



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	JAIPURIA INSTITUTE OF MANAGEMENT, GHAZIABAD
• Name of the Head of the institution	Prof. (Dr). Daviender Narang
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	01204550100
• Mobile no	9560050000
• Registered e-mail	directorjim@jaipuria.edu.in
• Alternate e-mail	office@jaipuria.edu.in
• Address	Block A, Gate No 2, Shakti Khand IV, Indirapuram
• City/Town	Ghaziabad
• State/UT	Uttar Pradesh
• Pin Code	201014
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Dr APJ Abdul Kalam Technical University Uttar Pradesh Lucknow				
• Name of the IQAC Coordinator	Dr. Ashwani Varshney				
• Phone No.	01204550131				
• Alternate phone No.	01204550100				
• Mobile	9958077088				
• IQAC e-mail address	jimiqac@jaipuria.edu.in				
• Alternate Email address	ashwani@jaipuria.edu.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://jaipuria.edu.in/jim/				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://jaipuria.edu.in/jim/wp-content/uploads/2021/01/Academic-Calendar-Academic-Session-2020-21.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.03	2021	01/03/2021	28/02/2026
6.Date of Establishment of IQAC			12/03/2014		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NA	NA	NA	NA	NA	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of			View File		

IQAC		
9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
Establishment of IIC		
Implementation of Research Policy		
Orientation of faculty members / administrative staff regarding revised framework of NAAC		
Collection, analysis of feedback of all stakeholders and action taken for the improvement.		
Quality assurance and improvisation in academic activities.		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		
Plan of Action	Achievements/Outcomes	
Audit of Energy Management System	UKASCERT certified that the Management System of Jaipuria Institute of Management, Ghaziabad has been audited and found to be in accordance with the requirements of the management system and certified with ISO 50001:2018 for ensuring energy saving and optimal	

	<p>utilization of natural resources including water, power, generators, use of paper, eliminating plastics in all forms, solar power panels installed, LED Lights for complete lighting, sensors installed for power saving.</p>
<p>Quality Management System ISO 9001:2015</p>	<p>UKASCERT certified that the Quality management system of Jaipuria Institute of Management, Ghaziabad has been audited and certified ISO 9001:2015 for providing higher education in Management & Research.</p>
<p>Development of ICT Enabled Teaching Learning Methodology</p>	<p>Workshops and Faculty Development Programs organized on Digital Transformation to ensure optimum use of technology in the campus and quality content delivery in online class.</p>
<p>Awards and Recognition</p>	<ul style="list-style-type: none"> • 7 Outstanding B-School of Excellence and 9 ranking B-school in UP by GHRDC - CSR B-SCHOOL SURVEY • 127 Overall Ranking, 71 Rank Top 100 Selection Process, 82 Rank Top 100 ROI, 94 Rank Top 100 Future Orientation by Business Today - MDRA • A7 by Business Standard (IMRB/KANTAR) • Excellence in Education by CSR AWARD • Rank 60 in Top B-School in All India, 10th Rank B-School Private Delhi NCR ,13 Rank in B-School North Zone by The Week (Hansa Research) • AA+ Top MBA Colleges in Ghaziabad 2021 by CAREER360 • 81 Top 100 Management Institute Overall Ranking by TIMES ANNUAL B-SCHOOL RANKING- Marketing Excel Data • A+++ by Business

	<p>India • 39 Rank Top 100 Private B- Schools, 6 Rank in Private B-School: State ranking by Education World</p>
<p>Implementation of Institute Research Policy</p>	<p>Institute research policy has been implemented successfully and the outcomes are given below-</p> <ul style="list-style-type: none"> • 12 Paper Published in Journal (Scopus & ABDC Indexed) • 01 Paper Published in refereed/UGC listed Journal • 17 Paper Presented in National and International conference • 01 Case study Published • 19 Book Chapter Published
<p>Quality assurance and improvisation in academic activities</p>	<ul style="list-style-type: none"> • Implementation of 15 days Induction program for MBA and MBA (Business Analytics) programs as per the latest AICTE guidelines. • Domain specific Curriculum enrichment sessions by inviting external experts • IIMs/ICFAI Case study in Every subject • Industry based Assignments/Quizzes/Tutorials in every subject • Regular session on Ted Talks/News Analysis/Group Discussion/Mock Interviews for effective curriculum delivery. • Value Addition, NPTEL and MOOCs Courses • One session on Ethics in lesson plan of every subject • Students Assessment from IndustryCoCubes and TCSiON • Classroom Observation by External Expert, Director and Dean
<p>Revamping of Student Development Activities as per the Institutional Development Plan</p>	<ul style="list-style-type: none"> • Enrichment of Body and Soul through Zumba and Yoga Sessions. • Organized Quality Club activities at Institutional Level like Brand Challenge, .iWISH -The Eco Mirror, AbhinayManch, Wall of

	<p>Fame/Shame, War of Words • Organized events like-Teachers' Day & Freshers' Party. • Organized CSR Events- Tree Plantation/Anti Plastic Campaign • Successfully implemented student's individual development plan. • Implementation of Personality Development Program, Professional Communication Plan and Wordsworth Module. • Individual student training as per the ongoing placement trends. • Implementation of Mentor Mentee Program • Development of Entrepreneurial Skills</p>
<p>ERP Implementation-Upgraded and Automation as per the Institute Functioning</p>	<p>Automated and Upgraded the following Modules- • HRMS Module • Academic Module • Fees Module • Registrar module • Examination Module • Feedback Module • Survey Module • Training & Placement Module • Online Examination Module • Logistics Module • Hostel Module • Library Module • Alumni Management • ESIM App</p>
<p>Improvisation in Admission process</p>	<p>Conducted Online Interview Process for admissions Improvement in the enrollment of students from technical background i.e. BTECH, BSC, BCA through the strategic positioning and refinements in our MBA admission process. Aggressively implemented media plan/online campaigning that highlights JIM's MBA points of differentiation/USP's i.e. Value-added Certifications in various domains, Communication Classes, Employment Enhancement programme (EEP), Club activities,</p>

	Innovative Teaching pedagogy, Brand image(legacy) and various Events. Exhaustive and engaging Online campaign used through social media platforms like Facebook, YouTube, LinkedIn, Instagram and Twitter for MBA aspirants.
Reconstitution of Board of Governors for effective Institution Governance	New members introduced from the industry for effective Institutional Governance
Review of Institutional Feedback system - Faculty , students , Alumni and Recruiters	Student feedback survey analysed for improvising student development activities. Strengthen of Student club activities for employability skills Alumni feedback analysed for introducing sector specific certificate courses for students Recruiters feedback analysed for improvising the communication module keeping in view the current placement scenario
Review of audit reports of financial budgets for improvisation	Quarterly and yearly conduction of financial audit by internal and external members
Performance Appraisal system	Performance appraisal system improvised for quality assurance and recognition of best practices of faculty and staff
Recruitment of faculty and staff	4 new faculty members recruited to fill the vacancies 1 Placement officer appointed for strengthen placement activities of the CRC cell
Improvisation of Placement practices	Reaching out to the potential employers by establishing contacts with the HR Heads or Senior Officials through continuous follow up on telephone / online engagement and through the Corporate

	<p>Summit. Initiating Empanelment Procedure with the companies that require the same.</p> <p>Continuous involvement of the alumni placed in Grade A Companies. Inviting the HR Heads / Senior officials for Guest lecture. Continuous follow up with the Corporate for Summer Internships / student involvement in their events / live projects. Involvement of Industry Experts in Mock Interview. Company wise preparation of the students.</p> <p>Studying the trend of the industry each year giving a precise view of number of placements in each sector.</p> <p>Inclusion of certifications like, HR Analytics, E-Commerce and Digital Marketing, Financial Derivatives and Risk Analysis, Supply Chain Management, Import/Export. Inclusion of workshops on Artificial Intelligence, Design Thinking, Big Data. Individual development plan for students for best placements Workshop on Resume writing SIP Workshop</p>
<p>Establishment of IIC</p>	<p>Institute Innovation council established as per the guidelines of Ministry for promoting start up culture in the institute IIC activities calendar prepare and launched for entrepreneurship activities 6 faculty members successfully completed Innovation Brand Ambassador certificate programme</p>
<p>Technology Upgradation in Computer lab / analytics lab</p>	<p>Institute regularly upgrades IT Infrastructure including Desktops, Laptops, Printers,</p>

	<p>Network Switches, Network Access Points, Smartboards, Scanners, Projectors, Sound Systems, Online UPS, etc. The Institute also upgrades the Software installed in the Computer Labs and Faculty & Staff for Communication Lab, and Analytics Lab like MS Office, Windows Operating System, Tally ERP, Libsys, Online Journals (J-Gate, ProQuest, DELNET, MyLoft), IBM SPSS, ProwessIQ, Quick Heal Anti Virus Software, etc.</p>
<p>Library practices – Knowledge enhancement</p>	<ul style="list-style-type: none"> • Registration of faculty members and students of MBA & MBA-BA with the National Digital Library of India (NDLI) Club. • All students have been registered with Biometric software (ESSL Software). • Daily keeping a record of newspapers clippings. • Arranged for maps and a globe in the library; along with a map holder. • Subscription of employment news, Business World, CSR & other business magazines & newspapers. • Made a separate rack of books for competitive exams. • Started arranging for rare books. • Prepared a library user survey to be filled by faculty and students. • Monthly requisition from faculty members for supplementary books.
<p>13. Whether the AQAR was placed before statutory body?</p>	<p>Yes</p>
<ul style="list-style-type: none"> • Name of the statutory body 	

Name	Date of meeting(s)
Academic Advisory Council	19/11/2021

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2019-20	12/05/2020

Extended Profile**1. Programme**

1.1	76
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	195
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	120
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	172
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic	
3.1 Number of full time teachers during the year	23
File Description	Documents
Data Template	View File
3.2 Number of sanctioned posts during the year	23
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	11
4.2 Total expenditure excluding salary during the year (INR in lakhs)	480.94
4.3 Total number of computers on campus for academic purposes	143

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

Jaipuria Institute of Management, Indirapuram, Ghaziabad is affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow (UP). The Institute follows the University prescribed curriculum for its MBA program. Different steps which are followed by the institution to ensure effective curriculum delivery through a well-planned and documentation process are as follows-

1.The Annual Academic Calendar is prepared according to the University Academic Calendar prior to the commencement of the

academic year.

2.The academic calendar specifies important dates for significant activities to ensure proper teaching- learning processes and continuous evaluation.

3.The academic calendar is circulated to Students, Faculty members and to put up on notice boards.

At the end of the academic year, the Academic Program Committee (APC) meeting is conducted to discuss the course distribution for the next academic session. Based on the expertise of individual faculty members, the subject is allotted to them. Once the subject is allocated to a particular faculty, she/he prepares course files containing lesson plan, syllabus, academic calendar, time table, important questions, MCQs, previous question papers, cases (if relevant). While preparing the course files Program Outcome (PO) and Course Outcome (CO) are mapped. This exercise is collaboratively completed by the members of the Academic Program Committee (APC).

4. Online classes conducted during COVID times. Google classroom, Google Meet and Zoom platforms are used for lecture delivery. Moreover, other digital tools for effective curriculum delivery had been used like-Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, etc.

5. Video Lectures have been recorded by the Faculty members for digital content for affiliated university AKTU, Lucknow and have been uploaded on the YouTube channel of the university "AKTU Digital Education".

6. The Institute provides value-added courses to enrich the university prescribed syllabus and make the students employable. The institute has set up a language lab for the effective delivery of communication classes.

7. Outcome based teaching pedagogy implemented for ensuring quality and effectiveness of delivery of course curriculum.

8.Conventional classroom teaching is blended with regiouress use of ICT to make the teaching- learning process more learner-centric.

9.Digital assisted learning, experiential learning, participative learning & problem-solving methods are also used for effective curriculum delivery.

10. Classroom teaching is supplemented with seminars, workshops, guest lectures from corporate, group discussions, tutorials, quiz, presentations, individual assignments, internal examination, industrial visits, summer internship which are done in a planned manner. Case based methods of teaching are adopted for effective delivery of the curriculum.
11. In the regular faculty meetings, the Director takes the review of progress made in curriculum implementation. Director also takes feedback from students about the quality and quantity of curriculum taught.
12. The syllabus and lecture plan of each subject for the academic session is provided to the students. The students are well acquainted with the course delivery plan for each subject.
13. The Academic Council meeting is organised every year for enrichment of course curriculum and effective teaching pedagogy .
14. The Institute Library provides teachers with necessary learning resources for effective delivery of the curriculum.
15. Internal Examinations are conducted to check whether the students have acquired knowledge as Outlined in the objectives of the curriculum. All examinations are conducted according to the academic Calendar.
16. Records of the regular attendance, marks list and progress of the students are maintained on Google Docs.
17. The Institute encourages faculty members to attend FDPs, workshops and present papers in Seminars/conferences of repute for acquiring necessary skills for effective delivery of the Curriculum.
18. The Institute has provided an online database to students to access the digital resources like- ProWessIQ industry database, ProQuest, J-Gate, Complete E-consortium of Journals, Teaching Cases, Projects - MyLoft.
19. The Institute has provided training to students and faculty members to be well-equipped with IT Tools and applications.
20. The Institute has designed a separate curriculum on digital efficacy for students and faculty members.

Through these methods of planning and implementation, effective

delivery is ensured and documented.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://youtu.be/M6UiIcqcTic

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

The institute follows the academic calendar of the affiliating university (Dr. APJ Abdul Kalam Technical University, Lucknow. The academic calendar of the university is approved by the Board of studies set up by the university. The internal assessments are conducted as per the academic calendar shared with the students and the institute adheres to the announced dates. There are two internal assessments in a semester followed by an external examination conducted by the university. The assignments, quiz, and tutorial are also an integral part of the internal assessment. The assignments are given to the students as per the assignment calendar shared with the students and evaluation is done by the respective course teacher. The evaluation of the internal assessment and assignment is done within the stipulated time and are submitted to the university to ensure accuracy and transparency. Quiz and tutorials are compulsory parts of the course content which are included in the lecture plan of each subject. The institute ensures that the assessment of the students' performance should be based on subjective assessment and objective assessment. The institute follows the guidelines of the university in the assessment of students. Summer Internship Program projects and Research Project Report projects are evaluated by the panel of External Examiner and Internal examiner. The student handbook shared with the students has the detail of all the planned activities of the institute. The IQAC ensures the conduct of various institute activities in adherence to the academic calendar.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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	View File
Any additional information	View File

1.2 - Academic Flexibility

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

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

2

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

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

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

26

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

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

415

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

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 integrates cross cutting issues in the curriculum to ensure gender sensitivity, environment awareness and human values and professional ethics. The role of education is to enable transformation by way of ensuring the development of the competence to live with definite human conduct and establishing a harmonious society.

The main focus of the course is not only to create professionals but also human beings who can be a catalyst in the process of uplifting the under-privileged of the society.

The institutional initiatives can be summarized as follows:

- 1. Faculty members successfully completed a certification program on "Happiness Curriculum" conducted by STTAR academy under the aegis of Seth Anandram Jaipuria Education Society.**
- 2. All faculty members have successfully completed certification in inculcating human values in technical education conducted by AICTE.**

3. Credit courses on human values and professional ethics are included in the MBA curriculum. The course is designed by the Board of studies of the affiliating university and the faculty is trained regularly for delivery of the content. Professional ethics are taught to students as part of their holistic development. Importance for group work and imbibing leadership is being taught.
4. The faculty members have completed FDP certification in Universal Human values and professional ethics course conducted by AICTE. Faculty members identified as resource persons by the affiliating university and AICTE are appointed as facilitators in the conduction of FDPs and workshops.
5. Skill Enhancement courses are also offered to the students to provide them with sustainable job opportunities.
6. Student activities on issues of gender biasness and equality. The institution not only celebrates womanhood but also ensures equality and various events are organized on women safety and laws for women rights and protection.
7. The student's clubs at Jaipuria are active in helping the weaker sections of the society. The students are sensitized towards the underprivileged and how their efforts can bring change in their lives.
8. Green Campaign for creating environment awareness in the society especially among the children and youth. The students are involved in organizing campaigns for Swachh Bharat, Anti Plastic and environment conservation themes. The objective of these activities is to bring all sections of society a platform for saving the environment.
9. Environment awareness is inculcated in students. Environment day is celebrated with enthusiasm. Students participate in tree plantation and cleanliness programs. We make students aware about the importance of preserving the environment.
10. Awareness workshop on Menstrual Hygiene for girls students on 24th Jun, 2021 by Global Hunt Foundation.
11. Moral and ethical values are an integral part of the education of the students. Our teachers put their best efforts to groom students and make them responsible citizens. We celebrate the day of Nation importance which imbibes the nation values in

the students. Independence day, Republic day, Gandhi Jayanti, Teacher`s day, Voters Awareness Day, International Yoga Day, World Environment Day, Youth Day etc.

The cross-cutting issues are an intrinsic part of the students' co-curricular activities. These issues find a collective space in numerous co-curricular and cultural activities on and off campus through following activities.

- Drama
- Role Plays
- Awareness Camps
- Medical Camps
- Blood Donation Camps
- Orphanage Visits
- Fashion shows on gender Equality
- Faculty training for human values and professional ethics
- Skill development certifications and workshops.
- Declamations and Debates.
- Enrichment of Body and Soul.

The institute has a vision to develop a center for ethics and value-based education. In this endeavor the institute imparts a programme which is related to national integration, social justice, productivity, modernization of the society and cultivation of moral and social values.

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

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

11

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

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

190

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

1.4 - Feedback System

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

A. All of the above

Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point1/1.4.1/1.4.1_1.4.2_FEEDBACK.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows**B. Feedback collected, analyzed and action has been taken**

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point1/1.4.1/1.4.1_1.4.2_FEEDBACK.pdf

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****195**

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

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)**2.1.2.1 - Number of actual students admitted from the reserved categories during the year****35**

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

2.2 - Catering to Student Diversity

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

The institute realizes that all the students have different capabilities and these capabilities are identified with the help of Psychometric tests and CoCubes Test which helps in understanding their personality and nurture their talent. Institute focuses on the weak areas of students and provides them special training and counselling. During the induction program lectures on accounting, finance, marketing, economics and statistics are conducted to help students to get an insight into various subjects and make a background for learning. The Institute provides newspapers to all students daily for the enhancement of student's knowledge in different sectors. The course instructors continuously assess the learning levels of students on different courses through quizzes, assignments, mid-term tests, project presentations, case study discussion and external test. For mid-term tests, each course instructor used to calculate the Course Outcome (CO) attainment level on the basis of students' performance in those exams. CO attainment criteria used to be decided by the course instructor for each course and communicate to students in his/her first lecture. Those students who achieved the CO attainment are categorized as "advanced learners" and who could not achieve the CO attainment are categorized as "slow learners". Moreover, the institute conducts regular English communication classes for the benefit of students. The institute has a computerized communication lab. The English language lab offers an exclusive result orientation and is effective to enrich the English language learning process. Apart from speaking English the students can set themselves their Soft skills and also prepare them for the corporate skills through this exclusive language learning labs. Teachers during class interaction identify student potential and then devise strategies to reduce the gap in knowledge and skills. Students are also mentored by teachers regularly during the semester to guide them accordingly. Faculty mentors and program coordinators regularly review academic progress and counsel students to improve performance and ensure academic growth. Extra time is given to students who learn slowly in a class by scheduling separate sessions. Special measures are taken to

support advanced as well as slow learners, such as:

Slow Learners:

- Academic performance is monitored continuously through CO attainment and counseling is done by faculty.
- Extra tutorials in the numerical course.
- Additional mentoring and guidance by the course faculty.
- Providing extra reading material and course notes to improve basic understanding of the subject.
- The question banks are distributed for all subjects and discussion is done by the faculty on writing answers in the university exam.
- Regular communication with the parents regarding the academic performance and class attendance for continuous improvement.
- Group study is encouraged with advanced learners for slow learners.

Advanced Learners:

- Advanced learners are encouraged and facilitated to read beyond the requirements of the syllabus as well as to take up internships and additional value-added and online courses of NPTEL.
- Corporate interface sessions on contemporary topics to enable them for placements.
- They are given additional/challenging assignments/ project work.
- They are encouraged to participate in various inter institution events like quizzes, poster presentations, and other competitions.
- They are given opportunities to involve themselves in writing research papers, blogs, articles and conference participation.
- The advanced learners are guided and motivated to secure university rank.

The TED talks sessions are organised for the advanced learners

- The advanced learners are encouraged by giving cash prizes.

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

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

Number of Students	Number of Teachers
380	23

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Jaipuria Institute of Management (JIM) has always focused on student-centric learning and focuses on skills and practices that enable lifelong learning and independent problem-solving. The institute has adopted a pedagogy where the students not only acquire knowledge through instructional teaching but develop a skill set through experiential learning. The inclusion of case studies, group discussions, management games, and role play develop an application-based outlook among the students. During the COVID times, the Institute has introduced digital intervention for Faculty and Students like Google Classroom, Zoom, Google Meet, etc.

The students are given individual projects and class assignments, live projects focusing on self-study and independent learning. Assignments are designed to promote a holistic understanding of concepts taught in theory along with their practical applications. The summer internship and the research projects ensure experiential learning among the students. Students are given projects/dissertations to find creative solutions to the real-world problems and challenges of organizations.

To facilitate participative learning the students are assigned group projects and other team activities like classroom group discussions, group presentations and role-play exercises. The institute has created various clubs like HR Club, Marketing Club, Finance Club, and IT Club to encourage students to expand their horizons beyond

the classroom learning and exhibit their talent by participating and organizing activities. Besides the club events, various academic, sports and cultural events organized on the campus create a spirit of working in a team to achieve the desired goals. The students become active learners and they are able to assess their own capabilities.

The students are encouraged to participate in various inter-college events and competitions. The participation of students in co-curricular activities in and outside the campus fosters a spirit of togetherness and leadership.

The institute besides classroom teaching conducts regular workshops in different areas by inviting subject matter experts and practitioners from industry and academia. The idea behind these workshops is that students can link theory with practice, apply their knowledge and develop new skills. Interaction with the experts enhances knowledge in the domain and their problem-solving skills. The institute also conducts certification courses for students based on their specific domain to foster better learning among students as they are based on first-hand experience.

