensure a safe campus environment. All facilities in the campus are IT-enabled. Classrooms are of the highest standards and are spacious, and air-conditioned, complete with the latest of teaching aids like Audio Visual and Video Recording Facility, Projection Systems and Technology. Classrooms are ergonomically designed. The College has an air-conditioned Computer Laboratory with high-speed broadband connectivity and audio-visual facilities.</p> <p>The libraries have a large number of journals, periodicals, magazines and newspapers, as well as digital resources.</p> <p>The College has a dedicated Counselling Centre to provide personal and group counselling to students. The College serves as a space for students to discuss their academic, social, emotional and behavioural concerns related to adolescence and peer group dynamics.</p>	

The college Cafeteria is a bright, well ventilated, hygienic space with a colourful lively ambience. The cafeteria serves healthy, nutritious vegetarian snacks and meals.

The Multipurpose Hall is used for organising various activities such as guest lectures and panel discussions, debates and elocutions, quizzes, workshops and presentations, meetings and orientation programmes, etc.

Sick Room is ready to provide first aid service to the students reporting physical illness during the class hours.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.ghimr.edu.in/gallery.php">http://www.ghimr.edu.in/gallery.php</a>

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

Management and sports can easily be related to each other. Everybody has a sportsperson hidden inside him/her. If that person is harnessed well, it might help the individual to hone his/her skills and become a successful manager.

Hence the college offers a huge outdoor as well as indoor play area facilities to our students. College has its own exclusive play area which facilitates the development of motor skills in the students. The College has a well-laid, lush green playground. These facilities are used for providing coaching to students in various sports and games such as football, basketball, lawn tennis, volleyball. Most of the outdoor sports are conducted on a regular basis with special support from the active involvement of the student community.

Indoor games like table tennis, chess, carrom, are provided to students.

The college conducts yoga sessions to keep up with the truckload of coursework students experience in the college. The college conducts session for yoga and meditation in the seminar hall or at some convenient place. We encourage students to attend any

demonstration or talk on yoga or health being conducted in our premises.

Management week is held mostly in month of February where all extra-curricular activities are conducted and students are encouraged to participate in these events. College has sound system, music system, light system and various allied equipment. "ENCORE" is celebrated as Annual Cultural activity.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.ghimr.edu.in/gallery.php">http://www.ghimr.edu.in/gallery.php</a>

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

09

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://photos.google.com/u/4/share/AF1QipOHOdntGCbFaxVM8cR8vqnGV0irHry4_uIu0-rbgosFuQX2nSP5UthPsy43RKHTQ?key=LWtWYnIxRlg3eXVPajJUSHpKS2lfQ3Yxy2ZSejR3">https://photos.google.com/u/4/share/AF1QipOHOdntGCbFaxVM8cR8vqnGV0irHry4_uIu0-rbgosFuQX2nSP5UthPsy43RKHTQ?key=LWtWYnIxRlg3eXVPajJUSHpKS2lfQ3Yxy2ZSejR3</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

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

nil

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

We use Syncinfo 2.5 for the library management software. Our library has Partially Automated Library System. The Institution is using this software since 2010, the latest version of the software is been used currently. All the library work such as -

- OPAC system for searching books through- Title, Author, subject, publication year, publisher, ISBN etc..
- Books Accessioning
- The record and details of all the books like it's category- Text book, Reference book, or Handbook Book, Purchase details, or Donation details are been maintained thoroughly.
- Issue, Return, Renewal process is done through software, so all records are maintained through this system.
- We can also generate different type of reports according to the need like Financial wise report, graphical report, News Paper with Magazines entry report, Accession register in PDF form & also Library Stock Verification report .

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="http://ghimr.edu.in/e-library.php">http://ghimr.edu.in/e-library.php</a>

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

**A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

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

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

0.35

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

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

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

37

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	<a href="#">View File</a>

#### 4.3 - IT Infrastructure

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

Knowledge about computers and computer application is a must if one seeks to excel in the technology driven world, we live in. Keeping pace with changing technology, we at GHIMR, believe in providing only the best and latest IT and computer facilities to our students. The Institute provide its students with state of

the art, good computer lab with 120 desk mounted system supported by 50 MBPS internet cables. This serves the day-to-day computing needs of students as well as staff and also ensures the computer ratio of 1:6 as per AICTE.