The institute adopts innovative methods of teaching which aim to promote learning in communication with teachers and other learners and which take students seriously as active participants in their own learning and foster transferable skills such as problem-solving, critical thinking, and reflective thinking.

Different Pedagogical Methods of Instruction followed at JIM

Methods of Instruction

Procedure followed

Tutorials

Separate tutorial sessions have been allocated for numerical subjects.

Spreadsheet Modeling

Sessions on Spreadsheet modeling have been conducted on regular intervals.

IT Intervention Tools

During COVID times, IT Intervention tools have been introduced in each course like- Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, etc.

Collaborative teaching/learning

Ask a group of students to make a joint presentation on a given topic/to solve a problem jointly

Cooperative teaching/learning

Invite students to explain some part of the course

Role play

Role play by students to present simple analogy for a complex topics/theory/algorithm/hypothesis

Problem solving

Give the numerical problems in class and ask students to solve it

Simulation

Use software to showcase small programs in class

Case study

Discuss real situation, outline problems, arrive at alternatives/solutions thereby enhancing analytical skills of learners

Quiz

Quiz are conducted on the basis of oral, written, picture, music

Interaction

Encouraging students to ask questions, give opinions and share knowledge.

Brainstorming

Generating ideas by the group of students and compilation of the same

Demonstration

Explain chart/graph/model. Helps learners to visualize how theory /principle/process works

Imitation

Involves replication of the behaviour or actions of someone or something

Group Discussion

Exchange of ideas and opinion on a given topic wherein team works and leadership is assessed

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

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

The Institution has taken several efforts to create a platform to provide ICT enabled learning opportunities to the faculty members and the students. All students' activities should be based on ICT tools and applications. These activities help the students to change the role from a passive receiver of content to an active participant and a partner of the learning process.

Content Creation Tools

a. Presentation Tools

The following tools are used by the faculty members and students depending upon the nature of content-

- **Animoto**
- **One Note**
- **Canva**
- **MS Powerpoint**
- **Google Slides**

- Prezi

b. Digital Resources

Faculty members are developing e-content for online teaching. The students can refer the following resources-

- Free-ebooks.net
- Behance
- Z-Library
- Google Scholar
- Hathi Trust

c. Video Creation Tools

The Faculty members are using the following tools on the basis of their convenience, size of the content, mode of learning, etc-

- Zoom
- YouTube
- OBS

d. Video Editing Tools

The JIM faculty members are using these tools as per their requirement-

- Free Video Compressor
- Hand Break Video Convertor
- Openshot

e. Online Engagement Tools

The followings are the tools the JIM Faculty members are using to

engage the students in online class-

- Google Docs
- Google Jam Board
- Slack
- Flipgrid
- Direct Polls
- Padlet

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

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)**2.3.3.1 - Number of mentors****19**

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

2.4 - Teacher Profile and Quality**2.4.1 - Number of full time teachers against sanctioned posts during the year****23**

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

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

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

12

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

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

2.4.3.1 - Total experience of full-time teachers

82

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

The institute has taken efforts to improve the performance of students by framing significant reforms in Continuous Internal

evaluation at the institute level. The reforms are as follows:

- During COVID times, the internal assessments have been done through Online mode.
- LMS is used for continuous internal evaluation like attendance and quiz.
- Unit wise question banks are provided for all courses.
- Students are encouraged to solve previous years University Exam question papers.
- The Assignment Calendar is prepared and shared at the beginning of the Semester and faculty members are strictly adhering to the dates mentioned in the Calendar by sending the Assignments and collecting Answers from students. After the evaluation of Assignment answers, faculty members show the evaluated assignments to students and clarify their doubts.
- Case Study discussion, Project Report presentation and Role Play by students are also used as assessment tools in the classroom and evaluated by faculty members.
- Summer Internship Project (SIP) and Research Project Report (RPR) presentations by students evaluated by internal and external faculty members.
- In the Business Analytics and IT Skill course, knowledge on Analytics/ IT skills is evaluated by faculty members in the Analytics lab.
- Student's skill and career assessments are included as an innovative practice.
- A CoCubes test conducted to assess each student's weak and strong areas in their personality. Communication faculty share these results with each student and arrange training and counselling sessions for these students accordingly.
- Mock interview sessions are conducted for assessing the oral communication and domain knowledge of students.
- Course Outcome (CO) attainment level of each internal component of evaluation is calculated by each faculty member for their respective courses in order to identify the Slow and

Fast learners.

- Remedial measures are taken for Slow learners by conducting tutorial classes to clarify their doubts and re-explaining the critical topics. Similarly, Fast learners are encouraged to write case studies, research papers jointly with faculty members and also encouraged to write articles for Quest Magazine and Institute's blog.
- The institute regularly conducts webinars, seminars and guest lectures by inviting eminent corporate professionals.
- Absenteeism is dealt with by sending registered letters, emails to the parents of students who are not regularly attending classes.
- The institute effectively uses E-Mail Communication, WhatsApp Groups and Notice Boards for the information wherein all the notices and communications related to the examination and academics are circulated and communicated to all the students.

Impact: These reforms have resulted in substantial improvement in students' performance through comprehension of difficult topics, improved time management, enhanced writing skills, enhanced communication skills, improved pronunciation, and overall aptitude building. This has significantly enhanced the pass percentage, academic excellence, and placement of the students.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point2/2.5.1/2.5.1.pdf

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

Transparency initiatives at the institute level:

- Schedule of Sessional Examination and Assignment is given in the Academic Calendar which is displayed on the Notice Board and sends e-mail communication to students well in advance before the commencement of the session.

- Basic eligibility for appearing the exam, guidelines to be followed during the exam and the evaluation process is made known to students through Student Handbook, Notice Board, E-mail and class counseling.
- Institute notifies the evaluation process and related documentation on the Notice Board, and Email. This includes the distribution of marks and a schedule of internal evaluation and university evaluation.
- Evaluation method comprises internal examinations held progressively during the semester and is designed to check and report the periodic performance of the student.
- Evaluation is done by the respective course teacher only.
- Answer sheets are shown to all the students and answers are also discussed with the students. Assignment questions are discussed with students. The students submit two assignments per course in a Semester.
- Solving grievances of students, if any.
- The Academic Programme Committee monitors the internal assessment of the students for each subject. Model Question Papers are given to students.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point2/2.5.2/2.5.2.pdf

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.

A. Program Outcomes (POs)

MBA Program Outcomes of Jaipuria Institute of Management, Indirapuram, Ghaziabad are prepared as per the AICTE Model Curriculum and keeping in mind the specifications of what a student should learn and demonstrate on successful completion of the program:

PO 1: Apply knowledge of management theories and practices to solve business problems within available resources.

PO 2: Foster analytical and critical thinking abilities for data-based decision making.

PO 3: Ability to develop Value-Based Leadership while addressing the larger environmental issues.

PO 4: Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of the business.

PO 5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment that supports diverse and multidisciplinary settings.

PO 6: Identify business opportunities, design and implement innovations in the workspace.

PO 7: Ability to communicate effectively with all stakeholders in a business setting, considering the dynamism of the domestic/ international business environment as well as the ethical aspects.

PO 8: Ability to adapt to a rapidly changing environment by applying new skills and competencies.

B. Course Outcomes (COs)

The course outcomes are well defined for each course in the AKTU's MBA and MBA(Business Analytics) syllabus and curriculum. The COs are kept in the course file. The COs form the basis for achieving the POs, Mission, and Vision of the Institute. The course outcomes using Bloom's Taxonomy are informed to the students in the first lecture by the course instructor. Each Course Outcome is mapped to few Program Outcomes in terms of relevance. A correlation is established between COs and POs on the scale of 0 to 3. "0" indicates no correlation, "1" indicates a low correlation, "2" indicates a medium correlation and "3" indicates a high correlation. A mapping matrix of COs-POs is prepared in this regard for all courses in the program.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://jaipuria.edu.in/jim/programmes-outcomes/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

We at Jaipuria Institute of Management, Indirapuram, Ghaziabad followed Outcome Based Education (OBE). One of the important objectives of the OBE process is to calculate and check the attainment level of CO-PO. The success of the institute depends on the CO-PO attainment level of its program offered. To ensure the same, the institution follows the effective evaluation system.

The process of attainment of COs and POs starts from the preparation and finalization of POs and COs in different brainstorming sessions with faculty members, experts and management. Moreover, Bloom's Taxonomy must be referred while preparing COs and POs. Once finalized, COs and POs are included in each Course File.

A correlation is established between COs and POs on the scale of 0 to 3. "0" indicates no correlation, "1" indicates a low correlation, "2" indicates a medium correlation and "3" indicates a high correlation. A mapping matrix of COs-POs is prepared in this regard for all courses in the program.

The following assessment methods are used for the assessment of Program Outcomes:

1. Direct Assessment (75%)

The direct assessment includes the following components-

1. Internal Examinations

2. End Semester External Examinations

3. Assignments

4. Quiz

5.Class Participation

6.Attendance

The scheme of evaluation of the above-mentioned components are as follows-

SCHEME OF EVALUATION (MBA SEM III)

Course: International Business Management

Course Code: KMB 302

A

INTERNAL (OUT OF 50)

Marks Assigned to each Component

Weightage for INTERNAL & EXTERNAL Components

(Percentage)

Weightage for INTERNAL & EXTERNAL Components (Actual)

1

SESSIONAL 1

(CT (Class Test))

100

15%

15

SESSIONAL 2

(CT (Class Test))

100

15%

15

2

ASSIGNMENT 1

(TA (Teacher's Assessment))

25

10%

2.5

ASSIGNMENT 2

(TA (Teacher's Assessment))

25

10%

2.5

3

QUIZ (5 quizzes) (one quiz from each Unit)

(TA (Teacher's Assessment))

50

20%

10

4

Class Presentations/ Participation

(TA (Teacher's Assessment))

10

25%

2.5

5

Attendance

(TA (Teacher's Assessment))

10

25%

2.5

Total of (A)

50

B

EXTERNAL

(ESE (End Semester Examination))

(OUT OF 100)

(Conducted by University)

100

100%

100

TOTAL (A+B)

150

1. Indirect Assessment (25%)

The indirect assessment has been performed at the end of a batch on the following parameters-

1. Students Development Activity

2. CSR activity

3.Feedback from stakeholder**4.Management Fest****5.Value addition Program****6.Soft Skill Training****7.Employability Enhancement Program**

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

2.6.3 - Pass percentage of Students during the year**2.6.3.1 - Total number of final year students who passed the university examination during the year****172**

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

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

<https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point2/2.7/2.7 Documents.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)	View File

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

4

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	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 institution has created an ecosystem to foster innovation and create an entrepreneurial environment through various activities. JIM has adopted National Innovation and Start-up policy in February, 2021. After successful formulation of NISP at the institute level, Jaipuria institute of Management, Ghaziabad has established an Institution Innovation Council with team members from industry, faculty and students in June, 2021. There are 15 teaching members, 13 student members and 10 external members in the council.

In the first year of inception, IIC of Jaipuria has qualified for all the three major schemes of MOE's innovation Council:

1. Impact lecture,
2. Mentor Mentee
3. Innovation Ambassador Foundation Training.

The key functionaries at the IIC are as below:

President: Dr. Sheetal

Vice President and convenor: Dr. Sadananda Prusty

Coordinators:

Dr. Ashwani Kumar Varshney: IPR Activity Coordinator, NIRF Coordinator

Dr. Nidhi Mathur: Start-Up Activity Coordinator, ARIIA Coordinator

Resource strength (human capital and Physical capital) of the IIC institution

Total No. of IIC Members: 38 members (Including student coordinators)

Total No. of faculty Mentors from Portal (Innovation Ambassadors): 6

Jaipuria Institute of Management has established an Entrepreneurship

Development Cell for entrepreneurial activities. The aim of Entrepreneurship Development Cell (EDC) at JIM, is to develop and strengthen entrepreneurial qualities in the budding professionals who are interested in starting their own ventures.

The EDC cell facilitates the students by:

- Creating an environment for self-employment and entrepreneurship development through formal and non-formal programs.
- Providing them knowledge about various government schemes and policies to encourage Entrepreneurial ventures.
- Assisting the aspirants with mentoring, planning and execution of their start-up idea into a real business.

The EDC activities include:

- 1.Full credit course on Entrepreneurship
2. Certification on Entrepreneurship Awareness
- 3.Guest Lectures by Industry Experts
- 4.Workshop on Entrepreneurship Ecosystem / Opportunity

The management of Jaipuria encourages the generation of knowledge by academics and students through research activities. The institute has created a research policy to encourage academics to develop and publish their findings in journals that are Scopus and ABDC recognised. The institution's academics contribute by developing a knowledge repository for future breakthroughs through their research articles and case studies. The presentation of research findings at national and international conferences, as well as participation and paper presentations, aids knowledge transfer. Aside from that, the institution hosts guest lectures by famous individuals and industry experts in order to provide a platform for knowledge diffusion. Through corporate summits, the institute interacts with business, providing a venue for knowledge transfer from industry to academics.

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

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

14

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

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

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

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)	View File
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

13

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

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

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

19

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

During the year 2020-21, Jaipuria Institute of Management, Indirapuram, Ghaziabad takes several initiatives to inspire the students to take responsibility for the Social Issues and for the betterment of the neighborhood community. A series of activities are planned well in advance which will create a holistic development of students towards Health, Gender, and Environmental Issues. Some of the activities were successfully performed in association with local and non-profit organizations. Few of the activities are mentioned below-

- Guest Lectures and Workshops on Social and Professional Ethical Issues
- Vigilance Awareness Week
- Tree Plantation
- Yoga and Meditation Session

- Street Plays on "Andh Vishwas" and "Say No to Drugs"
- Role Play on various societal issues
- Debate Competition

Impact of these Activities:

The objective of organizing these events is to create Responsible Leaders for the Society as a whole in order to keep a balance between economic development and the welfare of the ecosystem. Jaipuria Institute of Management, Indirapuram, Ghaziabad identified key elements that are crucial for the Individual Student-

- Learning Behavior
- Behavior towards oneself
- Behavior towards others, and
- Behavior in society

The activities are organized by keeping in mind these key elements so that the holistic development of the students can be possible.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/news-and-events/
Upload any additional information	View File

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

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

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

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

16

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

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

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

2680

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

3

File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

8

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The institution has adequate facilities for teaching-learning viz., classrooms, labs, computing equipment, etc. The details of the facilities for teaching-learning available in the Institute are as under :-

Classrooms :

All classrooms are equipped with LCD/LED projectors, Internet connectivity, and audio-visual facilities. All the advanced visual aids like projectors, white boards, flip charts are used in the classrooms to facilitate learning of the students. Other than this the classrooms have a sufficient number of chairs for the convenience and comfort of the students.

Library:

An exclusively furnished library is equipped with books, computers, printers, a photocopier, and internet facility. The library has sufficient seating capacity for the students. The Library is equipped with different National, International journals, online journal databases (J-gate, ProQuest and Delnet, Myloft and Shodhganga), web online access catalog and it is equipped with CCTV surveillance. The library staff always maintains a decorum to facilitate students' learning.

Computer Lab:

Institute has state of the art computer labs equipped with modern computer systems and software. The computer lab has 120 computers with LAN connection, printers and Wi-Fi facility with Internet speed of 100 Mbps (Lease Line) as per AICTE norms. These labs are available to the students all across the day as per the requirements of the students other than the designated classes. The Institute has a separate Analytics Lab for MBA(Business Analytics) students equipped with all required softwares like- R Studio, Python, SPSS, Anaconda, MS SQL Studio, etc.

Language Lab:

The Institute has a state of art language lab for corporate communication classes. Students are taught phonetics for the understanding of syllables. Through this specialized software of Wordsworth, the students learn the correct pronunciation of words often used at the corporate.

Seminar Hall / Auditorium:

The Institute has a well-equipped seminar hall/auditorium with LCD/LED projector, sound system and Wi-Fi facility. The halls are adequate to support the seating for more than 400 students.

Training and Development Room:

The institute has a specialized training and development space equipped with latest smart board technology that is exclusively used for Ted Talks, Virtual Industrial tours, Employability Enhancement Modules, Corporate Grooming and Certification Program. This exclusive space is efficiently utilised for student grooming and skill enhancement. The area has been equipped with a smart board that facilitates all the mentioned activities.

Digital Infrastructure:

JIM has introduced digital intervention for Faculty and Students like Google Classroom, Zoom, Google Meet, Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, etc. The Institution has taken several efforts to create a platform to provide ICT enabled learning opportunities to the faculty members and the students including Presentation Tools, Digital Resources, Video Creation Tools, Video Editing Tools, Online Engagement Tools. Moreover, the Institute has implemented an ERP system to make the process more transparent and robust. The Institute has adequate digital infrastructure including Wi-Fi, Smart Classroom, LED/LCD Projectors, 24X7 Internet connectivity with 100 Mbps speed through lease line, etc.

Solar Plant:

As a part of its 'Green Campus' initiative, Jaipuria Institute of Management has installed a 170 KW distributed rooftop Solar PV Power Plant on the roofs of its academic buildings. The energy from this solar installation is helping offset the institute's daytime peak electricity demand from the grid. Solar water heating systems are also used in hostels.

CCTV Camer:

The institute has a well maintained security system equipped with CCTV cameras for surveillance of the premises to ensure safety and security of students and staff.

The security of the institute is looked after by a private security agency under the supervision of Dy. Director (admn.) in two shifts round the clock. The security guards are on duty at the institute's main gates, hostel gates for taking rounds of the campus at regular intervals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/lifecampus/

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

The Jaipuria Institute of Management was established in the year 2001. The institute is spread over an area of 3.37 acre. The institute has adequate facilities for cultural activities, sports, games (indoor, outdoor) and gymnasium. The usage rate of all the facilities ranges between 90 to 100 percent. The details are as follows:

Cultural Activities:

The Institute has an auditorium of size 400 square meter with a seating capacity of 400 people to organize various cultural activities and club events. Cultural Events are an important medium to develop leadership skills, and other managerial skills. Keeping this into consideration the institute organizes various cultural activities like Orientation Day, Teacher's Day, Fresher's Party, Alumni Meet, Farewell Party.

Sports / Indoor and Outdoor Game:

The institute has an indoor game facility of size 100.35 square meter for indoor games like table tennis, chess, carrom, snooker, etc. Similarly, the institute has a playground of 815 square meter for outdoor games like cricket, volleyball, etc. The institute also has a Badminton/Basketball court of size 335 square meter.

Gymnasium:

The institute has a gymnasium of size 100.35 square meter for students and faculty & staff members. They can avail the facility to maintain their fitness.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/news-and-events/

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

13

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

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

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

188.93

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The library is an integral part of the learning process in the Institute. In order to support the academic requirements of the

faculty and students, the institute has a well-stocked, air-conditioned and fully automated library. The library is managed by Library Software Libsys for Acquisition/Procurement, Cataloguing, Serial Control, Circulation, OPAC, Administration and Report Generation etc.

Library Management Software is used to know the bibliographical details about the collection. One separate node is made available in the JIM Library for OPAC Facility and as it is a Web OPAC, the user from any location can search the library collection, search by Title, Author, and domain can be carried out.

The library has an Electronic Resource Management Package for e-journals. The Library subscribes to J-gate, ProQuest, MyLOFT, PROWESS IQ and Delnet Periodical packages. In Addition to that, the link to scholarly open access journals/databases is also available on the Library webpage. URL:

<http://192.168.3.107:8280/lsease/Libsys.jsp>

A well -equipped Digital library with 4 nodes having internet connectivity is housed in the Jim library for access to E-Resources. As the access facility to e-journals is multi-user and IP Address-based, students and Faculty can access the E-Resources from anywhere on the campus.

All the active book collection is updated in the Library Management software(LSEase-Libsys) database and the WEB OPAC is available for the users. Thelibrary is equipped with computer systems to access the e-resources for faculty andstudents' knowledge enrichment.

Facilities Available

The library has got the following facilities:

There is an open Access Catalogue for students, staff & Faculty Members. The Reading Room is well furnished to accommodate 100 students at a time and provides a conducive environment for study. The exclusive reference section is available in the Library. A Biometric Machine (ESSL) is maintained for recording entry/exit of users of the Library.

New Arrivals of books and journals are displayed on separate stands and racks. Also shared the contents of New Books and journals to library users by email. Each Student gets Security of resources is ensured through a system of checking at the exit point for all resources borrowed by the users. CCTV cameras are installed in the

library for strict surveillance.

MYLOFT:For the benefit of the faculty and students,, the library subscribes to EBSCOhost, EMERALD, DOAJ, Taylor & Francis, Science Direct, Springer Link, Wiley Online, Pearson Education journals/e-Books through the AKTU Nalanda e-consortium (MyLOFT), which contains over 633320 National and International e-journals and 62024 e-Books. E-resources can be accessible via wired and wireless connections both on and off campus.

NDLI: National Digital Library of India (NDLI) is a virtual repository of learningresources which is not just a repository with search/browse facilities but provides a host of services for the learner community. It is sponsored and mentored by the Ministry of Education, Government of India, through its National Mission on Education through Information and Communication Technology (NMEICT). It is built to provide support for all academic levels including researchers and life-long learners, all disciplines, all popular forms of access devices and differently-abled learners.

Library Committee

Institute has a Library Committee which helps in guiding the Library for providing

effective services. It carries out Library Audit from time to time.

Library Resources:The Library has got the following resources available for the users:

1. No. of Titles of books: 3208
2. No. of volumes of Books: 18,268
3. No. of E-books: 10705
4. No. of National and International print Journals: 41
5. No. of Magazines: 17
6. No. of Newspapers: 6
7. Availability of CDs/DVDs:Yes
8. Databases of E-Journals: ProQuest, J- Gate, Delnet, PROWESS IQ & MyLOFT
9. Name of ILMS Software: LSEase Software (Libsys Infotech Ltd.)
Version : LSEase (EJB) Rel 1.0
10. Nature of Automation (Fully or Partial): Fully
11. Year of Automation: 2011 Updated Version 2021
12. MyLOFT Consortium e-library (AKTU)
13. Knowledge portal: <http://jaipuria.edu.in/portal/>
14. ERP: <http://jimeconnect.jaipuria.edu.in:105>

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point4/4.2.1_New.pdf

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

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

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

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

38.65

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

362

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Jaipuria Institute of Management, Indirapuram, Ghaziabad has upgraded its IT infrastructure facilities with time and requirements arised due to COVID-19.

Digital Infrastructure:

Google Classroom, Zoom, Google Meet, Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, and other digital interventions have been introduced by JIM for Faculty and Students. Presentation Tools, Digital Resources, Video Creation Tools, Video Editing Tools, and Online Engagement Tools are some of the tools used by the institution to deliver ICT enabled learning possibilities to staff and students. In addition, the Institute has implemented an ERP system to improve the process' transparency and reliability. Wi-Fi, Smart Classroom, LED/LCD Projectors, 24x7 Internet connectivity with 100 Mbps speed through leasing line, and other digital infrastructure are available at the Institute.

There has been a significant change in the year 2020-21. Some of the major upgrades in IT are given below-

- Access Point has been purchased for better Wi-fi access.
- Internet with the bandwidth of 100 Mbps and Wif-fi Facility provided to all students, faculty and staff.
- Interactive Intelligent Panel has been purchased to provide digital learning.
- IBM SPSS software procured for better research work for students and faculty members.
- License MS Office has been procured.
- New projectors procured for the classroom.

- **Renewal of Wordsworth software.**
- **Purchase and Maintenance of batteries for Online/Offline UPS.**
- **Maintenance of Printing Devices.**
- **Procurement of Computer System Accessories for Students, Faculty and Staff.**
- **Projector Accessories like cable, etc have been procured for better projection.**
- **Audio Facility has been provided in all classroom**
- **Network devices procured to improve the networking.**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point4/4.3.1_documents.pdf

4.3.2 - Number of Computers

143

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

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

312.26

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

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

There are established systems and procedures for maintaining and utilizing physical, academic and support facilities such as classrooms, library, computer, classroom, gym, sports ground etc in the institute. The maintenance of physical, academic and support facilities are carried out by the respective departments with the help of in-house staff on a daily basis and periodically. The Administrative and Maintenance Department of the Institute, which is headed by Deputy Director Administration, is in charge of maintaining all of the properties of the Institute.

1. Class Rooms: Class rooms are well equipped with necessary ICT equipment. The class rooms are utilized as per the time table of the classes. The class rooms are cleaned on a daily basis monitored by institute Maintenance Manager and Dy. Director (admin.). Deans and Faculty Members also monitor the cleanliness and ensure that the cleanliness is maintained in the class rooms.

2. Computer Centre: IT related classes are conducted in the Computer Lab as per the time table. IT in charge is responsible to maintain and upgrade the lab with necessary equipment from time to time to cope with change in the requirement. Dead stock verification (Physical Verification) is carried out to verify working/nonworking/missing equipment etc. Preventive maintenance and performance monitoring is carried out regularly. Each lab attendant

keeps the record of utilization of equipment, computers and other required material for experiments.

3. Library: Librarian has been appointed to maintain the library. The Library staff focuses on the availability and utilization of instructional material in the teaching and learning process. At the end of the Academic year stock verification is done and necessary action is taken. Librarian prepares the report on the library infrastructure and reading material utilization by the students and staff. Procurement of books as per the requirement is initiated through the library committee by inviting the requisition of books from the faculty members; this is then processed following the procurement procedure.

4. IT facilities: Institute has PCs, essential software and peripherals as per the requirement. The lab technician and IT in charge maintain the IT facilities in the institute. In case of major issues of maintenance, vendors are hired for maintenance of IT facilities.

5. Sports Ground & Equipments: Sports In charge of the institute looks after the sports facilities and the activities. The sports equipment is issued to the students as per the schedule of the events. If any sports equipment is not functioning properly then sport in charge informs the Maintenance Department for maintenance. Preventive maintenance measures are taken from time to time. Sports Incharge is responsible for keeping the record of utilization of sport Facilities, activities held, and awards for the students etc. Institute has also appointed housekeeping staff to maintain the gardens

6. Electrical, Drinking water coolers, ACs, Lift etc.: Institute has employed electrician and plumber for up keeping and maintenance of electrical fittings & equipment and drinking water facility. ACs and the Lift services are maintained with the help of external agencies.

7. CCTV, Security etc: The maintenance of internet connectivity and CCTV security systems are done with the help of external agencies. Security staff including ladies guards under a security supervisor is employed to safeguard the whole premises

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point4/IT%20BILLS.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

18

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

52

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://jaipuria.edu.in/jim/academics/ict-enabled-tools-and-services/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

150

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

150

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

5.1.5 - The Institution has a transparent

A. All of the above

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

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

150

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

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

5.2.2.1 - Number of outgoing student progression to higher education

2

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

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

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

52

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

5.3 - Student Participation and Activities

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

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

5

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

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

Jaipuria Institute of Management maintains transparency in all activities by the involvement of students. By participating in various committees' students get exposure to the social and corporate atmosphere. It helps to develop leadership skills, team building, decision making, time management, self-discipline among the students and create robust managers for industry. It helps the institute to generate fresh ideas which infuses dynamism in the institute's environment.

Jaipuria Institute of Management ensures the representation and engagement of students in various administrative, co-curricular and extracurricular activities through the following committees:

1. Placement Assistance Team (PAT): PAT team is selected every year to serve with the placement team of the institute wherein students as members play an active role by coordinating with industry professionals, candidates and by managing campus placement processes.

2. Students' Clubs: At JIM, the amalgamation of various activities pays attention to the intricate skill building of each and every student. Student Clubs are the major platforms for the implementation of these objectives. Student Clubs are managed by students for the benefit of the students. The main focus and aim of the club is to increase the output of students at the Institute by "Doing and Learning" technique. Student Clubs encourage students to participate, lead and learn. At JIM, these clubs are open to all students. Involvement in extracurricular activities builds confidence, team-work spirit and leadership skills. The club activities also equip the students with life-long skills. Students

participate in a whole gamut of activities under 5 different student clubs:

Marketing Club: MARKETING TRENDSETTERS

The club focuses on the key marketing areas that help the students to learn the core concepts of marketing. Marketing simulation exercises help the students to apply the knowledge gained in classrooms to practical/ real life situations.

Finance Club: THE FINNOLOGIST

Students work upon their skills related to the finance domain and gain expertise by involving in various activities related to finance.

Economics and IB Club: ARTHSHASTRI- The Economist

The club provides opportunities to have a 360 degree view of the changing economy and international business trends to the members by involving them in various activities.

Human Resource and Communication Club: BUDHIJEEVI-The Intellectual

With the blend of activities like role- play, debate and declamation; the aim is to support students in comprehending the concepts of human resources along with the objective of developing their interpersonal and communication skills.

IT, QT and Operations Club: THE EVOLVERS

The Club emphasizes the development of IT skills, quantitative aptitude and understanding of operations as a domain within management; by making students participate in various activities.

3. Social Media Committee

The committee undertakes drafting the marketing message for promoting the organization's mission, goals and programs; presenting the same to other MBA aspirants, keeping day to day notice on the social networking site of the Institute and enhancing the visibility of JIM on social media. This committee helps the students to improve their writing skills by motivating them to write blogs which are published on JIM website.

4. Admission Committee

Students also help in the admission process by becoming brand ambassadors in the major cities to which they belong to and assist the admission department in its functionalities.

5. Print And Electronic Media Committee

The committee will ensure the presence of JIM in print media, publication of press releases of events/occasions, connecting with different print and electronic media vendors, designing advertisements for print and electronic media. Student- coordinators help in the smooth functioning of this committee.

6. Alumni Committee

Jaipuria Institute of Management has an active Alumni Committee which coordinates and connects with its huge base of alumni through the appointed students. This committee associates with alumni for mentoring, grooming, placement. They try to seek active participation of distinguished alumni by arranging alumni meets.

7. Cultural Committee

All the cultural activities of the Jaipuria Institute of Management viz. Fresher's party, and SPARDHA (annual fest) are coordinated by this committee which has a number of students as its members.

8. Hostel Committee

Hostel committee is responsible for the smooth functioning of the hostel. Students' members actively participate in deciding the menu of the mess. They take active participation in assuring the hygiene of the hostel and mess.

9. Sports Committee

Sports committee is responsible for organizing various sports event in the campus. Committee actively organizes the sports event every year in the campus.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point1/1.1.1/1.1.1 Hand Book.pdf
Upload any additional information	View File

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

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

15

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

The Institute continues its interaction with students even after they have formally left Institute through an active and vibrant Alumni Engagement Programs and Association-

The organization has taken several steps toward initiating useful activities:

1. A Separate Alumni Portal

Jaipuria Institute of Management, Indirapuram, Ghaziabad has a separate alumni portal to provide a common platform for all the alumni. The link of the portal is www.jaipuriaalumni.com. The portal has 1361 registered alumni and active 756 alumni active on social media.

2. Spandan: An Alumni Interaction with Freshers

Jaipuria Institute of Management, Indirapuram, Ghaziabad organizes an event Spandan an Alumni Interaction with newly admitted students. During this event Alumni shares their experience and best practices for career development.

3. Grand Alumni Meet

Jaipuria Institute of Management, Indirapuram, Ghaziabad in association with Jaipuria Group of Institutions organizes grand alumni meet at a very large scale. In this event, all alumni across the Jaipuria group are invited with their family members. In this event, alumni get together with their old batch mates.

4. Birth Day Wishes to Alumni

The Institute wishes alumni on their BirthDay. It is an initiative to stay connected with the Institute.

5. Engagement with Events and Activities

Alumni are called upon to participate in Institutional Activity and Events as Judges/ Guests in the various extracurricular and co-curricular activities

6. Alumni Mentor

The institute nominates a few Alumni as Mentors of some students to guide them constantly through their career progression so as to prepare them in a better manner to face corporate.

7. Summer Internship Opportunities

Summer Internship Opportunities are explored with Alumni Companies or their associates so that the students are connected to their seniors and they can take advantage to be shaped as better professionals with the intervention of their seniors already working in those companies.

8. Placement Opportunities

Final Placement Opportunities are also explored with Alumni companies or their associates so that the students can be placed and they can take advantage of their seniors already working in those companies.

9. Newsletter to Alumni

Jaipuria Institute of Management, Indirapuram, Ghaziabad circulates its fortnightly Newsletter to Alumni covering various aspects like business, innovations, information technology, sports, politics, fashion, life style, etc.

10. Executive Alumni Program

Jaipuria Institute of Management, Indirapuram, Ghaziabad initiated an Executive Alumni Program to support support to alumni in the areas like free library membership, career development services, opportunity for MDP, Domain specific knowledge upgradation, support for mentoring and counseling, etc.

File Description	Documents
Paste link for additional information	www.jaipuriaalumni.com
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) A. ? 5Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Governance of the institute is based on its Vision, Mission and Value System. The institute has decentralized and adopted a Participative Management System supported by the Academic Program Committee (APC), Academic Advisory Council and Governing Body. The Vision and Mission of the institute are as follows:

VISION

"To become a Fully Integrated, Socially Responsible, Contextually Relevant and Value Based Management Institute of National Reckoning by meeting the growing and emerging needs of industry and business through contemporary innovative management teaching, Training, Research and Consulting "

MISSION

"We intend to provide and develop the capabilities of the young managers by raising their level of competence and intellect to face

various challenges in the global environment. In pursuit of excellence, we provide training and development services, foster research and disseminate knowledge through publication of books, journals and magazines for development of society at large.”

Vision and Mission of the institute described above emphasise on distinctive characteristics such as:

- Innovating and integrated value based management teaching, training , research and consulting through dedicated full time qualified , dedicated and distinctive faculty .
- Raising capabilities of students to face challenges in Changing global business environment
- To achieve holistic growth of students through extra- curricular activities, value added courses, NPTEL / Swayam courses, industry interface, Internship, IT exposure, conferences, ted talks, communication classes, etc.
- Serving society through social activities.
- Governance of the institute is dealt at three levels. Firstly at the Corporate Level through Governing Body headed by Chairman of the institute secondly the Academic Advisory Council chaired by an Expert Academician for policy formulation and thirdly at the institutional level through well established IQAC incorporating various Committees headed by the Director to ensure effective implementation of the strategic plans.

The Development Plan for three years prepared by the Director in consultation with faculty in Academic Program Committee (APC) and Academic Advisory Council duly approved by Board of Director is implemented for academic robustness . The Academic Advisory Council Meeting is held once a year to discuss and review the institutional practices.

The Institute has a structured IQAC to channelize and systematize the efforts and measures towards academic excellence. Different Academic initiatives are discussed and finalized in the Academic Advisory Council and implemented through IQAC .

The functional committees in which faculty members and students are closely associated ensure quality learning and teaching processes in the institute .

The Committees which are actively involved include:

Academic Program Committee , Admissions Committee , Placement Committee , Library Committee , Alumni Committee , Hostel Committee , Grievance Redressal Committee , Research Committee , Cultural Committee , student Clubs, etc . Moreover , the institute has an Internal Quality Assurance Cell (IQAC) to ensure quality learning and teaching process in the institute .

Institute promoted a culture of participative management with full involvement of Faculty, students, Deans, HODs , Coordinators , class teachers . Even alumni and parents of students are associated in different activities and decision making of the institute.

An effective Governance of the institute is reflected in Quality education using ICT and promoting industrial exposure with holistic personality development of the institute. The students are transformed into socially responsible citizens of the country to serve the society.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.1.1Updated2.pdf
Upload any additional information	View File

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

Jaipuria Institute of Management encourages a culture of participative management by involving staff members in a number of administrative roles. The college promotes a culture of participative management as all college operations are managed by committees constituted for academic and non-academic activities. Major committees comprise teachers, and many include non-teaching staff and students as well. The institute has created a decentralised structure for decision making where all the committees are authorized to take decisions and interface their decisions with the academic council. Various committees are constituted for managing different functions in the institute .The committees are responsible for college time table, allocation of co-curricular work, purchases, organizing admission, looking after the welfare of students, preparing working guidelines for effective functioning of the college.

Before the commencement of each academic session, Committees are formed under the guidance of the Director, Committees have freedom to formulate their plan and decide execution strategies. Activities and decisions of Committees are discussed in faculty meetings as required. The execution plan is approved by the Deans and the Director.

A case study on the functioning of these committees to demonstrate college practicing decentralization and participative management is attached herewith.

The example of decentralization and participative management is the formation and functioning of the Academic Advisory Council in the institute which is constantly involved in the academic process and development of the institute which works in coordination .

The Academic Advisory Council comprises all the stakeholders of the institution. It has representatives from faculty, industry, academicians from Institute of repute as expert , alumni and representatives from various functional committees of the institute.

The Academic Advisory Council gives input to all the functional areas including the admission strategy of the institute, suggestion to improve the teaching learning process to ensure effective delivery of the course curriculum and guiding the academic programme committee for value addition in the current course structure. The students are offered value added certifications to hone their specialisation subject skills. The Academic advisory council reviews the role and functioning of IQAC at the institute.

The Alumni members of the Academic Council give their valuable inputs on the corporate connect of the institute and suggest measures for strong Industry interaction. The experience of the Academicians helps the institution in excelling in research and development of the faculty members. This is further reflected by the successful implementation of the development plan and the research policy.

The leaders from the corporate acquaint the heads of the committees about the current industry skill requirements which is implemented through various modules like PDP (Personality Development Programme) and EEP (Employability Enhancement Programme) .

There is a participation of all the functional committees which include all the stakeholders, faculty , student, alumni, industry and external experts.

The following functional committees demonstrate of participative management-

Admission committee : The Admission committee comprises Dean, faculty members and students who make detailed plans and a systematic process for selecting the right candidates for the Program. The admission process is monitored by the committee and is empowered to select candidates with a structured process. The recommendations of the committee are final and implemented.

Placement Committee: The placement committee comprises two teams one comprising of the faculty and staff (Placement Managers) and the other the students (Placement assisting Team). The PAT team of the students in collaboration with the placement committee is responsible for liaising with the industry and the students for nominations and other arrangements. On the other hand, the faculty members in the placement committee are involved in preparing the students to make them industry ready and also provide placement counseling when required. The placement managers in the committee are responsible for industry tie-ups and also arranging on-campus interviews for final placements. The notifications and other placement information are circulated by the committees themselves.

Library Committee: The library committee of the institute is formulated to take decisions regarding the library resources including procurement of books , subscribing journals and other library facilities. The members of the committee have representatives from administration and faculty who in consensus takes all the decisions.

Academic Program Committee: In order to enhance the academic level of the students and skill development, APC is formed which closely monitors academic delivery of the curriculum and recommend suggestive measures, which are passed through the Academic advisory council for implementation. The APC at the institute includes deans and program coordinators so that the participation is ensured at all academic levels.

Purchase Committee: The purchase committee is established for procurement of all the infrastructural facilities at the institution. There are established SOPs for the process so that transparency is ensured in process. The purchase committee members are empowered to select the best vendors for operational efficiency.

Anti-Ragging Committee:

Anti-Ragging Committee is formed to ensure compliance with the provisions of Regulations as well as the provisions of any law for the time being in force concerning ragging.

Grievance Redressal Committee:

Grievance Redressal Committee for Students has been constituted in the Institute to redress the grievances and complaints of the students.

Maintenance Committee:

Maintenance Committee is formed at the Institute to establish regular maintenance of the building and the equipments of the institute and monitor the quality of work, regular maintenance in the institute on daily basis.

Mess Committee:

Mess Committee facilitates the various functions in the mess. It provides the mess manager with the menu consisting of nutritional meals for breakfast, lunch and dinner.

Prevention of Sexual Harassment Committee:

Prevention of Sexual Harassment Committee is responsible for investigating complaint of sexual harassment and taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

SC/ST Committee:

The Scheduled Caste (SC) and Scheduled Tribes (ST) committee in the institute promotes the special interests of students in the reserved category and to guide the students to optimally utilise the benefits of the schemes offered by the Government of Uttar Pradesh and their respective State Governments.

Alumni Committee:

Alumni Committee of is dedicated to maintain a strong network of its alumni so that they always remain connected to their Alma Mater and also among each other. Various activities have been undertaken to achieve this objective. Maintaining Alumni's portal, updating the Alumni database, interacting with alumni through different activities and events and sharing important updates of the institute

& its engagement with the alumni.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.1.2CommitteeMinutes.pdf
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Development plan for 2019-2022 identifies the following goals and a number of supporting initiatives formulated to strengthen JIM's reputation as a recognized leader in business education:

1. Enhance JIM's reputation for business education that graduate students who are ready to execute and who have the interdisciplinary expertise required to address the most vexing problems facing business and society.
2. Achieve distinction for research conducted within and across the boundaries of the JIM that addresses the most challenging issues of quality management research facing business in future.
3. Increase our engagement as a member of business communities at the local, regional, national and global levels.

Jaipuria Institute of Management will provide a dynamic learning and research informed environment in order to develop future leaders, who make a mark not only in their own society but on the global front. In the next five years, we aim to develop responsible citizens who are ethically sound and respected in the Corporate for their effective contributions.

The development plan covers the following aspects-

1. Curriculum and Pedagogy Enrichment

Classroom Delivery, Academic rigour and communication need to be assessed, reviewed & strengthened through the recommendations of Academic councils/Industry Expert/Management.

2. Student Development Activity

3. Admissions**4. Placements Development Plan****5. Global Interface****6. Management Development Program and Consultancy****7. Faculty Development Plan****8. Enhancement of Alumni Relationships****9. Infrastructure**

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.2.1.pdf
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.

The Board of Governors and Academic Advisory Council of the Institute works in close cooperation with the Director to regulate and maintain a good academic environment required in the interest of all stakeholders of the Institute. The Director as the Head of the Institution along with the members of Teaching and Non-Teaching staff implements the decisions and policies of the Institute.

The Board of Governors is guiding and supervising all aspects of the institution including its finance, human resource, educational and research functions and infrastructure arrangements. It develops the policies and deliberates on the Academic, financial and administrative initiatives for the future, which guides the institution to serve its stakeholders as per the mission statements of the institution.

The core objective of the Academic Advisory council is to maintain the standards of education, implementation of university syllabus, approval of value added courses, admission process, teaching-learning and evaluation methodologies, research initiatives and

student support facilities.

The director provides strategic direction in the college. Director looks into the standardization of curricula, assess teaching methods, monitor student progress and achievement, encourage stakeholders involvement, revise policies and procedures, administer the budget, hire and evaluate staff and oversee facilities with the help of the senior faculty who are delegated with roles and responsibilities.

The Organogram of the Institution is attached in the additional information.

Policies

- IQAC Policy Manual
- Research Policy
- Placement Policy
- Admission Policy
- Anti-Ragging Policy
- Hostel Policy
- Library Policy
- Hiring and Recruitment Policy
- Sexual Harassment at Work Policy
- IT Policy
- Recruitment and Selection
- Maintenance Policy
- Employee Manual
- Performance Management System

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/about/policies/
Link to Organogram of the institution webpage	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point6/organization%20chart.pdf
Upload any additional information	View File

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

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

The Institute has following welfare measures for teaching and non-teaching staff:

1. Faculty members are promoted for self-development programs and higher education.
2. Financial support for attending /presenting the paper at National & International Seminars & Conferences
3. The medical facility, Term Plan Policy and Mediclaim Policy for employees is available for faculty and staff.
4. The study leaves for higher education.
5. Paternity Leaves for Male faculty and staff

6. Group insurance scheme for teaching and non-teaching staff.
7. Various leaves available to teaching and non-teaching staff are vacation leave, casual leave, Earned Leaves, medical leave and maternity leave for ladies staff.
8. Fees Concession scheme available for Teaching and Non-Teaching staff.
9. Employee Provident Fund for teaching and non-teaching staff.
10. The Institute provides college uniform to non-teaching staff (Security Personal and peons)
11. Payment of Gratuity and encashment of leaves to the employees on cessation of service.
12. Recreational Programmes like sports, cultural, excursion trips, yoga and gym facilities for faculty and staff.
13. Celebrations of various festivals take place at JIM, these festivals help in bonding of the faculty. Festivals like Diwali and Lohri are celebrated each year.
14. Special celebrations like women's day celebration, birthday celebration also take place at the institution.
15. Long Service Award for faculty and staff i.e. 25,000/- on completion of 10 years of service and Rs.50,000/- on completion of 25 years of service.
16. The institute has taken a policy initiative during COVID. The institute provided compensation to the family members of deceased employees.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point6/6.3.1 NEW.pdf
Upload any additional information	View File

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

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

60

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

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

8

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

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

69

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

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

The institute has written policies for staff Appraisal Development programs. The has implemented a performance appraisal system for its faculty and staff matching with best National and International B Schools.