To further ensure uninterrupted internet access, the Campus is Wi-fi enabled with hi speed. All these facilities are controlled through the server room located within the campus.

Budget for IT infrastructures is prepared by the Institute to enhance and update the facilities.

Institute has Tally software that ensures all processes within the institute are computerized and information is readily accessible to authorized users. The computer lab is connected with LAN connection and it provides central access to students for printing. Firewall and Anti-virus software are upgraded regularly. To facilitate learning and development of students at GHIMR, the labs are fully equipped with the latest licensed versions of the required computer applications, programs and software such as Windows 7 Professional, Microsoft Window-XP, Microsoft Office Legalization, Adobe Acrobat-9, Microsoft Visual Studio 2010, Microsoft Visual Studio Media ,to name a few.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://ghimr.edu.in/about.php">http://ghimr.edu.in/about.php</a>

#### 4.3.2 - Number of Computers

120

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	<a href="#">View File</a>

#### 4.3.3 - Bandwidth of internet connection in the Institution

B. 30 - 50MBPS



File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	No File Uploaded

#### 4.4 - Maintenance of Campus Infrastructure

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

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

21.63

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

The College infrastructure committee headed by the Director looks after the development, maintenance and utilization of the College physical facilities. For maintenance of a clean campus environment, staffs are assigned to various jobs and duties for cleaning on regular basis. Skilled workers are hired for repair works relating to buildings, furniture, etc. Students are made sensitive to keep their surroundings clean, under Swachh Bharat mission.

Librarian along with two senior faculties tackle all issues relating to the smooth and efficient functioning of the library. At the time of admission students are issued library cards which are valid till their final semester. Internet facility is provided in the library and students can access the facility for availing e-resources and other web based information. The library is under CCTV surveillance.

The College has a standard ground for outdoor sports and an space allocated for indoor sports. The sports committee of the College is in-charge of the sports equipment.

Computer lab is maintained by the concerned in charge. They also look into the College website, up-gradation, biometric services, procurement of hardware and software and other items related to computers.

Classrooms are kept clean and checking of fans, teaching aids etc in the classroom are done regularly.

A student friendly and Hygienic food is made available at affordable rates in the college canteen.

Water cooler is available for safe drinking water in the college campus for everyone.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="http://www.ghimr.edu.in/ProPolicies.php">http://www.ghimr.edu.in/ProPolicies.php</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

219

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

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

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

148

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

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

**A. All of the above**

File Description	Documents
Link to Institutional website	<a href="http://ghimr.edu.in/annualActivityReport.php">http://ghimr.edu.in/annualActivityReport.php</a>
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

<b>5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>	
02	
<b>5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>	
02	
File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>
<b>5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees</b>	<b>A. All of the above</b>
File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<b>No File Uploaded</b>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>
<b>5.2 - Student Progression</b>	
<b>5.2.1 - Number of placement of outgoing students during the year</b>	
<b>5.2.1.1 - Number of outgoing students placed during the year</b>	

111

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

**5.2.2 - Number of students progressing to higher education during the year****5.2.2.1 - Number of outgoing student progression to higher education**

02

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

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

02

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

**5.3 - Student Participation and Activities**

<b>5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year</b>	
<b>5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.</b>	
0	
File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>
<b>5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )</b>	
<p>Apart from various committees involving students to enhance their leadership and organizing skills, Institute has formed Student Council to actively involve Institutional affairs and activities opportunities for student Experiences in leadership and strengthen student - faculty - community relations realizing them to be the most important stakeholder.</p> <p>Objectives of Student Council :To contribute to the educational experiences of students by providing them a platform for involvement in the Institute through which they can shoulder some responsibilities, to provide for an opportunity for direct participation in organizing and implementing activities, to promote discipline and general welfare of the student community, to provide avenues for cooperation among stakeholders especially the teaching and non- teaching staff members and to provide a platform for student expression and an increasing amount of self-direction.</p> <p>Constitution: The Council is chaired by Head of the Institution who appoints faculty advisors as a Student Welfare Officers. Nomination for being a student council member is kept open for</p>	

all students followed by a fair election process. At least 2 student representatives, one boy and one girl have to be nominated for election from each section.