The Performance and Staff Development Program provides for periodic appraisal of staff. The appraisal process is designed to encourage constructive dialogue between staff members and their supervisors, to clarify job responsibilities and performance goals/expectations, to enhance the staff members' professional development, to assure that job performance and accomplishment information is recorded in each staff members employment history, and to provide a basis for decisions on compensation.

- The formal Performance and Staff Development Plan (Performance Appraisal) is conducted once a year. After the Performance Appraisal is completed, it is discussed with the staff member by the Director.
- Evaluations are done with dimensions such as achievements during the year, productivity, team skills, contribution to the Institute's promotion and welfare schemes.

Based on the Appraisal, the feedback is communicated to the respective faculty and staff by the Director. The faculty is provided requisite training especially through faculty development programs in the institute and outside based on appraisals. The appraisal is also used to sanction annual increments and promote the faculty and staff to the next level.

The institute follows the well-established Promotion Policy based on performance and annual appraisal of faculty and staff. Faculty Performance Appraisal form is filled by the faculty every year. The Annual appraisal of faculty is done by the director based on the self-assessment and performance of the faculty during the year. Performance-oriented promotion policy enables the faculty to move up the ladder to the position of Professors from the post of an Assistant Professor after attaining academic qualification and experience as per AICTE norms. The institute is not constrained by any ceiling on the number of Professors, Associate Professor or Assistant Professors.

Performance appraisal can be viewed as the process of assessing and recording staff performance for the purpose of making judgments about the staff that leads to decisions. Performance appraisal is also viewed as a system of highly interactive processes that involve staff at all levels in differing degrees in determining job expectations. Each Staff member of the Institute participates in a regular process of performance appraisal. Individual performance evaluation plans are developed for each staff member. Much like the individual faculty development plan, each performance evaluation should be developed cooperatively between each staffmember and her/his supervisor.

All positions within the Institute should undergo a periodic review each year. During this review, the duties and responsibilities of the position should be analyzed to ensure that they match the mission and goals of the institution.

In addition, every staff member meets the Director on a regular basis to discuss performance and expected behaviors within the institute. The institute maintains an appraisal record and documents for staff in a well-planned manner.

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

6.4 - Financial Management and Resource Mobilization

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

The Institution has established a mechanism for conducting internal and external audits on the financial transactions every year to ensure financial compliance. The Institute conducts regular Internal and External Audits every year. Audit of accounts of the Institute is conducted by the External Audit teams throughout the year as per Government rules. The Audit Team works under the direct control and supervision of the corporate office of the Society. Society issues the calendar of the audit in the beginning of the financial year. All expenses such as of revenue nature are audited by the internal audit. The Internal Auditors have checked and verified all vouchers of the transactions that are carried out in each quarter in the financial year and issued an audit report of each quarter. Institute compliances the audit report whenever the observations pointed out by the audit team are immediately corrected/rectified and precautionary steps are taken to avoid the recurrence of such errors in the future. External audit is carried out to verify all the accounting vouchers and with supporting documents and certify the entire Income and Expenditure and prepared Balance Sheet of the financial year along with audit reports. The Institute has maintained the highest level of transparency in all financial transactions. It may be seen from the audited reports that all the financial transactions are carried out as per the standard norms.

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

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

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

39000

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

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

Jaipuria Institute of Management is a self-financing private Institute. The source of income is generated by way of fees from students, fee reimbursements of students by the Social Welfare Department; Alumni contribution, interest received from the banks, Institute also generated the income through events sponsorship and a participation fee of FDP, MDP, and Conferences of the Institute. The surplus generated year on year is invested in up-gradation of the Institute Infrastructure. In case of deficit, the parent Society extends support by way of funding from the corpus for the smooth and efficient functioning of the institute.

A well-established mechanism of effective financial management exists in the institute to ensure optimal utilization of resources for the overall development of the academic and administrative activities. The entire process of mobilization of funds and preparation of the detailed budget statement of the financial year is undertaken on a conservative basis with the involvement and consultation of all departmental stakeholders before the commencement of the financial year. These financial statements are placed for formal approval before the Competent Authorities. An effective and efficient system of granting approval is in place for procurement / availing various material/service facilities. The procurement of various items is implemented judiciously by different committees. All the recurring and capital expenses are referred to with the sanctioned budgets by the Accounts Department and accordingly approved for payments/reimbursements by the Director. All major financial transactions (both receipts and payments) are executed by following the due process and accounts department using Tally ERP software. It is a regular practice to report the financial position of the Institute to the Director from time to time. In case any expense arises, which is unplanned and not budgeted and/or the budget for a particular head of expense is insufficient, then the Director in consultation with the Management takes a discretionary decision and additional funds are accordingly allocated to meet the

said expenditure. All the financial transactions and related statements and books of accounts in the financial year (April to March) by a practicing Statutory Auditor registered with the Institute of Chartered Accountants of India to verify that the Accounting Standards are adhered to in all respects as well as verify the compliance in respect of all statutory transactions.

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

6.5 - Internal Quality Assurance System

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

The IQAC of the institute contributes significantly in establishing quality standards , reviewing the outcomes pertaining to quality of teaching learning process , obtaining feedback and taking corrective actions so that the goals and objectives of the institute are achieved. IQAC also seeks advice from the Academic Advisory Council on different aspects of the quality of teaching learning process . IQAC ensures maintenance of quality standards in the institute based on advice of the Academic Advisory Council .

IQAC arranges training sessions of the faculty and administrative staff to keep them abreast of latest trends , management practices and technology. Quality commitment and assurance is inbuilt in the system and permeates all tasks and initiatives that the institute undertakes.

The two practices institutionalized as a result of IQAC initiatives are as follows:

1. IQAC led efforts for continuous improvement:

The Institute IQAC planned, organized and executed the necessary steps that included the preparation of detailed quality manuals, identification of key performance indicators and mapping the various processes across the entire functioning of the Institute, which finally led to implementation of SOPs in all the academic and administrative functions.

The monthly review meetings of the IQAC were conducted to monitor

the quality initiatives and other policy implementation. All the policies are reviewed by the IQAC in the beginning of the semester to ensure regular quality improvement.

The IQAC led efforts to the successful implementation of modern technology in the Institute's administrative functioning through ICT and alternative sources of energy, have significantly contributed to an enhanced quality of teaching-learning experience.

2. Feedback from all the stakeholders:

The institute collects feedback from students, recruiters, alumni and parents so as to make improvements in the current practices. The feedback from students is collected semester wise, whereas the feedback from recruiters, alumni and parents are collected on a yearly basis.

The Feedback Assessment Committee of the IQAC is responsible for taking necessary and possible actions on the basis of the feedback and the recommendations of the stakeholders.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.5.1IOACFAC.pdf
Upload any additional information	View File

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

The Internal Quality Assurance Cell (IQAC) members have been continuously reviewing the teaching learning process at Jaipuria Institute of Management Ghaziabad, providing suggestions for improvement in various activities and ensuring the achievement of incremental improvement in all activities. The two most important activities where significant incremental improvements have been noticed are (i) research and (ii) placement.

The IQAC reviewed and approved the faculty development plan and research policy to empower and enable faculty members to craft a professional development plan and enhance teaching and research skills to accomplish their individual career goals. It aims to

enhance the academic and intellectual environment in the Institute by providing faculty members with enough opportunities to pursue quality research and also to participate in seminars/ conferences/ workshops organised by institutes/universities of repute. To motivate the faculty members to write quality research papers in Scopus Indexed and ABDC category journals the institute followed an Incentive Policy. A research corpus of Rs 20 lakhs per year is constituted to fund different research activities in the institute. This corpus is subject to revision as per the need and requirement of intellectual work. The corpus is exclusively utilised for research related activities, in addition to teaching, including research publication in the reputed referred national and international journals with good impact factor, research related activities with regard to pedagogical innovations being followed in global management institutes, books and monographs for publication by international and national publishers of repute, participation and completion of faculty development programme and workshop in institute of international/national repute, faculty research through PhD registration and completion. If the research paper is published in an ABDC listed journal an incentive of Rs 15,000/- for each paper in a year is payable. This amount will vary depending on the impact factor of the journal. Also, to facilitate high quality research, each faculty member is entitled to avail a grant of Rs 75,000/- per year on reimbursement basis for purchase of books/journals/software/E-books/E-articles, limited duration engagement of Research Assistant and field surveyors, fees for participation and paper presentation in conference (excluding TA & DA), attending FDPs/ Training/Workshop/Online courses in India and abroad. More weightage is assigned to the research component in the annual performance appraisal of the faculty members.

Because of all these above-mentioned measures we noticed a significant incremental improvement in the quality research output of the faculty members.

The Institute is actively working towards strengthening the placement portfolio for improved placements. As per the suggestions received from the IQAC members, we adopted a two-fold strategy. At one end we worked on our students to make them industry-ready as per the current industry requirements. At the other end, we worked on establishing strong industry connections.

For this, we identified Prospective Employers by reaching out to the potential employers by establishing contacts with the HR Heads or Senior Officials through continuous follow up on telephone/ online engagement and through the Corporate Summit. Initiated Empanelment

Procedure with the companies that require the same. We involved the Recruiters continuously through inviting the HR Heads/ Senior officials for Guest lectures. We continuously follow up with the Corporate for Summer Internships/ student involvement in their events/ live projects. We involved the Industry Experts in a Mock Interview. Made special efforts to invite Grade A recruiters to the campus by wishing the recruiters on major festivals, continuous follow up about them and gifting on Diwali. Contacting Alumni placed in A Grade companies and requesting them to deliver a few guest lectures to our students. Follow up with them regarding the requirements in the companies. Continuous follow up with the companies in which students have undertaken SIP by continuously monitoring the performance of our students during their SIP. Continuous follow up with the companies regarding PPO (Pre-Placement Offer). Receiving feedback from the recruiters by designing feedback forms in order to obtain feedback on GD and PI rounds in the company. Identifying the number of placements in each sector and preparing students sector-wise through MOOCs certification courses as per their domain by studying the trend of the industry each year. Included MOOCs / Coursera / UdeMy certifications. Organised workshops on Artificial Intelligence, Design Thinking, Big Data. Prepared students on Basic Communication Skills through the Modules such as PDP (Personal Development Program) Module-Basic in Sem-1, Campus to Corporate (PDP & Grooming) in Sem-2, Campus to Corporate 2 (PDP & Grooming) in Sem-3. Also conducting different levels of Wordsworth. Basic Level in Sem-1, Intermediate Level in Sem-2 and Advanced (i.e., inclusion of IOM as per the need) in Sem-3. Preparatory sessions of the students organised where faculty members discussed the JD received, KRA's explained, briefed company and industry details. Faculty members continuously motivate students in the overall improved performance by sharing the students' profiling with the students in order to explain them the weaknesses and further motivating them for improved performance.

Because of all these above-mentioned initiatives and continuous monitoring of IQAC team members our students achieved 100% placement with Rs 12.40 lakhs and Rs 5.25 lakhs per annum as highest and average packages respectively.

The Institute has designed a Development Plan for 2019-2022 that identifies the following goals and a number of supporting initiatives formulated to strengthen JIM's reputation as a recognized leader in business education:

1. Enhance the reputation of the Institute for business education that graduate students who are ready to execute and who have the

interdisciplinary expertise required to address the most vexing problems facing business and society.

2. Achieve distinction for research conducted within and across the boundaries of the Institute that addresses the most challenging issues of quality management research facing business in future.

3. Increase our engagement as a member of business communities at the local, regional, national and global levels.

The development plan for 2019-2022 is based upon the mission and vision statements and our core academic values of the Institute.

Moreover, the IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The IQAC reviews the Quality on the following parameters:

1. Curriculum and Pedagogy Enrichment

Classroom Delivery, academic rigour and communication need to be assessed, reviewed & strengthened through the recommendations of Academic Councils/Industry Expert/Management.

2. Student Development Activity

Enrichment of body and soul, Club events in the campus, Events at the institute, Student grooming activities, Mentor-Mentee program, Entrepreneurial Development.

3. Admissions

Quality of admissions improvement, improvement in number of admissions, GD/PI Planning and Execution.

4. Management Development Program and Consultancy

The institute focused on conducting MDP's for the Industry Executives.

5. Faculty Development Plan

The objective of the faculty development plan is to encourage the faculty members to think reflectively and then make explicit his/her vision and goals for an effective contribution to the institution.

6. Enhancement of Alumni Relationships

Increment in Alumni Database, Events Participation, Mentorship, Engagement for Placements and SIP.

The Institute prepared the Academic Calendar in advance, displayed and circulated in the Institute and strictly followed. Admission to the MBA and MBA(Business Analytics) program, examination schedule, and declaration of results are notified in the Academic Calendar. All newly admitted students have to compulsorily attend the Orientation 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. All students are provided with the Student Handbook that provides all details relevant for students. Students are apprised of the Time-Table, Programme structure, syllabi of the courses before the semester commences. Important announcements are communicated to the students through email and notices. Attendance and conduct of classes are monitored by the Deans and Program Coordinators. The Discipline Committee members make random visits to ensure the smooth functioning of classes. Class Coordinators are regularly conducting meetings with students to take feedback and take necessary actions to enhance the teaching-learning process. The students are regularly mentored through a strong mentor-mentee system. They are exposed to industry through corporate mentorship, guest lectures, industrial visits, industry-oriented certification programmes.

There is a well-structured evaluation system for assessment of students on a regular basis throughout the semester which includes case study discussion, quizzes, assignments, presentations and sessional examination. The objective of the continuous evaluation is to identify the slow and advanced learners and special tutorials can be arranged for slow learner students.

There is a system of continuous academic review done by the Deans for the effective delivery of the course curriculum. Feedback from students is also taken individually by teachers for their respective courses and by Deans. Students are also free to approach the Director of the Institute for feedback and suggestions.

Further, at the end of each semester, feedback forms are issued to the students for each of the courses attended by them. The feedback forms in the form of a questionnaire collected information about the teacher and different aspects pertaining to the teaching learning process. Feedback is properly analysed and shared with the Director,

Deans, program coordinators, and individual faculty members. The teaching-learning processes are reviewed, suggested for improvements and subsequently implemented based on the IQAC recommendations.

Examples of institutional reviews and implementation of teaching learning reforms facilitated by the IQAC-

Fostered Research Excellence

- Implemented a comprehensive research plan for faculty development.
- Increasing Activities of Research Development Centre.
- Increase Research Support to encourage research.

Industry Engagement

- Organization of HR Summits/ Seminar/ Conferences.
- Alumni Engagement at regular intervals.
- Fostering relationships with Industry through Guest Lectures, Industrial Trips, Live Projects.
- Corporate Training through MDPs.
- Certification Programmes: MOU with Industry.

Academic Excellence

- Outcome based teaching learning process.
- Curriculum enrichment with incorporation of experiential learning.
- Case base method of teaching and learning.
- ICT enabled Smart Classrooms.
- Development of Students: Critical Thinking through Club Events and Co-curricular activities like Panel Discussions, budget reviews sessions, etc.

- Incorporation of value-based method of teaching and learning.

Fostered Employment Enhancement Skills

- Domain-specific (Finance, Marketing, HR) curriculum enrichment sessions organised by inviting external experts.
- Conventional classroom teaching is blended with use of ICT to make the teaching- learning process more learner-centric.
- Set up a language lab for the effective delivery of communication classes.
- News Analysis sessions organised & News Letters circulated to students.
- Preparatory sessions conducted on how to write CV, how to answer aptitude questions, detailed information about companies visiting our institute for placement, up to date information on domain specific courses.
- Encouraged to complete a few Value Addition Courses.
- Encouraged to complete Online Self Learning Courses.
- Each student has to complete one NPTEL course in a Semester.
- Each faculty member mentions and delivers one lecture on Ethics in the lecture plan of every course.
- Summer Internship Project Report presentation before internal and external faculty members and successful completion.
- Successful completion of Research Project Report.
- Workshop on Human Values and Professional Ethics.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.5.2Updated.pdf
Upload any additional information	View File

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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/IOACMinutesUpdated.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Jaipuria Institute of Management strictly adheres to various values and principles, such as equality, inclusion, respect for human dignity, fairness and justice for all. It also supports a diversity of talent. Equity among the gender is an indispensable need and is completely taken care of at the institute.

1. Equal opportunities for participation in various cultural programs:

The institute organizes a fresher's and a farewell party every year welcoming the freshers to the institute and bidding a farewell to the seniors, the institute provides an equal opportunity of participation to females as well as males. Three awards to each gender are being given every year.

2. Sensitization of students towards gender equity through Role Play:

The institute sensitise the students towards gender equity through the organizatio of role play. The institute organizes such role plays during the induction program for new batch. The institute also conducts inter-college competition on Role play activity.

3. Annual sensitization program on menstrual hygiene:

The Institute organizes an annual sensitization program on menstrual hygiene undertaken by senior faculty, the program sensitizes the female students on maintaining menstrual hygiene to have a healthy life. Small talk sessions for the hostel students are also organized on a periodic basis

4. Percentage of students:

The institute has always been witnessing almost an equal male female ratio. The institute promotes gender equality by providing equal opportunities to male and female starting from admissions to placements.

BATCH

TOTAL STUDENTS

MALE

FEMALE

2018-2020

156

75

81

2019-2021

185

107

78

2020-2022

195

104

91

5. Special training for female students:

Looking at the importance of physical wellness in the current times the institute organizes Zumba and yoga for the female students. A Yoga trainer has been employed for the students staying at a girl's hostel, the students practice yoga each morning for a balanced and healthy life.

6. Yearly scholarship award:

JIM provides cash prize to the institutional toppers, a sum of Rs 1,00,000, Rs 51000, Rs 31000 is given to 1st, 2nd and 3rd rank holders respectively. Each year the number of toppers is females. The institute is proud of this kind of sincerity and hard work from its students.

7. Employability Enhancement Program:

The EEP Program undertaken by the institute provides an equal opportunity to learn and groom self for the placement season. The EEP undertaken is an extensive program that makes the females and the males corporate ready further enabling them to get an excellent placement.

8. PAT Team:

To ensure smooth flow of all the placement related activities, A PAT Team is appointed each year, an equal opportunity of nominations and selection is given to both males and females. Each year the number of females in PAT Team members is more to males.

9. Faculty at JIM:

The number of faculty members at JIM are more females than males. The Institute endows the females with work life balance motivating them to perform efficiently at work.

S. No.

Year

No. of Male Faculty

No. of Female Faculty

TOTAL

1

2020-21

10

13

23

2

2019-20

9

12

21

3

2018-19

7

15

22

10. Safety and Security:

Jaipuria Institute of Management strictly follows the safety norms for safeguarding the interests of every stakeholder involved without any differentiation to their gender. The institute campus has a strict security check at the entrance for everyone. Institute has installed CCTV cameras at different locations such as Institute Gate, Library, Classrooms, Student Computer Lab, Parking, and corridors of different floors of the Institute to ensure the safety and security of students, faculty and staff. ID cards are issued to

the students and staff to prevent the entry of outsiders into the college premises. All corridors and labs are equipped with fire extinguishers. Security guards are available in the institute for 24x 7. Lady security guards have been appointed at Girls Hostel. There are separate hostels with caring and responsive wardens with appropriate security arrangements for boys and girls. Pick up and drop facility is available for girl students at the late-night events held by the institute. The student in/out movement is recorded in the register available at the main gate. As per hostel policy, students are not allowed to go outside the campus after 7 PM. If any student is found not following the hostel rules and regulations, his/her parents are informed via phone call. The students also need to follow a three-tier permission system for going out of the premises. The institute also provides special training for ensuring safety and security of the students, karate and taekwondo classes are taken.

11. Celebration of women's day:

Every year the institute celebrates International Women's Day, on 8th March 2021, the institute celebrates womanhood, the director of the institute endows all the female faculty members with goodies and flowers to appreciate their work and their efficiency to manage work life balance.

12. Counselling

To counsel the students in the most effective manner, Jaipuria Institute of Management has introduced the "Mentor-Mentee system". Students are allocated to specific faculty mentors for the entire two years. The major objective of this system is to counsel the students for their academic, emotional, social and cognitive development so as to empower them for their overall development. This system improves the rapport between students and mentors.

The institute has established a "Students' Grievance Cell" to address the grievances of students if any through interaction especially designed for female students.

13. Common Room

Separate Common rooms are provided for girls. Rooms are provided with necessary facilities like first aid box, rest room, cots, beds, mirror, chair, table, washbasin, dustbin, etc.

File Description	Documents
Annual gender sensitization action plan	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point7/7.1.1ActionPlan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point7/7.1.1Updated29March.pdf

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

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
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

Solid Waste Management

Institute practices the segregation of Solid Waste and its effective management on the campus. The collected waste is segregated at the source of the generation. The waste bins are placed separately for dry and wet waste at every corner of the corridors, washrooms and common rooms. The dry waste bins are also placed along the side of solid waste bins including in libraries, classrooms, etc. The dry and wet waste is handed over to a waste collection vendor.

Liquid Waste Management

The Sewage water from the entire campus is received through the well-connected underground pipelines and it is transferred to the Sewage Line laid down by Ghaziabad Nagar Nigam.

E-Waste Management

In the institute, there is an established system of e-waste management. At the end-of computers' useful life, they are collected from different locations of the campus by designated technicians and sent to the institute computer center. At the center, the computers are sometimes repaired and some are likely not to be repaired due to the level of damage. The un-repaired computers and accessories are inspected by the IT in charge and it's recommended to the Director for disposal through contractors or vendors, who pay an agreed amount of money to take delivery of e-waste .

Other types of waste like biomedical waste, hazardous chemical and radioactive waste are not generated on the campus. However, disposal of bio- waste like sanitation pads is done separately by an incineration machine.

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

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

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
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: **A. Any 4 or All 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	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards 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	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

The students in the institute are given a platform to promote and showcase tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. The same is attained by the institute using a step by step approach starting from an induction program to the celebrations of the festivals. The students also develop a bond with one another over freshers and farewell parties organised by the institute.