The elected members are briefed about their role in the first meeting with the Director. The Student Council remains functional for one Academic year and is reconstituted in the next year. The Student Council members select the portfolios of their interest where they offer their services such as Placements, Events/ Activities, Industrial Visits and tours, Sports Activities.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/strategicplan.php">http://ghimr.edu.in/strategicplan.php</a>
Upload any additional information	<a href="#">View File</a>

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

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

06

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

### 5.4 - Alumni Engagement

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

Formal Alumni Meets are such opportunities which enable Alumni to reunite with their friends and faculty members, revitalize their

memories and share experiences of their past and present life. At the same time it also enables us to receive constant updates of our Alumni and to have structured engagements with our Alumni of mutual interests and gains. From last Three-year Alumni Association and various departments of university combined arranged 5 alumni meet.

1. In building the college’s reputation, which relies in large part on how successful students are in the real world.
2. Our existing students have better job prospects because their seniors are creating a perfect legacy in the corporate world with their knowledge and values.

The General activities of the Alumni Association include the following:

1. Creation, updating and maintenance of Alumni Database.
2. Uploading alumni database.
3. Updating the alumni of College with the developmental activities of the college.
4. Assist the college for arranging talks from the alumni and other corporate sectors.
5. Promoting student, alumni and faculty interaction.
6. Sharing of Lateral Job Postings for fellow Alumni.
7. Alumni provide their guidance and coaching for the various events.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/cos.php">http://ghimr.edu.in/cos.php</a>
Upload any additional information	No File Uploaded

<b>5.4.2 - Alumni contribution during the year (INR in Lakhs)</b>	<b>E. &lt;1Lakhs</b>
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File Description	Documents
Upload any additional information	<a href="#">View File</a>

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

**Vision** To develop a world class management institution which will provide technological and socio-economical development to the society and to impart leadership training with social sensitivity, human values and skills of managing change. **Mission** To make the management education relevant to the needs of industry, society and globalised economy, and to provide quality education at affordable cost for the upliftment of all students belonging to all categories and status

The empowered team of the college involves the Principal, convener of different committees, Teaching-staff, IQAC committee, non-teaching and supporting staff, student's union, student representative (C.R.), stakeholders, alumni, and local managing committee comprises of members from Management, University, staff, students and Alumni.

**Leadership functions of the Head of the Institution**

- To provide directions and perspective plans for the growth of the institution Financial planning in the form of budget
- To ensure end results by periodical monitoring
- To coordinate all the policy matters in consultation with the college team and present it to the Board for final approval.
- To motivate faculty for pursuing the research and provide an excellent R&D environment
- To counsel students regularly and motivate them to conceptual & innovative learning

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/missionVission.php">http://ghimr.edu.in/missionVission.php</a>
Upload any additional information	No File Uploaded

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

The College promotes participative management. Ideas pertaining to academic goals, organizational progression and better campus life are collected from all stakeholders to promote efficient functioning of the College. The staff and other stakeholders help in infusing a positive attitude that leads to increased efficiency, improved communication, heightened morale, motivation and job satisfaction. Believing in decentralization, the Management takes policy decisions, finance, infrastructure etc. with the help of members of the College Development Committee. CDC discusses matters related to teaching and administrative staff and decisions are taken at these levels are implemented e.g. the planning of Multidisciplinary International Conference and its implementation

Believing in democratic values, the institution has decentralized and participative management. The fruition of this was channelized in a International conference International Conference on "Design of Global Commerce and Business for Next Decade" on 21st August'2021, sponsored by Pix Transmissions Ltd. And Solar Industries India Ltd.

Outcome:

- It included top to toe position including parent body to Class IV employees.
- Creating a fraternity zeal, it facilitated a collaborative atmosphere.
- It proved conducive to decentralization and participative management resulting in the participation of 200+ teachers

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/governing_body.php">http://ghimr.edu.in/governing_body.php</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Over the past 12 years, the institute has shown tremendous growth, and to sustain the process, strategies must be formulated and implemented effectively. The salient features of the strategic plan are:

- Publishing papers in reputed journals by faculty members and encouraging students to do the same
- Sponsoring faculty members and students to National/International level events
- Participation in Conferences
- Organize Workshops/Training for Faculty/ Organizing Conferences
- Introduce Certificate/Value Added Courses
- Guest Lecture, Association Activities of respective departments • Industrial and Field Visits, Alumni interaction
- Training of Non-teaching staff
- Internships and Industry based projects for students

The Implementation of these plans has yielded:

- Number of papers published in reputed Journals.
- More students from the socially deprived section of society were accepted with a minimal fee
- Organized Advance Excel Training program for teaching and Non-teaching Staff.
- Organized International Conference, sponsored by Pix Transmissions Ltd. And Solar Industries India Ltd. Hence this collaborative activity was successfully executed.
- SIP Fair was organized and all the students have undergone Summer Internships as a part of the curriculum.
- Various Guest lectures by different experts were conducted to make students learn other skills which are prerequisites for the corporate.
- Industrial Visit to Morarjee Textiles was organized, 102

students of the Semester I attended.

- NISM Training conducted from 15th November to 3rd December 2022, 128 students attended the program and gained knowledge.
- One Day Workshop on Entrepreneurship, Government Policies, and Programs organized on 7th May 2022, The workshop was attended by 220 students.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="http://ghimr.edu.in/strategicplan.php">http://ghimr.edu.in/strategicplan.php</a>
Upload any additional information	No File Uploaded

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

- GHIMR follows its HR Manual for various decisions regarding its Human Resources.
- The Institute organizes various orientation and enrichment programs for both teaching and non-teaching staff members for upgrading their skills in the latest technology.
- Salary, pay scale and increments are given to staff members as per Government norms which leads to employee satisfaction.
- The management contributes an amount equal to the employee share for EPF with the Pension scheme and Group insurance.
- Institute grants Medical, Casual, On Duty and Special Leave, Earned leaves to its faculty members and Non Teaching staff. It also provides Maternity Leave and Paternity leaves
- GHIMR provides On Duty Leave for pursuing higher studies, attending enrichment courses/seminars/conferences/workshops, and exam duties.
- Institute also has CCTV facilities which is used for human resource management.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf">http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf</a>
Link to Organogram of the institution webpage	<a href="http://ghimr.edu.in/orgchart.php">http://ghimr.edu.in/orgchart.php</a>
Upload any additional information	No File Uploaded

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

B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

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

In our Institution Staff welfare is given the foremost importance. In connection with this, Existing welfare measures for teaching and non-teaching staff are itemized below:

- Medical Leave, Casual leaves for all employees & Maternity/Paternity leave for eligible staff members
- Faculty members are eligible for 20 days of Annual Leaves
- Advances for the school fee & festivals
- Transport at a reasonable cost.
- As Institution has a multicultural environment on campus, the management ensures the celebration of all the festivals together.

- Recreation centers are established for staff staying on campus.
- Sponsorships to attend and present papers at conferences both in India as well as abroad.
- Internet and free Wi-Fi facilities are also available in the campus for staff
- Faculty members are provided with Individual cabins and systems to facilitate good ambiance.
- Faculty development programs(FDP) for faculty members on regular basis
- Skill development courses are organized for non-teaching staff to enhance their skills in the work environment.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf">http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf</a>
Upload any additional information	No File Uploaded

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

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

6

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

### 6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

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

2

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

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

**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

4

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

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

The performance of each employee is assessed annually. The objective is not only to objectively evaluate the performance as per established norms but also to identify potential aspects for improvement that can eventually lead to further progress and

growth of the employee.