For this the following efforts have been undertaken:

1. Student Induction Program:

The student induction program is the common road that all the students require to travel before starting the journey of MBA, since all the students are coming from diverse backgrounds, the induction program set the stage right to begin with the program. Sessions are conducted on:

- Course on Human values and professional ethics
- Special modules on aptitude training
- Psychometric testing
- Basic modules on life skills training
- Management games addressing the regional and cultural diversity

2. Uniformity among the students:

The institute promotes uniformity among the students, the following steps are taken:

- Participation in inter-college cultural fest

- Compulsory uniform in the campus
- Sessions by "Brahm Kumaris" on stress management
- Yoga sessions by "Art of Living"
- Role plays on Communal harmony
- Language lab for linguistic development
- Scholarship to meritorious students for socio-economic inclusion
- Sports activities for student development
- Club events to foster harmony among the students
- Regional festivals celebrations like lohri, basant panchami, vishwakarmajayanti etc.
- Celebration of freshers and farewell parties

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

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

Jaipuria Institute of Management undertakes different initiatives by organizing various activities to sensitize students and employees to the constitutional obligation-Values, Rights, Duties and Responsibilities of the citizens:

1. Workshop on Universal Human Values and Professional Ethics

Jaipuria Institute of Management, Indirapuram, Ghaziabad has organized one day workshop on Universal Human Values and Professional Ethics for MBA Batch 2020-22 on 4th Aug 2020. Dr. Kumar Sambhav, B.Tech., M.Tech., and Ph.D. from IIT Kanpur conducted the session. During the workshop, he discussed "Samajh", "Sambandh" and "Samridhhi" i.e. right understanding, relationship, and prosperity. He also discussed how-to live-in harmony in the current environment.

2. Tree Plantation

The Institute organizes a tree plantation drive at its campus every year. More than 200 saplings are planted in and around the campus by the faculty and MBA students as part of the CSR activity.

3. Anti-Plastic Campaign

Use of plastic is ruining our beautiful environment and is also posing a serious threat to our health for a long time. In an attempt to curb further deterioration of the mother Earth and aware people about the harmful effects of Plastic usage, an Anti-Plastic Campaign is conducted every year from 5th September to 7th September. This campaign is aimed at inspiring people against the use of plastic and to implant the message of "Say No to Plastic".

4. Plogging Drive

Plogging drive was organized at Jaipuria Institute of Management, Indirapuram Ghaziabad on 17th January 2020. Plogging provides variation in body movements by adding bending, squatting and stretching to the main action of running, hiking, or walking. This activity encourages students to pick up litter while out running.

5. Swachhata Pledge

Jaipuria Institute of Management organized a pledge taking ceremony to spread the message of cleanliness, sanitation among the students and staff and also in the nearby area. In pursuance of the directives of the Ministry of Human Resource Development, Govt. of India "SWACHHATA PLEDGE" on 16th January, 2020, the faculty, students and the staff took a pledge to spread the message of cleanliness among the family members and society, creating awareness amongst the citizens to keep the surroundings and environment clean and committing to take necessary measures and steps to keep our surroundings and Country clean.

6. Workshop on Human Values and Ethics

JIM, organizes a holistic program on human values and ethics in association with Shri Satya Sai Sewa Sangathan every year. This module discusses the importance of developing and defining shared goals and plans in a collaborative and harmonious manner. Upon reaching agreement on a plan of action, skills are employed to establish a timeline, monitor progress and assure quality control. While conducting any activity, leaders remember that all work is an opportunity to focus on our own spiritual transformation. All decision-making is to be based on fundamental discrimination and the Universal Human Values. By making decisions based on faith, virtue, and God's presence and guidance within, we can grow as leaders in character and self-confidence.

7. A Step towards Creating Responsible Leaders: Workshop on Life is A Game! Play It

Jaipuria institute of management, Indirapuram, Ghaziabad organized a workshop on "Life is a Game! Play it" in association with Satya Sai Seva Organization on 22nd Feb 2020. The session was on Leadership and how to express yourself. Dr. Bharti from Satya Sai Seva Organization informed students regarding the leadership by: "TO BE, TO DO, TO SEE, TO TELL". She told the students that Leaders need to understand the spiritual and organizational context. The spiritual context is to work on our own spiritual transformation in order to realize and manifest our own divinity. Trust is an essential component in all aspects of leadership. Fostering trust by making collaborative decisions at every level encourages active involvement and a shared sense of responsibility. Since leadership can be described as 90 percent character, leaders are encouraged to focus their energy on self-improvement and leading by example. This module discusses the importance of developing and defining shared goals and plans in a collaborative and harmonious manner. Upon reaching agreement on a plan of action, skills are employed to establish a timeline, monitor progress and assure quality control. While conducting any activity, leaders remember that all work is an opportunity to focus on our own spiritual transformation. All decision-making is to be based on fundamental discrimination and the Universal Human Values. By making decisions based on faith, virtue, and God's presence and guidance within, we can grow as leaders in character and self-confidence. This workshop showed a path that can help MBA students become responsible leaders.

8. Street Plays on "Andh Vishwas" and "Say No to Drugs"

Social issues refer to any undesirable evil custom which is opposed either by the whole or some part of the society due to its harmful effects. Many of us look out for ways on bringing out such social issues in modern society and make people aware to avoid practicing it. In such an endeavour, the students of Jaipuria Institute of Management, Ghaziabad, identified Street Play as one of the most powerful approaches to pass their message to the masses and raise their voice against social evils. Two groups of MBA students performed Street Plays on 4th March 2020 in busy places of Ghaziabad including residential societies and parks. The objective of motivating students to perform these role plays was to make them understand their civic responsibilities and their role in shaping the future of the nation. The two themes around which the role plays were performed were "Andh Vishwas" and "Say No to Drugs".

9. E-Pledge Against Drugs

Faculty and students of Jaipuria Institute of Management has taken

an e-Pledge against Drug as a moral responsibility to the society to make it a better place to live for all human beings.

10. Faculty Training on Human Values

The faculty at Jaipuria Institute of Management, Indirapuram, Ghaziabad has attended Eight-day staff workshop on Universal Human Values and Professional Ethics organized by the affiliated university.

11. A complete course on Human Values and Professional Ethics

It is mandatory for our MBA students to study a complete course on Human Values and Professional Ethics which facilitates their learning about values and ethics. These human values convey personal conviction, ethics describe the accepted principles and standards of conduct about moral duties and virtues as applied to an organization. Codes of professional ethics guide them about the desirable and undesirable acts related to the profession.

12. Celebration of National and other Festivals

The Jaipuria Institute of Management also celebrates Independence Day every year on 15th August to highlight the struggle of freedom and importance of Indian constitution. The Institute also celebrates Gandhi Jayanti every year on 2nd October to inculcate values among students and employees. Similarly, Republic Day is also celebrated every year on 26th January to highlight the importance of Indian Constitution. The institute also celebrates all other festivals like Diwali, Holi, Lohri, Eid and Christmas with great zeal and enthusiasm.

13. Institutional Innovation Council (IIC) Activities

The Jaipuria Institute of Management has organised a number of activities on Intellectual Property Rights (IPR), entrepreneurial education and innovation under the umbrella of IIC to sensitize the students and employees to the constitutional obligations including values, rights, duties and responsibilities of citizens.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point7/7.1.9Updated.pdf
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 Annual awareness programmes on Code of Conduct are organized

A. All of the above

4.

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

JIM is committed to celebrate national and international days, events and festivals amongst students and faculty .The University organises National festivals as well as Anniversaries for the great Indian Personalities this include. University celebrate the following days:

- **Teachers day(5th Sept)**
- **International Women's day(8th March)**
- **International Yoga day (21st June)**
- **Independence day(15th August)**
- **Republic day(26th Jan)**

- World environment day (5th June)
- Mahatma Gandhi Jayanti (2 Oct)
- Dr. B. R. Ambedkar Jayanti (14 April)
- Maharshi valmiki jayanti (24 Oct)
- Lohri Celebration (13th Jan)
- Youth Day (21 Jan)
- Savitribai Phule Jayanti (3 Jan)
- International Day of Elders (1 Oct)
- World Literacy Day (8 Sep)
- Sports Day
- Deewali Celebration
- Holi Celebration
- World Environment Day (5 June)

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

7.2 - Best Practices

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

Best Practice 01

1. Title of the Practice: IT intervention and Digital Transformation

2. Objectives of the Practice:

The technology adoption plan outlines a strategic plan for implementation of emerging technologies by faculty of Jaipuria Institute of Management (JIM), Indirapuram, Ghaziabad in their teaching pedagogy. This plan serves as a blueprint for use of technology by faculty members and ensuring improvements of IT skills among faculty of JIM. The plan focuses on the use of technology to train faculty members and to support the course curriculum and their lesson plan. More importantly, we believe the plan will serve to propel JIM into the forefront of technologies used by the faculty to fulfill the future requirements of students. The objectives can be summarized as:

- Develop and promote technology proficiency among all faculty members of JIM.
- Ensure that faculty members have access to technology resources that enable them to be actively engaged in content development and improved delivery.
- Provide opportunities to empower all faculty to use new and emerging technologies that will prepare our students to compete successfully in an ever- changing global economy.

3. The Context

Over the years, the Internet has increasingly impacted the way we communicate, work and collaborate. Advancements in the emerging technologies have a profound effect on all activities of Industry-Academic interface. To graduate students with skills needed for the future, JIM has taken necessary initiatives to keep pace with developments in technology by planning for use of new and emerging technologies, and equally important, must provide the infrastructure, professional development, and resources to support them. the digital transformational practice was done in two aspects:

1. Digital Transformation Plan for MBA Students

2. Digital Transformation Plan Faculty and staff

The Practice

Digital transformation is a physical and moral change designed to meet the ever-growing demands of our students, faculty and campus to create a digital learning environment. This is an ecosystem that combines technology and services to bridge the digital gap to create collaborative, interactive and personalized learning experiences. Digital transformation is creating a world of difference by rethinking the digital tools that are used in the classroom. Digital tools are driving new levels of collaboration and innovation to create a campus of endless learning possibilities. The digital transformation plan is implemented for students to enhance the Digital skills levels. The digital skills required in current scenario can be grouped in three categories-

Advanced Skills including Artificial Intelligence (AI), Blockchain, Internet of Things (IoT), Mobile App Development, Cybersecurity, Digital Entrepreneurship.

Intermediate skills including Data Analysis and Modeling through MS Excel, Domain specific Analytics course like HR Analytics, Financial Analysis, Marketing Analytics, E-Commerce and Digital Marketing

Basic skills including Fundamentals of hardware and OS, Fundamentals of MS Office (Word, Excel and PPT) for Business . Basic of Networking, Online / Internet Operations like E-mail, search, etc., Fundamentals of Database Management System, Fundamentals of Python Programming.

The above mentioned skill set are imparted to the students through

- Certifications
- Workshops
- Domain specific lectures from the industry experts.
- Class room teaching

The faculty at JIM is encouraged to adopt the latest technical intervention in their domain to shift from traditional instruction to technology-driven interactive online education. The institute has planned training on

- Design Thinking
- Data Science Training on Mathematics, Statistics, Python, Advanced Statistics in Python,
- Machine & Deep Learning
- Business Analytics Function (Domain wise)
- Awareness of IT Resources for Education
- Advance MS Excel
- PowerPoint Presentation

Uniqueness in the context of higher Education

Technology has affected almost every aspect of our lives, including education. Higher education is shifting the dynamics of delivery

methods from traditional face-to-face to online to blended modes. Many universities are reaching a physical space capacity and therefore are attempting to increase online enrollment and geographical footprint. These changes are shifting the nature of higher education and how faculty are being viewed, evaluated, and, to some degree, hired.

Digital transformation offers institutions exciting possibilities and opportunities to enhance their teaching and learning and the ability to effectively manage their operations - all of which are key to better serving students.

Evidence of success

The success of the practice is visible from the digital culture of the institute. The success of the practice can be summarized

1. Incorporation of the latest technology tools in the teaching pedagogy by the faculty.
2. Successful implementation of LMS for teaching and evaluation.
3. Regular interaction of students and faculty with the industry experts for adoption of new technologies.
4. Certification courses successfully completed by the students and the faculty on latest IT skills.
5. Successful academic delivery in the Online mode during the COVID 19.
6. Conduction of Faculty development Programme on IT interventions in higher education in collaboration with FICCI.
7. Faculty training on latest digital tools and hands on session on implementation of the same.

Problems Encountered

1. Charting a detailed transformational plan for the students and faculty and allocating resources accordingly.
2. Adoption of the latest technologies integrating the new techniques in the teaching learning process.
3. The deployment of any new technology is accompanied by the need

for training and reskilling. Reskilling was one of the challenges encountered while adopting the practice

4. The biggest challenge was to create an environment for such a type of system. Developing a digital mindset among the faculty and the student so that a digital culture can be established.

BEST PRACTICE 02:

1. Title of the Practice

Employability Enhancement Program

2. Objectives of the Practice

- To create an industry-ready workforce.
- To enhance the employability of the management graduates.
- To enhance the existing skillsets of the students in order to make them industry-ready.
- To focus on the holistic development of the students.

3. The Context

The practice has been developed in order to enhance the employability of management graduates. Since the industry has been rapidly revamping itself, the need of the industry is also changing when it comes to the industry-ready workforce. Understanding the shifting paradigm of skills required to enhance the employability of management graduates and developing the module is a challenge. Other than this, customization in the module to cater to the needs of students belonging to diverse backgrounds also becomes challenging at times, as the skill sets that are possessed by each student are different from one another.

4. The Practice

The institute focuses upon the employability of the students in a very intricate manner, a detailed module on personality development and campus to corporate is used semester-wise in order to lessen the skill gap and make the students industry-ready. The First and the Foremost is the PDP Module (Personality Development Program). The Second Module that is focused on during the Semesters across MBA is

the PCP (Professional Proficiency Communication) and Wordsworth Module. The Module is divided into three sections, Basic, Intermediate, and Advance. Following are the semester wise details:

Semester one: Personality Development Module, Wordsworth-Basic

Semester two: Campus to corporate, Wordsworth-Intermediate

Semester three: Campus to corporate (employability enhancement program),

Wordsworth-Advanced

Both these modules run across Semester 1 to Semester 4, the first module focuses on tips to enhance the Communication Skills, the students are also given a brief analysis of what is their current communication level and the tips to make the communication level better. The second module focuses on intonation and modulation while students pronounce words and sentences.

5. Evidence of Success

The overall holistic development of the students can be considered as evidence of success. Other than this the successful placement that the students are able to attain is also evidence of the success of this program.

6. Problems Encountered and Resources Required

Developing the interest of the students in the subjects that are not credit course itself is a challenge. Other than this, the constant up gradation in the industry also develops a challenge, a constant revamping of the module is required on a regular base. The resources that are required for revamping the module are a constant collaboration with the industry including the guest lectures, industry academia, guest lectures, and skill-based agencies.

File Description	Documents
Best practices in the Institutional website	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point1/1.1.1/1.1.1 Digital Transformation.pdf
Any other relevant information	https://jaipuria.edu.in/jim/wp-content/uploads/2020/01/development_plan_2020.pdf

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

The Mission of the Institute focuses on raising the level of Competence, Intellect, Emotional Stability and happiness leading to holistic development of the young Managers in order to make them ready to face the various challenges in the global environment. In order to make sure that this is being done in the desired order, the Institute has developed a detailed Student Development Plan. The Student development Plan focuses on raising the level of Competence and Intellect of the students. The major three focus areas in the same are the student grooming activities, student clubs and mentor mentee program.

The First and the Foremost is the PDP Module (Personality Development Program). The Second Module that is focused on during the Semesters across MBA is the PCP (Professional Proficiency Communication) and Wordsworth Module. The Module is divided into three sections, Basic, Intermediate, and Advance.

Both these modules run across Semester 1 to Semester 4, the first module focuses on tips to enhance the Communication Skills, the students are also given a brief analysis of what is their current communication level and the tips to make the communication level better. The second module whereas focuses on the intonation and modulation while students pronounce words and sentences.

Other than this, the Institute has Students clubs that organize various activities for the behavioral as well as the cognitive development of the students, the Mentor Mentee program run by the institute not only helps in developing the students during a span of two years but focuses on the lifetime holistic development.

A Socio emotional learning module also facilitates the holistic development of the students starting from semester one, other than these regular sessions on "Happiness", self growth and development also aid in making the students ready to face the world.

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

Jaipuria Institute of Management, Indirapuram, Ghaziabad is affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow (UP). The Institute follows the University prescribed curriculum for its MBA program. Different steps which are followed by the institution to ensure effective curriculum delivery through a well-planned and documentation process are as follows-

- 1.The Annual Academic Calendar is prepared according to the University Academic Calendar prior to the commencement of the academic year.
- 2.The academic calendar specifies important dates for significant activities to ensure proper teaching- learning processes and continuous evaluation.
- 3.The academic calendar is circulated to Students, Faculty members and to put up on notice boards.

At the end of the academic year, the Academic Program Committee (APC) meeting is conducted to discuss the course distribution for the next academic session. Based on the expertise of individual faculty members, the subject is allotted to them. Once the subject is allocated to a particular faculty, she/he prepares course files containing lesson plan, syllabus, academic calendar, time table, important questions, MCQs, previous question papers, cases (if relevant). While preparing the course files Program Outcome (PO) and Course Outcome (CO) are mapped. This exercise is collaboratively completed by the members of the Academic Program Committee (APC).

4. Online classes conducted during COVID times. Google classroom, Google Meet and Zoom platforms are used for lecture delivery. Moreover, other digital tools for effective curriculum delivery had been used like-Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, etc.

5. Video Lectures have been recorded by the Faculty members for

digital content for affiliated university AKTU, Lucknow and have been uploaded on the YouTube channel of the university "AKTU Digital Education".

6. The Institute provides value-added courses to enrich the university prescribed syllabus and make the students employable. The institute has set up a language lab for the effective delivery of communication classes.

7. Outcome based teaching pedagogy implemented for ensuring quality and effectiveness of delivery of course curriculum.

8. Conventional classroom teaching is blended with regiouress use of ICT to make the teaching- learning process more learner-centric.

9. Digital assisted learning, experiential learning, participative learning & problem-solving methods are also used for effective curriculum delivery.

10. Classroom teaching is supplemented with seminars, workshops, guest lectures from corporate, group discussions, tutorials, quiz, presentations, individual assignments, internal examination, industrial visits, summer internship which are done in a planned manner. Case based methods of teaching are adopted for effective delivery of the curriculum.

11. In the regular faculty meetings, the Director takes the review of progress made in curriculum implementation. Director also takes feedback from students about the quality and quantity of curriculum taught.

12. The syllabus and lecture plan of each subject for the academic session is provided to the students. The students are well acquainted with the course delivery plan for each subject.

13. The Academic Council meeting is organised every year for enrichment of course curriculum and effective teaching pedagogy .

14. The Institute Library provides teachers with necessary learning resources for effective delivery of the curriculum.

15. Internal Examinations are conducted to check whether the students have acquired knowledge as Outlined in the objectives of the curriculum. All examinations are conducted according to the academic Calendar.

16. Records of the regular attendance, marks list and progress of the students are maintained on Google Docs.

17. The Institute encourages faculty members to attend FDPs, workshops and present papers in Seminars/conferences of repute for acquiring necessary skills for effective delivery of the Curriculum.

18. The Institute has provided an online database to students to access the digital resources like- ProwessIQ industry database, ProQuest, J-Gate, Complete E-consortium of Journals, Teaching Cases, Projects - MyLoft.

19. The Institute has provided training to students and faculty members to be well-equipped with IT Tools and applications.

20. The Institute has designed a separate curriculum on digital efficacy for students and faculty members.

Through these methods of planning and implementation, effective delivery is ensured and documented.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://youtu.be/M6UiIcqcTic

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

The institute follows the academic calendar of the affiliating university (Dr. APJ Abdul Kalam Technical University, Lucknow. The academic calendar of the university is approved by the Board of studies set up by the university. The internal assessments are conducted as per the academic calendar shared with the students and the institute adheres to the announced dates. There are two internal assessments in a semester followed by an external examination conducted by the university. The assignments, quiz, and tutorial are also an integral part of the internal assessment. The assignments are given to the students as per the assignment calendar shared with the students and evaluation is done by the respective course teacher. The evaluation of the internal assessment and assignment is done within the stipulated time and are submitted to the university to ensure accuracy and

transparency. Quiz and tutorials are compulsory parts of the course content which are included in the lecture plan of each subject. The institute ensures that the assessment of the students' performance should be based on subjective assessment and objective assessment. The institute follows the guidelines of the university in the assessment of students. Summer Internship Program projects and Research Project Report projects are evaluated by the panel of External Examiner and Internal examiner. The student handbook shared with the students has the detail of all the planned activities of the institute. The IQAC ensures the conduct of various institute activities in adherence to the academic calendar.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

B. Any 3 of the above

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

1.2 - Academic Flexibility

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

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

2	
File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File
1.2.2 - Number of Add on /Certificate programs offered during the year	
1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)	
26	
File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File
1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year	
415	
File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded
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 integrates cross cutting issues in the curriculum to ensure gender sensitivity, environment awareness and human values and professional ethics. The role of education is to enable transformation by way of ensuring the development of the	

competence to live with definite human conduct and establishing a harmonious society.

The main focus of the course is not only to create professionals but also human beings who can be a catalyst in the process of uplifting the under-privileged of the society.

The institutional initiatives can be summarized as follows:

1. Faculty members successfully completed a certification program on "Happiness Curriculum" conducted by STTAR academy under the aegis of Seth Anandram Jaipuria Education Society.
2. All faculty members have successfully completed certification in inculcating human values in technical education conducted by AICTE.
3. Credit courses on human values and professional ethics are included in the MBA curriculum. The course is designed by the Board of studies of the affiliating university and the faculty is trained regularly for delivery of the content. Professional ethics are taught to students as part of their holistic development. Importance for group work and imbibing leadership is being taught.
4. The faculty members have completed FDP certification in Universal Human values and professional ethics course conducted by AICTE. Faculty members identified as resource persons by the affiliating university and AICTE are appointed as facilitators in the conduction of FDPs and workshops.
5. Skill Enhancement courses are also offered to the students to provide them with sustainable job opportunities.
6. Student activities on issues of gender biasness and equality. The institution not only celebrates womanhood but also ensures equality and various events are organized on women safety and laws for women rights and protection.
7. The student's clubs at Jaipuria are active in helping the weaker sections of the society. The students are sensitized towards the underprivileged and how their efforts can bring change in their lives.