- The Performance of the Faculty members counts various parameters like student feedback, university examination results, Teaching methodology and Evaluation methods followed in the class, higher studies, Conferences attended, Research Publications, Professional development courses attended, and other parameters which are clearly mentioned in the HR Manual.
- The institute undertakes a wide range of activities besides academics, for which faculty members are assigned additional duties and responsibilities, which are mostly voluntary. The Institute accords appropriate weightage for these contributions in their overall assessment.
- The appraisal form is enclosed in the HR Manual, to be filled out by the faculty members and submitted to the director of the institute.
- Appraisal is then discussed thoroughly among the principal and individual employees and forwarded to the management with the recommendation by the principal.

A similar process is also followed for the non-teaching staff. The criteria in weightage for non-teaching staff is also mentioned in the HR Manual, which is been followed by them.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf">http://ghimr.edu.in/doc/HR%20Manual%20Final.pdf</a>
Upload any additional information	<a href="#">View File</a>

#### 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The Institution has established a mechanism for conducting internal and external audits of the financial transactions every year to ensure financial compliance. Internal audit is conducted half yearly by the internal financial committee of the institution. The committee thoroughly verifies the income and expenditure details and the compliance report of the internal audit is submitted to the management of the institution through the principal. An external audit is conducted once every year by



an external agency. The mechanisms used to monitor the effective and efficient use of financial resources are as below:

- Before the commencement of every financial year, the Director submits a proposal on budget allocation, by considering the recommendations made by the heads of all the committees to the management.
- College budget includes recurring expenses such as salary, electricity, internet charges, v maintenance cost, stationery, other consumable charges, etc., and non-recurring expenses like lab equipment purchases, furniture, and other development expenses.
- The expenses will be monitored by the accounts department as per the budget allocated by the management.
- The depreciation costs of various things purchased in the preceding years are also worked out.

The last audit was done for the financial year 2019-20. There were no objections taken by the auditor. After completion, the final statutory audit report is submitted to the Governing body for approval. After approval, the financial accounts, and documents are used for all statutory purposes

File Description	Documents
Paste link for additional information	<a href="http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf">http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf</a>
Upload any additional information	No File Uploaded

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

##### **6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)**

12.22

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

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

The Institute is a self-financed Institute and supported by a nonprofit trust, Jai Durga Bahu- Uddeshiya Jan-Kalayan Sanstha. As a self-finance Institute, the resource mobilization is mainly through fee deposits, and funds are received through the social welfare department against fees of backward category students(SC, ST, OBC, VJ-NT, and SBC). Other sources of revenue may include: 1. Voluntary Donations received to Sanstha 2. Research Project grants 3. Participation fees for Conferences/workshops/FDPs

The optimal utilization of funds is as given below:

- For salary, arrears, & welfare measures
- For mandatory deposits, annual fees of statutory bodies/AICTE, etc
- For creation and maintenance of academic infrastructure
- For purchasing equipment and software
- For research and development
- For organization of International & National Conferences/Seminar
- For conduction of Curricular, Co-curricular, Extra-curricular, and extension activities For recurrence expenses, etc.
- The institution has given utmost importance to the generation and utilization of funds to meet the objectives of the institution. The institutional strategy to generate funds is primarily based on a Quality enhancement strategy. This strategy is essential in a teaching-learning environment. In order to provide quality enhancement, a better fee structure is claimed by the college which is sanctioned by the government. Hence, the quality enhancement of the institution is nurtured to generate funds from all possible sources.

File Description	Documents
Paste link for additional information	<a href="http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf">http://www.ghimr.edu.in/Annual%20Audited%20Statement.pdf</a>
Upload any additional information	No File Uploaded

## 6.5 - Internal Quality Assurance System

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

The IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The Academic Calendar is prepared in advance, displayed and circulated in the Institute and strictly followed. All newly admitted students have to compulsorily attend ANKUR- The Induction Programme, in which they are made aware of the philosophy, the uniqueness of the Education system, the teaching learning process, the system of continuous evaluation, compulsory core courses, various co-curricular activities, discipline and culture of the Institute. All students are also given a guided tour of the campus and the various facilities. Students are apprised of the Time-Table, Programme structure, syllabi of the courses before the semester commences. The Director and the Discipline Committee members make random visits to ensure smooth functioning of classes. Class Committees are regularly conducted with students to take feedback and appropriate steps are taken to enhance the teaching-learning process. Feedback from students is also taken individually by teachers for their respective courses, by their Mentors, and through IQAC. Feedback is properly analyzed and shared with the Director and individual faculty members. The teaching-learning processes are reviewed, and improvements implemented, based on the IQAC recommendations. The major initiatives taken over the last five years include the following:

- Regular Assignments
- Automation of Admission Processes - Provision for online fee payment
- Introduction of skill development and value added programmes
- Green initiatives in Campus - tree plantation and plastic free campus.