8. Green Campaign for creating environment awareness in the society especially among the children and youth. The students are involved in organizing campaigns for Swachh Bharat, Anti Plastic and environment conservation themes. The objective of these activities is to bring all sections of society a platform for saving the environment.
9. Environment awareness is inculcated in students. Environment day is celebrated with enthusiasm. Students participate in tree plantation and cleanliness programs. We make students aware about the importance of preserving the environment.
10. Awareness workshop on Menstrual Hygiene for girls students on 24th Jun, 2021 by Global Hunt Foundation.
11. Moral and ethical values are an integral part of the education of the students. Our teachers put their best efforts to groom students and make them responsible citizens. We celebrate the day of Nation importance which imbibes the nation values in the students. Independence day, Republic day, Gandhi Jayanti, Teacher`s day, Voters Awareness Day, International Yoga Day, World Environment Day, Youth Day etc.

The cross-cutting issues are an intrinsic part of the students' co-curricular activities. These issues find a collective space in numerous co-curricular and cultural activities on and off campus through following activities.

- Drama
- Role Plays
- Awareness Camps
- Medical Camps
- Blood Donation Camps
- Orphanage Visits
- Fashion shows on gender Equality
- Faculty training for human values and professional ethics

- Skill development certifications and workshops.
- Declamations and Debates.
- Enrichment of Body and Soul.

The institute has a vision to develop a center for ethics and value-based education. In this endeavor the institute imparts a programme which is related to national integration, social justice, productivity, modernization of the society and cultivation of moral and social values.

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

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

11

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

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

190

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File
1.4 - Feedback System	
1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
File Description	Documents
URL for stakeholder feedback report	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point1/1.4.1/1.4.1_1.4.2_FEEDBACK.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded
1.4.2 - Feedback process of the Institution may be classified as follows	B. Feedback collected, analyzed and action has been taken
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point1/1.4.1/1.4.1_1.4.2_FEEDBACK.pdf
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	
195	

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

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

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

35

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

2.2 - Catering to Student Diversity

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

The institute realizes that all the students have different capabilities and these capabilities are identified with the help of Psychometric tests and CoCubes Test which helps in understanding their personality and nurture their talent. Institute focuses on the weak areas of students and provides them special training and counselling. During the induction program lectures on accounting, finance, marketing, economics and statistics are conducted to help students to get an insight into various subjects and make a background for learning. The Institute provides newspapers to all students daily for the enhancement of student's knowledge in different sectors. The course instructors continuously assess the learning levels of students on different courses through quizzes, assignments, mid-term tests, project presentations, case study discussion and external test. For mid-term tests, each course instructor used to calculate the Course Outcome (CO) attainment level on the basis of students' performance in those exams. CO attainment criteria used to be decided by the course instructor for each course and communicate to students in his/her first lecture. Those students who achieved the CO attainment are categorized as "advanced learners" and who could not achieve the CO attainment are categorized as "slow learners". Moreover, the institute conducts

regular English communication classes for the benefit of students. The institute has a computerized communication lab. The English language lab offers an exclusive result orientation and is effective to enrich the English language learning process. Apart from speaking English the students can set themselves their Soft skills and also prepare them for the corporate skills through this exclusive language learning labs. Teachers during class interaction identify student potential and then devise strategies to reduce the gap in knowledge and skills. Students are also mentored by teachers regularly during the semester to guide them accordingly. Faculty mentors and program coordinators regularly review academic progress and counsel students to improve performance and ensure academic growth. Extra time is given to students who learn slowly in a class by scheduling separate sessions. Special measures are taken to support advanced as well as slow learners, such as:

Slow Learners:

- . Academic performance is monitored continuously through CO attainment and counseling is done by faculty.
- . Extra tutorials in the numerical course.
- . Additional mentoring and guidance by the course faculty.
- . Providing extra reading material and course notes to improve basic understanding of the subject.
- . The question banks are distributed for all subjects and discussion is done by the faculty on writing answers in the university exam.
- . Regular communication with the parents regarding the academic performance and class attendance for continuous improvement.
- . Group study is encouraged with advanced learners for slow learners.

Advanced Learners:

- . Advanced learners are encouraged and facilitated to read beyond the requirements of the syllabus as well as to take up internships and additional value-added and online courses of NPTEL.

- Corporate interface sessions on contemporary topics to enable them for placements.
- They are given additional/challenging assignments/ project work.
- They are encouraged to participate in various inter institution events like quizzes, poster presentations, and other competitions.
- They are given opportunities to involve themselves in writing research papers, blogs, articles and conference participation.
- The advanced learners are guided and motivated to secure university rank.

The TED talks sessions are organised for the advanced learners

- The advanced learners are encouraged by giving cash prizes.

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

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

Number of Students	Number of Teachers
380	23

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Jaipuria Institute of Management (JIM) has always focused on student-centric learning and focuses on skills and practices that enable lifelong learning and independent problem-solving. The institute has adopted a pedagogy where the students not only acquire knowledge through instructional teaching but develop a

skill set through experiential learning. The inclusion of case studies, group discussions, management games, and role play develop an application-based outlook among the students. During the COVID times, the Institute has introduced digital intervention for Faculty and Students like Google Classroom, Zoom, Google Meet, etc.

The students are given individual projects and class assignments, live projects focusing on self-study and independent learning. Assignments are designed to promote a holistic understanding of concepts taught in theory along with their practical applications. The summer internship and the research projects ensure experiential learning among the students. Students are given projects/dissertations to find creative solutions to the real-world problems and challenges of organizations.

To facilitate participative learning the students are assigned group projects and other team activities like classroom group discussions, group presentations and role-play exercises. The institute has created various clubs like HR Club, Marketing Club, Finance Club, and IT Club to encourage students to expand their horizons beyond the classroom learning and exhibit their talent by participating and organizing activities. Besides the club events, various academic, sports and cultural events organized on the campus create a spirit of working in a team to achieve the desired goals. The students become active learners and they are able to assess their own capabilities.

The students are encouraged to participate in various inter-college events and competitions. The participation of students in co-curricular activities in and outside the campus fosters a spirit of togetherness and leadership.

The institute besides classroom teaching conducts regular workshops in different areas by inviting subject matter experts and practitioners from industry and academia. The idea behind these workshops is that students can link theory with practice, apply their knowledge and develop new skills. Interaction with the experts enhances knowledge in the domain and their problem-solving skills. The institute also conducts certification courses for students based on their specific domain to foster better learning among students as they are based on first-hand experience.

The institute adopts innovative methods of teaching which aim to promote learning in communication with teachers and other

learners and which take students seriously as active participants in their own learning and foster transferable skills such as problem-solving, critical thinking, and reflective thinking.

Different Pedagogical Methods of Instruction followed at JIM

Methods of Instruction

Procedure followed

Tutorials

Separate tutorial sessions have been allocated for numerical subjects.

Spreadsheet Modeling

Sessions on Spreadsheet modeling have been conducted on regular intervals.

IT Intervention Tools

During COVID times, IT Intervention tools have been introduced in each course like- Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, etc.

Collaborative teaching/learning

Ask a group of students to make a joint presentation on a given topic/to solve a problem jointly

Cooperative teaching/learning

Invite students to explain some part of the course

Role play

Role play by students to present simple analogy for a complex topics/theory/algorithm/hypothesis

Problem solving

Give the numerical problems in class and ask students to solve it

Simulation

Use software to showcase small programs in class**Case study**

Discuss real situation, outline problems, arrive at alternatives/solutions thereby enhancing analytical skills of learners

Quiz

Quiz are conducted on the basis of oral, written, picture, music

Interaction

Encouraging students to ask questions, give opinions and share knowledge.

Brainstorming

Generating ideas by the group of students and compilation of the same

Demonstration

Explain chart/graph/model. Helps learners to visualize how theory/principle/process works

Imitation

Involves replication of the behaviour or actions of someone or something

Group Discussion

Exchange of ideas and opinion on a given topic wherein team works and leadership is assessed

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

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

The Institution has taken several efforts to create a platform to provide ICT enabled learning opportunities to the faculty members and the students. All students' activities should be based on ICT tools and applications. These activities help the students to change the role from a passive receiver of content to an active participant and a partner of the learning process.

Content Creation Tools

a. Presentation Tools

The following tools are used by the faculty members and students depending upon the nature of content-

- Animoto
- One Note
- Canva
- MS Powerpoint
- Google Slides
- Prezi

b. Digital Resources

Faculty members are developing e-content for online teaching. The students can refer the following resources-

- Free-ebooks.net
- Behance
- Z-Library
- Google Scholar
- Hathi Trust

c. Video Creation Tools

The Faculty members are using the following tools on the basis of their convenience, size of the content, mode of learning, etc-

- Zoom
- YouTube
- OBS

d. Video Editing Tools

The JIM faculty members are using these tools as per their requirement-

- Free Video Compressor
- Hand Break Video Convertor
- Openshot

e. Online Engagement Tools

The followings are the tools the JIM Faculty members are using to engage the students in online class-

- Google Docs
- Google Jam Board
- Slack
- Flipgrid
- Direct Polls
- Padlet

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

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

2.3.3.1 - Number of mentors

19

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

2.4 - Teacher Profile and Quality

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

23

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

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

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

12

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

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

2.4.3.1 - Total experience of full-time teachers

82

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

The institute has taken efforts to improve the performance of students by framing significant reforms in Continuous Internal evaluation at the institute level. The reforms are as follows:

- **During COVID times, the internal assessments have been done through Online mode.**
- **LMS is used for continuous internal evaluation like attendance and quiz.**
- **Unit wise question banks are provided for all courses.**
- **Students are encouraged to solve previous years University Exam question papers.**
- **The Assignment Calendar is prepared and shared at the**

beginning of the Semester and faculty members are strictly adhering to the dates mentioned in the Calendar by sending the Assignments and collecting Answers from students. After the evaluation of Assignment answers, faculty members show the evaluated assignments to students and clarify their doubts.

- Case Study discussion, Project Report presentation and Role Play by students are also used as assessment tools in the classroom and evaluated by faculty members.
- Summer Internship Project (SIP) and Research Project Report (RPR) presentations by students evaluated by internal and external faculty members.
- In the Business Analytics and IT Skill course, knowledge on Analytics/ IT skills is evaluated by faculty members in the Analytics lab.
- Student's skill and career assessments are included as an innovative practice.
- A CoCubes test conducted to assess each student's weak and strong areas in their personality. Communication faculty share these results with each student and arrange training and counselling sessions for these students accordingly.
- Mock interview sessions are conducted for assessing the oral communication and domain knowledge of students.
- Course Outcome (CO) attainment level of each internal component of evaluation is calculated by each faculty member for their respective courses in order to identify the Slow and Fast learners.
- Remedial measures are taken for Slow learners by conducting tutorial classes to clarify their doubts and re-explaining the critical topics. Similarly, Fast learners are encouraged to write case studies, research papers jointly with faculty members and also encouraged to write articles for Quest Magazine and Institute's blog.
- The institute regularly conducts webinars, seminars and guest lectures by inviting eminent corporate professionals.
- Absenteeism is dealt with by sending registered letters,

emails to the parents of students who are not regularly attending classes.

- The institute effectively uses E-Mail Communication, WhatsApp Groups and Notice Boards for the information wherein all the notices and communications related to the examination and academics are circulated and communicated to all the students. .

Impact: These reforms have resulted in substantial improvement in students' performance through comprehension of difficult topics, improved time management, enhanced writing skills, enhanced communication skills, improved pronunciation, and overall aptitude building. This has significantly enhanced the pass percentage, academic excellence, and placement of the students.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point2/2.5.1/2.5.1.pdf

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

Transparency initiatives at the institute level:

- Schedule of Sessional Examination and Assignment is given in the Academic Calendar which is displayed on the Notice Board and sends e-mail communication to students well in advance before the commencement of the session.
- Basic eligibility for appearing the exam, guidelines to be followed during the exam and the evaluation process is made known to students through Student Handbook, Notice Board, E-mail and class counseling.
- Institute notifies the evaluation process and related documentation on the Notice Board, and Email. This includes the distribution of marks and a schedule of internal evaluation and university evaluation.
- Evaluation method comprises internal examinations held progressively during the semester and is designed to check and

report the periodic performance of the student.

- Evaluation is done by the respective course teacher only.
- Answer sheets are shown to all the students and answers are also discussed with the students. Assignment questions are discussed with students. The students submit two assignments per course in a Semester.
- Solving grievances of students, if any.
- The Academic Programme Committee monitors the internal assessment of the students for each subject. Model Question Papers are given to students.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point2/2.5.2/2.5.2.pdf

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.

A. Program Outcomes (POs)

MBA Program Outcomes of Jaipuria Institute of Management, Indirapuram, Ghaziabad are prepared as per the AICTE Model Curriculum and keeping in mind the specifications of what a student should learn and demonstrate on successful completion of the program:

PO 1: Apply knowledge of management theories and practices to solve business problems within available resources.

PO 2: Foster analytical and critical thinking abilities for data-based decision making.

PO 3: Ability to develop Value-Based Leadership while addressing the larger environmental issues.

PO 4: Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of the business.

PO 5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment that supports diverse and multidisciplinary settings.

PO 6: Identify business opportunities, design and implement innovations in the workspace.

PO 7: Ability to communicate effectively with all stakeholders in a business setting, considering the dynamism of the domestic/ international business environment as well as the ethical aspects.

PO 8: Ability to adapt to a rapidly changing environment by applying new skills and competencies.

B. Course Outcomes (COs)

The course outcomes are well defined for each course in the AKTU's MBA and MBA(Business Analytics) syllabus and curriculum. The COs are kept in the course file. The COs form the basis for achieving the POs, Mission, and Vision of the Institute. The course outcomes using Bloom's Taxonomy are informed to the students in the first lecture by the course instructor. Each Course Outcome is mapped to few Program Outcomes in terms of relevance. A correlation is established between COs and POs on the scale of 0 to 3. "0" indicates no correlation, "1" indicates a low correlation, "2" indicates a medium correlation and "3" indicates a high correlation. A mapping matrix of COs-POs is prepared in this regard for all courses in the program.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://jaipuria.edu.in/jim/programmes-outcomes/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

We at Jaipuria Institute of Management, Indirapuram, Ghaziabad followed Outcome Based Education (OBE). One of the important objectives of the OBE process is to calculate and check the attainment level of CO-PO. The success of the institute depends

on the CO-PO attainment level of its program offered. To ensure the same, the institution follows the effective evaluation system.

The process of attainment of COs and POs starts from the preparation and finalization of POs and COs in different brainstorming sessions with faculty members, experts and management. Moreover, Bloom's Taxonomy must be referred while preparing COs and POs. Once finalized, COs and POs are included in each Course File.

A correlation is established between COs and POs on the scale of 0 to 3. "0" indicates no correlation, "1" indicates a low correlation, "2" indicates a medium correlation and "3" indicates a high correlation. A mapping matrix of COs-POs is prepared in this regard for all courses in the program.

The following assessment methods are used for the assessment of Program Outcomes:

1. Direct Assessment (75%)

The direct assessment includes the following components-

1. Internal Examinations
2. End Semester External Examinations
3. Assignments
4. Quiz
5. Class Participation
6. Attendance

The scheme of evaluation of the above-mentioned components are as follows-

SCHEME OF EVALUATION (MBA SEM III)

Course: International Business Management

Course Code: KMB 302

A

INTERNAL (OUT OF 50)

Marks Assigned to each Component

Weightage for INTERNAL & EXTERNAL Components

(Percentage)

Weightage for INTERNAL & EXTERNAL Components (Actual)

1

SESSIONAL 1

(CT (Class Test))

100

15%

15

SESSIONAL 2

(CT (Class Test))

100

15%

15

2

ASSIGNMENT 1

(TA (Teacher's Assessment))

25

10%

2.5

ASSIGNMENT 2

(TA (Teacher's Assessment))

25

10%

2.5

3

QUIZ (5 quizzes) (one quiz from each Unit)

(TA (Teacher's Assessment))

50

20%

10

4

Class Presentations/ Participation

(TA (Teacher's Assessment))

10

25%

2.5

5

Attendance

(TA (Teacher's Assessment))

10

25%

2.5

Total of (A)

50

B

EXTERNAL

(ESE (End Semester Examination))

(OUT OF 100)

(Conducted by University)

100

100%

100

TOTAL (A+B)

150

1.Indirect Assessment (25%)

The indirect assessment has been performed at the end of a batch on the following parameters-

1.Students Development Activity

2.CSR activity

3.Feedback from stakeholder

4.Management Fest

5.Value addition Program

6.Soft Skill Training

7.Employability Enhancement Program

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

2.6.3 - Pass percentage of Students during the year

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

172

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

2.7 - Student Satisfaction Survey

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

https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point2/2.7/2.7_Documents.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)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

4

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

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	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 institution has created an ecosystem to foster innovation and create an entrepreneurial environment through various

activities. JIM has adopted National Innovation and Start-up policy in February, 2021. After successful formulation of NISP at the institute level, Jaipuria institute of Management, Ghaziabad has established an Institution Innovation Council with team members from industry, faculty and students in June, 2021. There are 15 teaching members, 13 student members and 10 external members in the council.

In the first year of inception, IIC of Jaipuria has qualified for all the three major schemes of MOE's innovation Council:

1. Impact lecture,
2. Mentor Mentee
3. Innovation Ambassador Foundation Training.

The key functionaries at the IIC are as below:

President: Dr. Sheetal

Vice President and convenor: Dr. Sadananda Prusty

Coordinators:

Dr. Ashwani Kumar Varshney: IPR Activity Coordinator, NIRF Coordinator

Dr. Nidhi Mathur: Start-Up Activity Coordinator, ARIIA Coordinator

Resource strength (human capital and Physical capital) of the IIC institution

Total No. of IIC Members: 38 members (Including student coordinators)

Total No. of faculty Mentors from Portal (Innovation Ambassadors): 6

Jaipuria Institute of Management has established an Entrepreneurship Development Cell for entrepreneurial activities. The aim of Entrepreneurship Development Cell (EDC) at JIM, is to develop and strengthen entrepreneurial qualities in the budding professionals who are interested in starting their own ventures.

The EDC cell facilitates the students by:

- Creating an environment for self-employment and entrepreneurship development through formal and non-formal programs.
- Providing them knowledge about various government schemes and policies to encourage Entrepreneurial ventures.
- Assisting the aspirants with mentoring, planning and execution of their start-up idea into a real business.

The EDC activities include:

1. Full credit course on Entrepreneurship
2. Certification on Entrepreneurship Awareness
3. Guest Lectures by Industry Experts
4. Workshop on Entrepreneurship Ecosystem / Opportunity

The management of Jaipuria encourages the generation of knowledge by academics and students through research activities. The institute has created a research policy to encourage academics to develop and publish their findings in journals that are Scopus and ABDC recognised. The institution's academics contribute by developing a knowledge repository for future breakthroughs through their research articles and case studies. The presentation of research findings at national and international conferences, as well as participation and paper presentations, aids knowledge transfer. Aside from that, the institution hosts guest lectures by famous individuals and industry experts in order to provide a platform for knowledge diffusion. Through corporate summits, the institute interacts with business, providing a venue for knowledge transfer from industry to academics.

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

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****14**

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards**3.3.1 - Number of Ph.Ds registered per eligible teacher during the year****3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year****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)	View File
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****13**

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

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

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

19

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

During the year 2020–21, Jaipuria Institute of Management, Indirapuram, Ghaziabad takes several initiatives to inspire the students to take responsibility for the Social Issues and for the betterment of the neighborhood community. A series of activities are planned well in advance which will create a holistic development of students towards Health, Gender, and Environmental Issues. Some of the activities were successfully performed in association with local and non-profit organizations. Few of the activities are mentioned below-

- Guest Lectures and Workshops on Social and Professional Ethical Issues
- Vigilance Awareness Week
- Tree Plantation
- Yoga and Meditation Session

- Street Plays on "Andh Vishwas" and "Say No to Drugs"
- Role Play on various societal issues
- Debate Competition

Impact of these Activities:

The objective of organizing these events is to create Responsible Leaders for the Society as a whole in order to keep a balance between economic development and the welfare of the ecosystem. Jaipuria Institute of Management, Indirapuram, Ghaziabad identified key elements that are crucial for the Individual Student-

- Learning Behavior
- Behavior towards oneself
- Behavior towards others, and
- Behavior in society

The activities are organized by keeping in mind these key elements so that the holistic development of the students can be possible.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/news-and-events/
Upload any additional information	View File

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

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

11

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

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

16

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

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

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

2680

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration	
3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year	
3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year	
3	
File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File
3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year	
3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year	
8	
File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File
INFRASTRUCTURE AND LEARNING RESOURCES	
4.1 - Physical Facilities	
4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.	
The institution has adequate facilities for teaching-learning viz., classrooms, labs, computing equipment, etc. The details of the facilities for teaching-learning available in the Institute	

are as under :-

Classrooms:

All classrooms are equipped with LCD/LED projectors, Internet connectivity, and audio-visual facilities. All the advanced visual aids like projectors, white boards, flip charts are used in the classrooms to facilitate learning of the students. Other than this the classrooms have a sufficient number of chairs for the convenience and comfort of the students.

Library:

An exclusively furnished library is equipped with books, computers, printers, a photocopier, and internet facility. The library has sufficient seating capacity for the students. The Library is equipped with different National, International journals, online journal databases (J-gate, ProQuest and Delnet, Myloft and Shodhganga), web online access catalog and it is equipped with CCTV surveillance. The library staff always maintains a decorum to facilitate students' learning.

Computer Lab:

Institute has state of the art computer labs equipped with modern computer systems and software. The computer lab has 120 computers with LAN connection, printers and Wi-Fi facility with Internet speed of 100 Mbps (Lease Line) as per AICTE norms. These labs are available to the students all across the day as per the requirements of the students other than the designated classes. The Institute has a separate Analytics Lab for MBA (Business Analytics) students equipped with all required softwares like- R Studio, Python, SPSS, Anaconda, MS SQL Studio, etc.

Language Lab:

The Institute has a state of art language lab for corporate communication classes. Students are taught phonetics for the understanding of syllables. Through this specialized software of Wordsworth, the students learn the correct pronunciation of words often used at the corporate.

Seminar Hall / Auditorium:

The Institute has a well-equipped seminar hall/auditorium with LCD/LED projector, sound system and Wi-Fi facility. The halls are

adequate to support the seating for more than 400 students.