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/iqac-composion.php">http://ghimr.edu.in/iqac-composion.php</a>
Upload any additional information	<a href="#">View File</a>

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

The IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The Academic Calendar is prepared in advance, displayed and circulated in the Institute and strictly followed. All newly admitted students have to compulsorily attend the ANKUR- The Induction Program, in which they are made aware of the vision and mission of the Institute, the teaching learning process, continuous evaluation, compulsory core courses, various co-curricular activities, discipline and culture of the Institute. Students are apprised of the Time-Table, Programme structure, syllabi of the courses before the semester commences. Important announcements are made in the morning assembly and attendance and conduct of classes are monitored by Dean Academics and mentors of various classes. The IQAC Coordinator, Dean Academics and the Discipline Committee members make random visits to ensure smooth functioning of classes. Course Transaction feedback is collected, appropriate steps are taken to enhance the teaching-learning process. Feedback is properly analyzed and shared with the Director, IQAC Coordinator and individual faculty members. The teaching-learning processes are reviewed, and improvements implemented, based on the IQAC recommendations. The major initiatives taken over the last five years include the following: Introduction of Value added and skill development courses. regular Assignment

File Description	Documents
Paste link for additional information	<a href="http://ghimr.edu.in/iqac-composion.php">http://ghimr.edu.in/iqac-composion.php</a>
Upload any additional information	<a href="#">View File</a>

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

**C. Any 2 of the above**

<b>improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)</b>	
File Description	Documents
Paste web link of Annual reports of Institution	<a href="http://www.ghimr.edu.in/annualActivityReport.php">http://www.ghimr.edu.in/annualActivityReport.php</a>
Upload e-copies of the accreditations and certifications	<b>No File Uploaded</b>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>
<b>INSTITUTIONAL VALUES AND BEST PRACTICES</b>	
<b>7.1 - Institutional Values and Social Responsibilities</b>	
7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year	
<p>GHIMR has been adhering to the idea of gender equality by giving equal consideration to the girl students with respect to their identity and personality to be expressed on equal footing. Our college is committed to educating and following the idea of gender sensitization among the students as their prime duty and part of constitutional obligation.</p> <p>Every year governments provide various scholarships for the betterment of girl students. We display posters and other circulars from the government consisting of warnings and information about stringent measures against women harassment and ragging.</p> <p>GHIMR takes special care about the girl students and try to support them in terms of instilling confidence among them while they face any types of problems within the campus or outside the campus. Common room facilities for BOTH FEMALE AND MALE students are available on SEPERATE FLOORS in campus where the students come in their free time to relax and entertain.</p>	

As per the norms of AICTE, Internal Complaint Committee has been made by the college. In addition to this our N.S.S unit has been engaging the students in various activities to imbibe qualities of leadership, equality, social justice and tolerance. Women faculty members take up informal counselling of students to keep them psychologically strong and confident. Suggestion Box is also available in the campus to give their independent opinions on such issues too.

File Description	Documents
Annual gender sensitization action plan	<a href="http://ghimr.edu.in/ActionPlan-gendersensitization.php">http://ghimr.edu.in/ActionPlan-gendersensitization.php</a>
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="http://www.ghimr.edu.in/gallery.php">http://www.ghimr.edu.in/gallery.php</a>

**7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment**

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

The functioning of the college exerts negligible stress on environment. Our college students and Staff arranges different programmes to protect our environment and initiated to reduce the generation of wastes.

Solid waste produced through regular activities get duly thrown into appropriate bins which later are emptied into the proper waste disposal area in our college campus. This is later emptied

in the garbage collection van. Our institute already is a plastic free campus and it encourages all students and staff also not to make use of single use plastic items. Emphasis is given on making less use of paper.

Liquid waste generated is safely well-maintained by underground drainage system and it is disposed off in big underground chambers. These chambers are emptied in soil which helps to recharge ground water.

Electronic Scrap component such as Computer parts mainly and electrical devices are sometimes reparable for use or appropriately disposed, ensuring no accumulation of such hazardous elements inside the campus. All E-waste is given to MaitriParivaar which is a Nagpur Based N.G.O and they carry the E-wastes in their trucks and dispose it according to Government Guide lines. The Institute have a MOU with this NGO since last 10 years. There is rain water harvesting system in the college. Water is stored on the Roof Top at the campus and is send through pipes in the ground.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus**

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.5 - Green campus initiatives include**

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

B. Any 3 of the above

<b>1.Restricted entry of automobiles</b> <b>2.Use of bicycles/ Battery-powered vehicles</b> <b>3.Pedestrian-friendly pathways</b> <b>4.Ban on use of plastic</b> <b>5.Landscaping</b>	
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File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	<a href="#">View File</a>

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

<b>7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities</b>	B. Any 3 of the above
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	No File Uploaded

<b>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment</b>	B. Any 3 of the above
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5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	
File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded
7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).	
<p>To build a nation of youth who are noble in their attitude and morally responsible, the college organizes and conducts several activities to build and promote an environment for ethical, cultural, and spiritual values among the students and staff. To develop the emotional and religious feelings among the students and the faculty, commemorative days are celebrated in the campus with the initiative and support of the management for not only recreation and amusement but also to generate the feeling of oneness and social harmony.</p> <p>The college teacher and staff jointly celebrate the cultural and regional festivals, like New-year's day, Fresher Party, Teacher's Day, Orientation and Farewell Program, Induction program, Oath, Plantation, Youth Day, International Women's day, Yoga day, festivals like Ganpati, Navratri Garbha- GIRVANI, New year Celebrations and religious ritual activities are performed in the campus.</p> <p>Motivational lectures are arranged for all-round development of the students for their personality development and to make them responsible citizens following the national values of social and communal harmony and national integration. Besides academic and cultural activities, we have built up many strong infrastructures for a variety of sports activities for the physical development of the students. In this way the institute strives in providing an inclusive environment for everyone with tolerance and harmony</p>	

towards cultural, regional, linguistic, communal socioeconomic and other diversities.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race and sex. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities. The institute conducted awareness programs for students on the ban on plastics, Swachh Bharat, Plantation. GHIMR organizes study tours and outbound training camps to make students understand the importance of protecting the cultural heritage of the country. The college has also conducted a Voter awareness programme for all the students and were sensitized about their constitutional powers of voting.

Singing of national anthem in the campus is done every day so as to bring a feeling of patriotism among all.

GHIMR conducted a webinar on "Do you share for Cleaner Air-Save Earth, Save Life." Rashtriya Ekta Diwas is celebrated every year on 31st October. Institute also celebrates International Yoga Day.

GHIMR also conducted awareness camps for nearby villages on Cancer, Health, Personal Hygiene, Importance of Eye Donation, Importance of Nutrition & Water Conservation.

GHIMR provided arrangements of food, sleep washroom to the slum dwellers of Mahakali Nagar, Beltarodi, Nagpur when a major fire erupted due to LPG cylinder blast. The Student NSS Volunteers and Staff distributed footwear to all, to protect their feet in the

extreme hot climate of Nagpur.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="http://www.ghimr.edu.in/annualActivityReport.php">http://www.ghimr.edu.in/annualActivityReport.php</a>
Any other relevant information	Nil

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

**B. Any 3 of the above**

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

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

GHIMR celebrates Republic Day on 26th January every year, commemorating the adoption of Indian constitution and spreading the message that India is the largest democratic country in the world. The celebration includes the hoisting of national flag and spreading a warm message of nationalism in a speech by the Director. Independence Day is celebrated every year on 15th of August. Flag hoisting is organized and students are encouraged to

remember our national leaders and their sacrifices.