Training and Development Room:

The institute has a specialized training and development space equipped with latest smart board technology that is exclusively used for Ted Talks, Virtual Industrial tours, Employability Enhancement Modules, Corporate Grooming and Certification Program. This exclusive space is efficiently utilised for student grooming and skill enhancement. The area has been equipped with a smart board that facilitates all the mentioned activities.

Digital Infrastructure:

JIM has introduced digital intervention for Faculty and Students like Google Classroom, Zoom, Google Meet, Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, etc. The Institution has taken several efforts to create a platform to provide ICT enabled learning opportunities to the faculty members and the students including Presentation Tools, Digital Resources, Video Creation Tools, Video Editing Tools, Online Engagement Tools. Moreover, the Institute has implemented an ERP system to make the process more transparent and robust. The Institute has adequate digital infrastructure including Wi-Fi, Smart Classroom, LED/LCD Projectors, 24X7 Internet connectivity with 100 Mbps speed through lease line, etc.

Solar Plant:

As a part of its 'Green Campus' initiative, Jaipuria Institute of Management has installed a 170 KW distributed rooftop Solar PV Power Plant on the roofs of its academic buildings. The energy from this solar installation is helping offset the institute's daytime peak electricity demand from the grid. Solar water heating systems are also used in hostels.

CCTV Camer:

The institute has a well maintained security system equipped with CCTV cameras for surveillance of the premises to ensure safety and security of students and staff.

The security of the institute is looked after by a private security agency under the supervision of Dy. Director (admn.) in two shifts round the clock. The security guards are on duty at the institute's main gates, hostel gates for taking rounds of the

campus at regular intervals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/lifecampus/

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

The Jaipuria Institute of Management was established in the year 2001. The institute is spread over an area of 3.37 acre. The institute has adequate facilities for cultural activities, sports, games (indoor, outdoor) and gymnasium. The usage rate of all the facilities ranges between 90 to 100 percent. The details are as follows:

Cultural Activities:

The Institute has an auditorium of size 400 square meter with a seating capacity of 400 people to organize various cultural activities and club events. Cultural Events are an important medium to develop leadership skills, and other managerial skills. Keeping this into consideration the institute organizes various cultural activities like Orientation Day, Teacher's Day, Fresher's Party, Alumni Meet, Farewell Party.

Sports / Indoor and Outdoor Game:

The institute has an indoor game facility of size 100.35 square meter for indoor games like table tennis, chess, carrom, snooker, etc. Similarly, the institute has a playground of 815 square meter for outdoor games like cricket, volleyball, etc. The institute also has a Badminton/Basketball court of size 335 square meter.

Gymnasium:

The institute has a gymnasium of size 100.35 square meter for students and faculty & staff members. They can avail the facility to maintain their fitness.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/news-and-events/

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

13

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

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

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

188.93

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The library is an integral part of the learning process in the

Institute. In order to support the academic requirements of the faculty and students, the institute has a well-stocked, air-conditioned and fully automated library. The library is managed by Library Software Libsys for Acquisition/Procurement, Cataloguing, Serial Control, Circulation, OPAC, Administration and Report Generation etc.

Library Management Software is used to know the bibliographical details about the collection. One separate node is made available in the JIM Library for OPAC Facility and as it is a Web OPAC, the user from any location can search the library collection, search by Title, Author, and domain can be carried out.

The library has an Electronic Resource Management Package for e-journals. The Library subscribes to J-gate, ProQuest, MyLOFT, PROWESS IQ and Delnet Periodical packages. In Addition to that, the link to scholarly open access journals/databases is also available on the Library webpage. URL:
<http://192.168.3.107:8280/lsease/Libsys.jsp>

A well -equipped Digital library with 4 nodes having internet connectivity is housed in the Jim library for access to E-Resources. As the access facility to e-journals is multi-user and IP Address-based, students and Faculty can access the E-Resources from anywhere on the campus.

All the active book collection is updated in the Library Management software(LSEase-Libsys) database and the WEB OPAC is available for the users. Thelibrary is equipped with computer systems to access the e-resources for faculty andstudents' knowledge enrichment.

Facilities Available

The library has got the following facilities:

There is an open Access Catalogue for students, staff & Faculty Members. The Reading Room is well furnished to accommodate 100 students at a time and provides a conducive environment for study. The exclusive reference section is available in the Library. A Biometric Machine (ESSL) is maintained for recording entry/exit of users of the Library.

New Arrivals of books and journals are displayed on separate stands and racks. Also shared the contents of New Books and journals to library users by email. Each Student gets Security of

resources is ensured through a system of checking at the exit point for all resources borrowed by the users. CCTV cameras are installed in the library for strict surveillance.

MYLOFT: For the benefit of the faculty and students,, the library subscribes to EBSCOhost, EMERALD, DOAJ, Taylor & Francis, Science Direct, Springer Link, Wiley Online, Pearson Education journals/e-Books through the AKTU Nalanda e-consortium (MyLOFT), which contains over 633320 National and International e-journals and 62024 e-Books. E-resources can be accessible via wired and wireless connections both on and off campus.

NDLI: National Digital Library of India (NDLI) is a virtual repository of learningresources which is not just a repository with search/browse facilities but provides a host of services for the learner community. It is sponsored and mentored by the Ministry of Education, Government of India, through its National Mission on Education through Information and Communication Technology (NMEICT). It is built to provide support for all academic levels including researchers and life-long learners, all disciplines, all popular forms of access devices and differently-abled learners.

Library Committee

Institute has a Library Committee which helps in guiding the Library for providing

effective services. It carries out Library Audit from time to time.

Library Resources: The Library has got the following resources available for the users:

1. No. of Titles of books: 3208
2. No. of volumes of Books: 18,268
3. No. of E-books: 10705
4. No. of National and International print Journals: 41
5. No. of Magazines: 17
6. No. of Newspapers: 6
7. Availability of CDs/DVDs: Yes
8. Databases of E-Journals: ProQuest, J- Gate, Delnet, PROWESS IQ & MyLOFT
9. Name of ILMS Software: LSEase Software (Libsys Infotech Ltd.) Version : LSEase (EJB) Rel 1.0
10. Nature of Automation (Fully or Partial): Fully

11. Year of Automation: 2011 Updated Version 2021
12. MyLOFT Consortium e-library (AKTU)
13. Knowledge portal: <http://jaipuria.edu.in/portal/>
14. ERP: <http://jimeconnect.jaipuria.edu.in:105>

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point4/4.2.1 New.pdf

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

A. Any 4 or more of the above

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

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

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

38.65

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

4.2.4.1 - Number of teachers and students using library per day over last one year**362**

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure**4.3.1 - Institution frequently updates its IT facilities including Wi-Fi**

Jaipuria Institute of Management, Indirapuram, Ghaziabad has upgraded its IT infrastructure facilities with time and requirements arised due to COVID-19.

Digital Infrastructure:

Google Classroom, Zoom, Google Meet, Padlet, Canva, Kahoot, Quizizz, Blinklist, Flipgrid, Jamboard, Digital Fitness, and other digital interventions have been introduced by JIM for Faculty and Students. Presentation Tools, Digital Resources, Video Creation Tools, Video Editing Tools, and Online Engagement Tools are some of the tools used by the institution to deliver ICT enabled learning possibilities to staff and students. In addition, the Institute has implemented an ERP system to improve the process' transparency and reliability. Wi-Fi, Smart Classroom, LED/LCD Projectors, 24x7 Internet connectivity with 100 Mbps speed through leasing line, and other digital infrastructure are available at the Institute.

There has been a significant change in the year 2020-21. Some of the major upgrades in IT are given below-

- Access Point has been purchased for better Wi-fi access.
- Internet with the bandwidth of 100 Mbps and Wif-fi Facility provided to all students, faculty and staff.
- Interactive Intelligent Panel has been purchased to provide digital learning.
- IBM SPSS software procured for better research work for students and faculty members.

- License MS Office has been procured.
- New projectors procured for the classroom.
- Renewal of Wordsworth software.
- Purchase and Maintenance of batteries for Online/Offline UPS.
- Maintenance of Printing Devices.
- Procurement of Computer System Accessories for Students, Faculty and Staff.
- Projector Accessories like cable, etc have been procured for better projection.
- Audio Facility has been provided in all classroom
- Network devices procured to improve the networking.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point4/4.3.1_documents.pdf

4.3.2 - Number of Computers

143

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

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

312.26

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

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

There are established systems and procedures for maintaining and utilizing physical, academic and support facilities such as classrooms, library, computer, classroom, gym, sports ground etc in the institute. The maintenance of physical, academic and support facilities are carried out by the respective departments with the help of in-house staff on a daily basis and periodically. The Administrative and Maintenance Department of the Institute, which is headed by Deputy Director Administration, is in charge of maintaining all of the properties of the Institute.

1. Class Rooms: Class rooms are well equipped with necessary ICT equipment. The class rooms are utilized as per the time table of the classes. The class rooms are cleaned on a daily basis monitored by institute Maintenance Manager and Dy. Director (admin.). Deans and Faculty Members also monitor the cleanliness

and ensure that the cleanliness is maintained in the class rooms.

2. Computer Centre: IT related classes are conducted in the Computer Lab as per the time table. IT in charge is responsible to maintain and upgrade the lab with necessary equipment from time to time to cope with change in the requirement. Dead stock verification (Physical Verification) is carried out to verify working/nonworking/missing equipment etc. Preventive maintenance and performance monitoring is carried out regularly. Each lab attendant keeps the record of utilization of equipment, computers and other required material for experiments.

3. Library: Librarian has been appointed to maintain the library. The Library staff focuses on the availability and utilization of instructional material in the teaching and learning process. At the end of the Academic year stock verification is done and necessary action is taken. Librarian prepares the report on the library infrastructure and reading material utilization by the students and staff. Procurement of books as per the requirement is initiated through the library committee by inviting the requisition of books from the faculty members; this is then processed following the procurement procedure.

4. IT facilities: Institute has PCs, essential software and peripherals as per the requirement. The lab technician and IT in charge maintain the IT facilities in the institute. In case of major issues of maintenance, vendors are hired for maintenance of IT facilities.

5. Sports Ground & Equipments: Sports In charge of the institute looks after the sports facilities and the activities. The sports equipment is issued to the students as per the schedule of the events. If any sports equipment is not functioning properly then sport in charge informs the Maintenance Department for maintenance. Preventive maintenance measures are taken from time to time. Sports Incharge is responsible for keeping the record of utilization of sport Facilities, activities held, and awards for the students etc. Institute has also appointed housekeeping staff to maintain the gardens

6. Electrical, Drinking water coolers, ACs, Lift etc.: Institute has employed electrician and plumber for up keeping and maintenance of electrical fittings & equipment and drinking water facility. ACs and the Lift services are maintained with the help of external agencies.

7. CCTV, Security etc: The maintenance of internet connectivity and CCTV security systems are done with the help of external agencies. Security staff including ladies guards under a security supervisor is employed to safeguard the whole premises

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point4/IT%20BILLS.pdf

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

18

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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)	View File

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

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

52

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File
5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	A. All of the above
File Description	Documents
Link to Institutional website	https://jaipuria.edu.in/jim/academics/ict-enabled-tools-and-services/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File
5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
150	
5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
150	
File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File
5.1.5 - The Institution has a transparent	A. All of the above

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

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

150

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

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

5.2.2.1 - Number of outgoing student progression to higher education

2

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

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

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

52

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

5.3 - Student Participation and Activities

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

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

5

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

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

Jaipuria Institute of Management maintains transparency in all activities by the involvement of students. By participating in various committees' students get exposure to the social and corporate atmosphere. It helps to develop leadership skills, team building, decision making, time management, self-discipline among the students and create robust managers for industry. It helps the institute to generate fresh ideas which infuses dynamism in the institute's environment.

Jaipuria Institute of Management ensures the representation and engagement of students in various administrative, co-curricular and extracurricular activities through the following committees:

1. Placement Assistance Team (PAT): PAT team is selected every year to serve with the placement team of the institute wherein students as members play an active role by coordinating with industry professionals, candidates and by managing campus placement processes.

2. Students' Clubs: At JIM, the amalgamation of various activities pays attention to the intricate skill building of each and every student. Student Clubs are the major platforms for the implementation of these objectives. Student Clubs are managed by students for the benefit of the students. The main focus and aim of the club is to increase the output of students at the Institute by "Doing and Learning" technique. Student Clubs encourage students to participate, lead and learn. At JIM, these clubs are open to all students. Involvement in extracurricular activities builds confidence, team-work spirit and leadership skills. The club activities also equip the students with life-

long skills. Students participate in a whole gamut of activities under 5 different student clubs:

Marketing Club: MARKETING TRENDSETTERS

The club focuses on the key marketing areas that help the students to learn the core concepts of marketing. Marketing simulation exercises help the students to apply the knowledge gained in classrooms to practical/ real life situations.

Finance Club: THE FINNOLOGIST

Students work upon their skills related to the finance domain and gain expertise by involving in various activities related to finance.

Economics and IB Club: ARTHSHASTRI- The Economist

The club provides opportunities to have a 360 degree view of the changing economy and international business trends to the members by involving them in various activities.

Human Resource and Communication Club: BUDHIJEEVI-The Intellectual

With the blend of activities like role- play, debate and declamation; the aim is to support students in comprehending the concepts of human resources along with the objective of developing their interpersonal and communication skills.

IT, QT and Operations Club: THE EVOLVERS

The Club emphasizes the development of IT skills, quantitative aptitude and understanding of operations as a domain within management; by making students participate in various activities.

3. Social Media Committee

The committee undertakes drafting the marketing message for promoting the organization's mission, goals and programs; presenting the same to other MBA aspirants, keeping day to day notice on the social networking site of the Institute and enhancing the visibility of JIM on social media. This committee helps the students to improve their writing skills by motivating them to write blogs which are published on JIM website.

4. Admission Committee

Students also help in the admission process by becoming brand ambassadors in the major cities to which they belong to and assist the admission department in its functionalities.

5. Print And Electronic Media Committee

The committee will ensure the presence of JIM in print media, publication of press releases of events/occasions, connecting with different print and electronic media vendors, designing advertisements for print and electronic media. Student-coordinators help in the smooth functioning of this committee.

6. Alumni Committee

Jaipuria Institute of Management has an active Alumni Committee which coordinates and connects with its huge base of alumni through the appointed students. This committee associates with alumni for mentoring, grooming, placement. They try to seek active participation of distinguished alumni by arranging alumni meets.

7. Cultural Committee

All the cultural activities of the Jaipuria Institute of Management viz. Fresher's party, and SPARDHA (annual fest) are coordinated by this committee which has a number of students as its members.

8. Hostel Committee

Hostel committee is responsible for the smooth functioning of the hostel. Students' members actively participate in deciding the menu of the mess. They take active participation in assuring the hygiene of the hostel and mess.

9. Sports Committee

Sports committee is responsible for organizing various sports event in the campus. Committee actively organizes the sports event every year in the campus.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point1/1.1.1/1.1.1_Hand_Book.pdf
Upload any additional information	View File

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

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

15

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	View File

5.4 - Alumni Engagement

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

The Institute continues its interaction with students even after they have formally left Institute through an active and vibrant Alumni Engagement Programs and Association-

The organization has taken several steps toward initiating useful activities:

1. A Separate Alumni Portal

Jaipuria Institute of Management, Indirapuram, Ghaziabad has a separate alumni portal to provide a common platform for all the alumni. The link of the portal is www.jaipuriaalumni.com. The portal has 1361 registered alumni and active 756 alumni active on

social media.

2. Spandan: An Alumni Interaction with Freshers

Jaipuria Institute of Management, Indirapuram, Ghaziabad organizes an event Spandan an Alumni Interaction with newly admitted students. During this event Alumni shares their experience and best practices for career development.

3. Grand Alumni Meet

Jaipuria Institute of Management, Indirapuram, Ghaziabad in association with Jaipuria Group of Institutions organizes grand alumni meet at a very large scale. In this event, all alumni across the Jaipuria group are invited with their family members. In this event, alumni get together with their old batch mates.

4. Birth Day Wishes to Alumni

The Institute wishes alumni on their BirthDay. It is an initiative to stay connected with the Institute.

5. Engagement with Events and Activities

Alumni are called upon to participate in Institutional Activity and Events as Judges/ Guests in the various extracurricular and co-curricular activities

6. Alumni Mentor

The institute nominates a few Alumni as Mentors of some students to guide them constantly through their career progression so as to prepare them in a better manner to face corporate.

7. Summer Internship Opportunities

Summer Internship Opportunities are explored with Alumni Companies or their associates so that the students are connected to their seniors and they can take advantage to be shaped as better professionals with the intervention of their seniors already working in those companies.

8. Placement Opportunities

Final Placement Opportunities are also explored with Alumni companies or their associates so that the students can be placed

and they can take advantage of their seniors already working in those companies.

9. Newsletter to Alumni

Jaipuria Institute of Management, Indirapuram, Ghaziabad circulates its fortnightly Newsletter to Alumni covering various aspects like business, innovations, information technology, sports, politics, fashion, life style, etc.

10. Executive Alumni Program

Jaipuria Institute of Management, Indirapuram, Ghaziabad initiated an Executive Alumni Program to support support to alumni in the areas like free library membership, career development services, opportunity for MDP, Domain specific knowledge upgradation, support for mentoring and counseling, etc.

File Description	Documents
Paste link for additional information	www.jaipuriaalumni.com
Upload any additional information	View File

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

A. ? 5Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Governance of the institute is based on its Vision, Mission and Value System. The institute has decentralized and adopted a Participative Management System supported by the Academic Program Committee (APC), Academic Advisory Council and Governing Body. The Vision and Mission of the institute are as follows:

VISION

"To become a Fully Integrated, Socially Responsible, Contextually Relevant and Value Based Management Institute of National Reckoning by meeting the growing and emerging needs of industry and business through contemporary innovative management teaching, Training, Research and Consulting "

MISSION

"We intend to provide and develop the capabilities of the young managers by raising their level of competence and intellect to face various challenges in the global environment. In pursuit of excellence, we provide training and development services, foster research and disseminate knowledge through publication of books, journals and magazines for development of society at large."

Vision and Mission of the institute described above emphasise on distinctive characteristics such as:

- Innovating and integrated value based management teaching, training , research and consulting through dedicated full time qualified , dedicated and distinctive faculty .
- Raising capabilities of students to face challenges in Changing global business environment
- To achieve holistic growth of students through extra-curricular activities, value added courses, NPTEL / Swayam courses, industry interface, Internship, IT exposure, conferences, ted talks, communication classes, etc.
- Serving society through social activities.
- Governance of the institute is dealt at three levels. Firstly at the Corporate Level through Governing Body headed by Chairman of the institute secondly the Academic Advisory Council chaired by an Expert Academician for policy formulation and thirdly at the institutional level through well established IQAC incorporating various Committees headed by the Director to ensure effective implementation of the strategic plans.

The Development Plan for three years prepared by the Director in consultation with faculty in Academic Program Committee (APC) and Academic Advisory Council duly approved by Board of Director is implemented for academic robustness . The Academic Advisory Council Meeting is held once a year to discuss and review the institutional practices.

The Institute has a structured IQAC to channelize and systematize the efforts and measures towards academic excellence. Different Academic initiatives are discussed and finalized in the Academic Advisory Council and implemented through IQAC .

The functional committees in which faculty members and students are closely associated ensure quality learning and teaching processes in the institute .

The Committees which are actively involved include:

Academic Program Committee , Admissions Committee , Placement Committee , Library Committee , Alumni Committee , Hostel Committee , Grievance Redressal Committee , Research Committee , Cultural Committee , student Clubs, etc . Moreover , the institute has an Internal Quality Assurance Cell (IQAC) to ensure quality learning and teaching process in the institute .

Institute promoted a culture of participative management with full involvement of Faculty, students, Deans, HODs , Coordinators , class teachers . Even alumni and parents of students are associated in different activities and decision making of the institute.

An effective Governance of the institute is reflected in Quality education using ICT and promoting industrial exposure with holistic personality development of the institute. The students are transformed into socially responsible citizens of the country to serve the society.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.1.1Updated2.pdf
Upload any additional information	View File

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

Jaipuria Institute of Management encourages a culture of participative management by involving staff members in a number of administrative roles. The college promotes a culture of participative management as all college operations are managed by committees constituted for academic and non-academic activities.

Major committees comprise teachers, and many include non-teaching staff and students as well. The institute has created a decentralised structure for decision making where all the committees are authorized to take decisions and interface their decisions with the academic council. Various committees are constituted for managing different functions in the institute .The committees are responsible for college time table, allocation of co-curricular work, purchases, organizing admission, looking after the welfare of students, preparing working guidelines for effective functioning of the college.

Before the commencement of each academic session, Committees are formed under the guidance of the Director, Committees have freedom to formulate their plan and decide execution strategies. Activities and decisions of Committees are discussed in faculty meetings as required. The execution plan is approved by the Deans and the Director.

A case study on the functioning of these committees to demonstrate college practicing decentralization and participative management is attached herewith.

The example of decentralization and participative management is the formation and functioning of the Academic Advisory Council in the institute which is constantly involved in the academic process and development of the institute which works in coordination .

The Academic Advisory Council comprises all the stakeholders of the institution.It has representatives from faculty, industry, academicians from Institute of repute as expert , alumni and representatives from various functional committees of the institute.

The Academic Advisory Council gives input to all the functional areas including the admission strategy of the institute, suggestion to improve the teaching learning process to ensure effective delivery of the course curriculum and guiding the academic programme committee for value addition in the current course structure.The students are offered value added certifications to hone their specialisation subject skills.The Academic advisory council reviews the role and functioning of IQAC at the institute.

The Alumni members of the Academic Council give their valuable inputs on the corporate connect of the institute and suggest

measures for strong Industry interaction. The experience of the Academicians helps the institution in excelling in research and development of the faculty members. This is further reflected by the successful implementation of the development plan and the research policy.

The leaders from the corporate acquaint the heads of the committees about the current industry skill requirements which is implemented through various modules like PDP (Personality Development Programme) and EEP (Employability Enhancement Programme).

There is a participation of all the functional committees which include all the stakeholders, faculty , student, alumni, industry and external experts.

The following functional committees demonstrate of participative management-

Admission committee : The Admission committee comprises Dean, faculty members and students who make detailed plans and a systematic process for selecting the right candidates for the Program. The admission process is monitored by the committee and is empowered to select candidates with a structured process. The recommendations of the committee are final and implemented.