Gandhi Jayanti is celebrated every year on 2nd October to understand the ideology of our great leader Mahatma Gandhi wherein pledge is taken by students and staff. In today's times we inspire students of our institution to follow the Gandhian ideologies of truth and nonviolence and inspire them to contribute towards the peace and prosperity of the Nation.

International Yoga Day is celebrated on 21st June every year. Yoga camp and a speech is conducted to make everyone aware on how Yoga embodies unity of mind and body; thought and action; restraint and fulfilment.

International Women day is also celebrated in our college on 8th March every year. Teachers Day is celebrated on 5th September every year to celebrate the birth anniversary of Dr.Sarwapalli Radhakrishnan. This day is celebrated to promote the values and principles of a true teacher.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

### 1. Development of Students & Employees

The institute has a customized Learning Platform -MOODLE where faculty members provide required study material. To improve written & spoken English skills presentations are taken regularly. Topics are included from news papers also. Newspapers provide information and general knowledge to students about a country's economic situation, sports, games, entertainment, trade and commerce. Stress is given on enlightenment, employability and entrepreneurship Continuous feedback on assessment is given to improve performance. The institute has introduced the Concept of

student researchers.

## 2. Nature Conservation

The best way to spread awareness of environmental education is through education.

We at GHIMR promote dustbin culture to be followed in our campus and outside in the social places too. Instructions to students are given to avoid excessive use of polythene bag. Students are told to make less use of paper. Regular tree plantation is taken up in our campus. We have also put-up Bird Bath at various places in our campus.

Solar panels are installed in the college to make use of renewable energy. LED lights are also put up in the campus to save electricity. Building is planned and constructed in such a way that there is sufficient sunlight and ventilation.

File Description	Documents
Best practices in the Institutional website	<a href="http://www.ghimr.edu.in/BestPractices.php">http://www.ghimr.edu.in/BestPractices.php</a>
Any other relevant information	<a href="http://ghimr.edu.in/BestPractices.php">http://ghimr.edu.in/BestPractices.php</a>

### 7.3 - Institutional Distinctiveness

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

GHIMR tries to give equity, excellence and expansion in the field of management education. Equity means providing equal opportunity of higher education to all. Expansion means increasing the number of students in day to day activities planned by the institute other than academics.

The institute, implements university curriculum through well planned and effective teaching learning activities blended with latest pedagogy approaches. Various approaches have been taken to enable students to meet their individual needs. The social skills are nurtured through various activities conducted at the institute.

The students are exposed to the diverse social structure and their issues, particularly in the neighbouring areas, through the National Service Scheme implemented at the Institute. The students undertake activities of spreading social awareness about various burning issues such as women health, Swatch Bharat, etc. While doing so, they also become aware of the issues of the society and think on probable measures to solve them.

The institute promotes physical activities among the students to cultivate many important skills such as physical fitness, team spirit, confidence, decision making, mental strength, etc. of the students

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	<a href="#">View File</a>

### 7.3.2 - Plan of action for the next academic year

GHIMR plans to have more industry academic interface so that there is more corporate participation in academics. This will bridge the gap between requirements in industry and skills provided to students. We are planning to conduct more programmes to encourage and support students to start their own business ventures.

Higher education students are just a few steps behind the field of work, i.e. the real world. Exposure to this real world while studying in college will help them get ready for this real world. GHIMR plans to increase the number of presentations from students. Focus will be given to include presentations from different sectors. To have current business knowledge students will be motivated to read business related news paper and watch business news channels. Presentations on the same would be taken. This will improve the overall knowledge of students. It will also help to improve student vocabulary and fluency in speaking English.

The institution plans to focus more on research and development in the next Academic year by increasing the publications of faculty and also motivating students' community to write research papers. The Institute plans to procure Research Centre from RTM

Nagpur University.This will enable the Institue to supervise Ph.D Scholars.

Encouragement to student and teachers exchange Program will also be given.More of industry specific courses to be designed and training be given to students in collaboration with Industries.