Placement Committee: The placement committee comprises two teams one comprising of the faculty and staff (Placement Managers) and the other the students (Placement assisting Team). The PAT team of the students in collaboration with the placement committee is responsible for liaising with the industry and the students for nominations and other arrangements. On the other hand, the faculty members in the placement committee are involved in preparing the students to make them industry ready and also provide placement counseling when required. The placement managers in the committee are responsible for industry tie-ups and also arranging on-campus interviews for final placements. The notifications and other placement information are circulated by the committees themselves.

Library Committee: The library committee of the institute is formulated to take decisions regarding the library resources including procurement of books , subscribing journals and other library facilities. The members of the committee have representatives from administration and faculty who in consensus takes all the decisions.

Academic Program Committee: In order to enhance the academic level of the students and skill development, APC is formed which closely monitors academic delivery of the curriculum and recommend suggestive measures, which are passed through the Academic advisory council for implementation. The APC at the institute includes deans and program coordinators so that the participation is ensured at all academic levels.

Purchase Committee: The purchase committee is established for procurement of all the infrastructural facilities at the institution. There are established SOPs for the process so that transparency is ensured in process. The purchase committee members are empowered to select the best vendors for operational efficiency.

Anti-Ragging Committee:

Anti-Ragging Committee is formed to ensure compliance with the provisions of Regulations as well as the provisions of any law for the time being in force concerning ragging.

Grievance Redressal Committee:

Grievance Redressal Committee for Students has been constituted in the Institute to redress the grievances and complaints of the students.

Maintenance Committee:

Maintenance Committee is formed at the Institute to establish regular maintenance of the building and the equipments of the institute and monitor the quality of work, regular maintenance in the institute on daily basis.

Mess Committee:

Mess Committee facilitates the various functions in the mess. It provides the mess manager with the menu consisting of nutritional meals for breakfast, lunch and dinner.

Prevention of Sexual Harassment Committee:

Prevention of Sexual Harassment Committee is responsible for investigating complaint of sexual harassment and taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

SC/ST Committee:

The Scheduled Caste (SC) and Scheduled Tribes (ST) committee in the institute promotes the special interests of students in the reserved category and to guide the students to optimally utilise the benefits of the schemes offered by the Government of Uttar Pradesh and their respective State Governments.

Alumni Committee:

Alumni Committee of is dedicated to maintain a strong network of its alumni so that they always remain connected to their Alma Mater and also among each other. Various activities have been undertaken to achieve this objective. Maintaining Alumni's portal, updating the Alumni database, interacting with alumni through different activities and events and sharing important updates of the institute & its engagement with the alumni.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point6/6.1.2CommitteeMinutes.pdf
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Development plan for 2019?2022 identifies the following goals and a number of supporting initiatives formulated to strengthen JIM's reputation as a recognized leader in business education:

1. Enhance JIM's reputation for business education that graduate students who are ready to execute and who have the interdisciplinary expertise required to address the most vexing problems facing business and society.
2. Achieve distinction for research conducted within and across the boundaries of the JIM that addresses the most challenging issues of quality management research facing business in future.
3. Increase our engagement as a member of business communities at the local, regional, national and global levels.

Jaipuria Institute of Management will provide a dynamic learning

and research informed environment in order to develop future leaders, who make a mark not only in their own society but on the global front. In the next five years, we aim to develop responsible citizens who are ethically sound and respected in the Corporate for their effective contributions.

The development plan covers the following aspects-

1. Curriculum and Pedagogy Enrichment

Classroom Delivery, Academic rigour and communication need to be assessed, reviewed & strengthened through the recommendations of Academic councils/Industry Expert/Management.

2. Student Development Activity

3. Admissions

4. Placements Development Plan

5. Global Interface

6. Management Development Program and Consultancy

7. Faculty Development Plan

8. Enhancement of Alumni Relationships

9. Infrastructure

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.2.1.pdf
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.

The Board of Governors and Academic Advisory Council of the Institute works in close cooperation with the Director to

regulate and maintain a good academic environment required in the interest of all stakeholders of the Institute. The Director as the Head of the Institution along with the members of Teaching and Non-Teaching staff implements the decisions and policies of the Institute.

The Board of Governors is guiding and supervising all aspects of the institution including its finance, human resource, educational and research functions and infrastructure arrangements. It develops the policies and deliberates on the Academic, financial and administrative initiatives for the future, which guides the institution to serve its stakeholders as per the mission statements of the institution.

The core objective of the Academic Advisory council is to maintain the standards of education, implementation of university syllabus , approval of value added courses,, admission process, teaching-learning and evaluation methodologies, research initiatives and student support facilities.

The director provides strategic direction in the college. Director looks into the standardization of curricula, assess teaching methods, monitor student progress and achievement, encourage stakeholders involvement, revise policies and procedures, administer the budget, hire and evaluate staff and oversee facilities with the help of the senior faculty who are delegated with roles and responsibilities.

The Organogram of the Institution is attached in the additional information.

Policies

- IQAC Policy Manual
- Research Policy
- Placement Policy
- Admission Policy
- Anti-Ragging Policy
- Hostel Policy
- Library Policy

- **Hiring and Recruitment Policy**
- **Sexual Harassment at Work Policy**
- **IT Policy**
- **Recruitment and Selection**
- **Maintenance Policy**
- **Employee Manual**
- **Performance Management System**

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/about/policies/
Link to Organogram of the institution webpage	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/organization%20chart.pdf
Upload any additional information	View File

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

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

The Institute has following welfare measures for teaching and non-teaching staff:

1. Faculty members are promoted for self-development programs and higher education.

2. Financial support for attending /presenting the paper at National & International Seminars & Conferences

3. The medical facility, Term Plan Policy and Mediclaim Policy for employees is available for faculty and staff.

4. The study leaves for higher education.

5. Paternity Leaves for Male faculty and staff

6. Group insurance scheme for teaching and non-teaching staff.

7. Various leaves available to teaching and non-teaching staff are vacation leave, casual leave, Earned Leaves, medical leave and maternity leave for ladies staff.

8. Fees Concession scheme available for Teaching and Non-Teaching staff.

9. Employee Provident Fund for teaching and non-teaching staff.

10. The Institute provides college uniform to non-teaching staff (Security Personal and peons)

11. Payment of Gratuity and encashment of leaves to the employees on cessation of service.

12. Recreational Programmes like sports, cultural, excursion trips, yoga and gym facilities for faculty and staff.

13. Celebrations of various festivals take place at JIM, these festivals help in bonding of the faculty. Festivals like Diwali and Lohri are celebrated each year.

14. Special celebrations like women's day celebration, birthday celebration also take place at the institution.

15. Long Service Award for faculty and staff i.e. 25,000/- on

completion of 10 years of service and Rs.50,000/- on completion of 25 years of service.

16. The institute has taken a policy initiative during COVID. The institute provided compensation to the family members of deceased employees.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AQAR2020-21/Point6/6.3.1_NEW.pdf
Upload any additional information	View File

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

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

60

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

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

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

8

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

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

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

69

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

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

The institute has written policies for staff Appraisal Development programs. The has implemented a performance appraisal system for its faculty and staff matching with best National and International B Schools.

The Performance and Staff Development Program provides for periodic appraisal of staff. The appraisal process is designed to encourage constructive dialogue between staff members and their supervisors, to clarify job responsibilities and performance goals/expectations, to enhance the staff members' professional development, to assure that job performance and accomplishment information is recorded in each staff members employment history, and to provide a basis for decisions on compensation.

- The formal Performance and Staff Development Plan (Performance Appraisal) is conducted once a year. After the Performance Appraisal is completed, it is discussed with the staff member by the Director.
- Evaluations are done with dimensions such as achievements during the year, productivity, team skills, contribution to the Institute's promotion and welfare schemes.

Based on the Appraisal, the feedback is communicated to the respective faculty and staff by the Director. The faculty is provided requisite training especially through faculty development programs in the institute and outside based on appraisals. The appraisal is also used to sanction annual increments and promote the faculty and staff to the next level.

The institute follows the well-established Promotion Policy based on performance and annual appraisal of faculty and staff. Faculty Performance Appraisal form is filled by the faculty every year. The Annual appraisal of faculty is done by the director based on the self-assessment and performance of the faculty during the year. Performance-oriented promotion policy enables the faculty to move up the ladder to the position of Professors from the post of an Assistant Professor after attaining academic qualification and experience as per AICTE norms. The institute is not constrained by any ceiling on the number of Professors, Associate Professor or Assistant Professors.

Performance appraisal can be viewed as the process of assessing and recording staff performance for the purpose of making judgments about the staff that leads to decisions. Performance appraisal is also viewed as a system of highly interactive processes that involve staff at all levels in differing degrees in determining job expectations. Each Staff member of the Institute participates in a regular process of performance appraisal. Individual performance evaluation plans are developed

for each staff member. Much like the individual faculty development plan, each performance evaluation should be developed cooperatively between each staffmember and her/his supervisor.

All positions within the Institute should undergo a periodic review each year. During this review, the duties and responsibilities of the position should be analyzed to ensure that they match the mission and goals of the institution.

In addition, every staff member meets the Director on a regular basis to discuss performance and expected behaviors within the institute. The institute maintains an appraisal record and documents for staff in a well-planned manner.

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

6.4 - Financial Management and Resource Mobilization

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

The Institution has established a mechanism for conducting internal and external audits on the financial transactions every year to ensure financial compliance. The Institute conducts regular Internal and External Audits every year. Audit of accounts of the Institute is conducted by the External Audit teams throughout the year as per Government rules. The Audit Team works under the direct control and supervision of the corporate office of the Society. Society issues the calendar of the audit in the beginning of the financial year. All expenses such as of revenue nature are audited by the internal audit. The Internal Auditors have checked and verified all vouchers of the transactions that are carried out in each quarter in the financial year and issued an audit report of each quarter. Institute compliancethe audit report whenever the observations pointed out by the audit team are immediately corrected/rectified and precautionary steps are taken to avoid the recurrence of such errors in the future. External audit is carried out to verify all the accounting vouchers andwith supporting documentsand certify the entire Income and Expenditure and prepared Balance Sheet of the financial year along with audit reports. The Institute has

maintained the highest level of transparency in all financial transactions. It may be seen from the audited reports that all the financial transactions are carried out as per the standard norms.

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

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

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

39000

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

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

Jaipuria Institute of Management is a self-financing private Institute. The source of income is generated by way of fees from students, fee reimbursements of students by the Social Welfare Department; Alumni contribution, interest received from the banks, Institute also generated the income through events sponsorship and a participation fee of FDP, MDP, and Conferences of the Institute. The surplus generated year on year is invested in up-gradation of the Institute Infrastructure. In case of deficit, the parent Society extends support by way of funding from the corpus for the smooth and efficient functioning of the institute.

A well-established mechanism of effective financial management exists in the institute to ensure optimal utilization of resources for the overall development of the academic and

administrative activities. The entire process of mobilization of funds and preparation of the detailed budget statement of the financial year is undertaken on a conservative basis with the involvement and consultation of all departmental stakeholders before the commencement of the financial year. These financial statements are placed for formal approval before the Competent Authorities. An effective and efficient system of granting approval is in place for procurement / availing various material/service facilities. The procurement of various items is implemented judiciously by different committees. All the recurring and capital expenses are referred to with the sanctioned budgets by the Accounts Department and accordingly approved for payments/reimbursements by the Director. All major financial transactions (both receipts and payments) are executed by following the due process and accounts department using Tally ERP software. It is a regular practice to report the financial position of the Institute to the Director from time to time. In case any expense arises, which is unplanned and not budgeted and/or the budget for a particular head of expense is insufficient, then the Director in consultation with the Management takes a discretionary decision and additional funds are accordingly allocated to meet the said expenditure. All the financial transactions and related statements and books of accounts in the financial year (April to March) by a practicing Statutory Auditor registered with the Institute of Chartered Accountants of India to verify that the Accounting Standards are adhered to in all respects as well as verify the compliance in respect of all statutory transactions.

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

6.5 - Internal Quality Assurance System

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

The IQAC of the institute contributes significantly in establishing quality standards , reviewing the outcomes pertaining to quality of teaching learning process , obtaining feedback and taking corrective actions so that the goals and objectives of the institute are achieved. IQAC also seeks advice from the Academic Advisory Council on different aspects of the

quality of teaching learning process . IQAC ensures maintenance of quality standards in the institute based on advice of the Academic Advisory Council .

IQAC arranges training sessions of the faculty and administrative staff to keep them abreast of latest trends , management practices and technology. Quality commitment and assurance is inbuilt in the system and permeates all tasks and initiatives that the institute undertakes.

The two practices institutionalized as a result of IQAC initiatives are as follows:

1. IQAC led efforts for continuous improvement:

The Institute IQAC planned, organized and executed the necessary steps that included the preparation of detailed quality manuals, identification of key performance indicators and mapping the various processes across the entire functioning of the Institute, which finally led to implementation of SOPs in all the academic and administrative functions.

The monthly review meetings of the IQAC were conducted to monitor the quality initiatives and other policy implementation. All the policies are reviewed by the IQAC in the beginning of the semester to ensure regular quality improvement.

The IQAC led efforts to the successful implementation of modern technology in the Institute's administrative functioning through ICT and alternative sources of energy, have significantly contributed to an enhanced quality of teaching-learning experience.

2. Feedback from all the stakeholders:

The institute collects feedback from students, recruiters , alumni and parents so as to make improvements in the current practices .The feedback from students is collected semester wise, whereas the feedback from recruiters , alumni and parents are collected on a yearly basis.

The Feedback Assessment Committee of the IQAC is responsible for taking necessary and possible actions on the basis of the feedback and the recommendations of the stakeholders.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.5.1IQACFAC.pdf
Upload any additional information	View File

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

The Internal Quality Assurance Cell (IQAC) members have been continuously reviewing the teaching learning process at Jaipuria Institute of Management Ghaziabad, providing suggestions for improvement in various activities and ensuring the achievement of incremental improvement in all activities. The two most important activities where significant incremental improvements have been noticed are (i) research and (ii) placement.

The IQAC reviewed and approved the faculty development plan and research policy to empower and enable faculty members to craft a professional development plan and enhance teaching and research skills to accomplish their individual career goals. It aims to enhance the academic and intellectual environment in the Institute by providing faculty members with enough opportunities to pursue quality research and also to participate in seminars/ conferences/ workshops organised by institutes/universities of repute. To motivate the faculty members to write quality research papers in Scopus Indexed and ABDC category journals the institute followed an Incentive Policy. A research corpus of Rs 20 lakhs per year is constituted to fund different research activities in the institute. This corpus is subject to revision as per the need and requirement of intellectual work. The corpus is exclusively utilised for research related activities, in addition to teaching, including research publication in the reputed referred national and international journals with good impact factor, research related activities with regard to pedagogical innovations being followed in global management institutes, books and monographs for publication by international and national publishers of repute, participation and completion of faculty development programme and workshop in institute of international/national repute, faculty research through PhD registration and completion. If the research paper is published in an ABDC listed journal an incentive of Rs 15,000/- for each paper in a year is payable. This amount will vary depending on

the impact factor of the journal. Also, to facilitate high quality research, each faculty member is entitled to avail a grant of Rs 75,000/- per year on reimbursement basis for purchase of books/journals/software/E-books/E-articles, limited duration engagement of Research Assistant and field surveyors, fees for participation and paper presentation in conference (excluding TA & DA), attending FDPs/ Training/Workshop/Online courses in India and abroad. More weightage is assigned to the research component in the annual performance appraisal of the faculty members.

Because of all these above-mentioned measures we noticed a significant incremental improvement in the quality research output of the faculty members.

The Institute is actively working towards strengthening the placement portfolio for improved placements. As per the suggestions received from the IQAC members, we adopted a two-fold strategy. At one end we worked on our students to make them industry-ready as per the current industry requirements. At the other end, we worked on establishing strong industry connections.

For this, we identified Prospective Employers by reaching out to the potential employers by establishing contacts with the HR Heads or Senior Officials through continuous follow up on telephone/ online engagement and through the Corporate Summit. Initiated Empanelment Procedure with the companies that require the same. We involved the Recruiters continuously through inviting the HR Heads/ Senior officials for Guest lectures. We continuously follow up with the Corporate for Summer Internships/ student involvement in their events/ live projects. We involved the Industry Experts in a Mock Interview. Made special efforts to invite Grade A recruiters to the campus by wishing the recruiters on major festivals, continuous follow up about them and gifting on Diwali. Contacting Alumni placed in A Grade companies and requesting them to deliver a few guest lectures to our students. Follow up with them regarding the requirements in the companies. Continuous follow up with the companies in which students have undertaken SIP by continuously monitoring the performance of our students during their SIP. Continuous follow up with the companies regarding PPO (Pre-Placement Offer). Receiving feedback from the recruiters by designing feedback forms in order to obtain feedback on GD and PI rounds in the company. Identifying the number of placements in each sector and preparing students sector-wise through MOOCs certification courses as per their domain by studying the trend of the industry each year. Included MOOCs / Coursera / Udemy certifications. Organised workshops on

Artificial Intelligence, Design Thinking, Big Data. Prepared students on Basic Communication Skills through the Modules such as PDP (Personal Development Program) Module-Basic in Sem-1, Campus to Corporate (PDP & Grooming) in Sem-2, Campus to Corporate 2 (PDP & Grooming) in Sem-3. Also conducting different levels of Wordsworth. Basic Level in Sem-1, Intermediate Level in Sem-2 and Advanced (i.e., inclusion of IOM as per the need) in Sem-3. Preparatory sessions of the students organised where faculty members discussed the JD received, KRA's explained, briefed company and industry details. Faculty members continuously motivate students in the overall improved performance by sharing the students' profiling with the students in order to explain them the weaknesses and further motivating them for improved performance.

Because of all these above-mentioned initiatives and continuous monitoring of IQAC team members our students achieved 100% placement with Rs 12.40 lakhs and Rs 5.25 lakhs per annum as highest and average packages respectively.

The Institute has designed a Development Plan for 2019-2022 that identifies the following goals and a number of supporting initiatives formulated to strengthen JIM's reputation as a recognized leader in business education:

1. Enhance the reputation of the Institute for business education that graduate students who are ready to execute and who have the interdisciplinary expertise required to address the most vexing problems facing business and society.
2. Achieve distinction for research conducted within and across the boundaries of the Institute that addresses the most challenging issues of quality management research facing business in future.
3. Increase our engagement as a member of business communities at the local, regional, national and global levels.

The development plan for 2019-2022 is based upon the mission and vision statements and our core academic values of the Institute.

Moreover, the IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The IQAC reviews the Quality on the following parameters:

1. Curriculum and Pedagogy Enrichment

Classroom Delivery, academic rigour and communication need to be assessed, reviewed & strengthened through the recommendations of Academic Councils/Industry Expert/Management.

2. Student Development Activity

Enrichment of body and soul, Club events in the campus, Events at the institute, Student grooming activities, Mentor-Mentee program, Entrepreneurial Development.

3. Admissions

Quality of admissions improvement, improvement in number of admissions, GD/PI Planning and Execution.

4. Management Development Program and Consultancy

The institute focused on conducting MDP's for the Industry Executives.

5. Faculty Development Plan

The objective of the faculty development plan is to encourage the faculty members to think reflectively and then make explicit his/her vision and goals for an effective contribution to the institution.

6. Enhancement of Alumni Relationships

Increment in Alumni Database, Events Participation, Mentorship, Engagement for Placements and SIP.

The Institute prepared the Academic Calendar in advance, displayed and circulated in the Institute and strictly followed. Admission to the MBA and MBA(Business Analytics) program, examination schedule, and declaration of results are notified in the Academic Calendar. All newly admitted students have to compulsorily attend the Orientation 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. All students are provided with the Student Handbook that provides all details relevant for students. Students are apprised of the Time-Table, Programme structure, syllabi of the

courses before the semester commences. Important announcements are communicated to the students through email and notices. Attendance and conduct of classes are monitored by the Deans and Program Coordinators. The Discipline Committee members make random visits to ensure the smooth functioning of classes. Class Coordinators are regularly conducting meetings with students to take feedback and take necessary actions to enhance the teaching-learning process. The students are regularly mentored through a strong mentor-mentee system. They are exposed to industry through corporate mentorship, guest lectures, industrial visits, industry-oriented certification programmes.

There is a well-structured evaluation system for assessment of students on a regular basis throughout the semester which includes case study discussion, quizzes, assignments, presentations and sessional examination. The objective of the continuous evaluation is to identify the slow and advanced learners and special tutorials can be arranged for slow learner students.

There is a system of continuous academic review done by the Deans for the effective delivery of the course curriculum. Feedback from students is also taken individually by teachers for their respective courses and by Deans. Students are also free to approach the Director of the Institute for feedback and suggestions.

Further, at the end of each semester, feedback forms are issued to the students for each of the courses attended by them. The feedback forms in the form of a questionnaire collected information about the teacher and different aspects pertaining to the teaching learning process. Feedback is properly analysed and shared with the Director, Deans, program coordinators, and individual faculty members. The teaching-learning processes are reviewed, suggested for improvements and subsequently implemented based on the IQAC recommendations.

Examples of institutional reviews and implementation of teaching learning reforms facilitated by the IQAC-

Fostered Research Excellence

- Implemented a comprehensive research plan for faculty development.
- Increasing Activities of Research Development Centre.

- Increase Research Support to encourage research.

Industry Engagement

- Organization of HR Summits/ Seminar/ Conferences.
- Alumni Engagement at regular intervals.
- Fostering relationships with Industry through Guest Lectures, Industrial Trips, Live Projects.
- Corporate Training through MDPs.
- Certification Programmes: MOU with Industry.

Academic Excellence

- Outcome based teaching learning process.
- Curriculum enrichment with incorporation of experiential learning.
- Case base method of teaching and learning.
- ICT enabled Smart Classrooms.
- Development of Students: Critical Thinking through Club Events and Co-curricular activities like Panel Discussions, budget reviews sessions, etc.
- Incorporation of value-based method of teaching and learning.

Fostered Employment Enhancement Skills

- Domain-specific (Finance, Marketing, HR) curriculum enrichment sessions organised by inviting external experts.
- Conventional classroom teaching is blended with use of ICT to make the teaching- learning process more learner-centric.
- Set up a language lab for the effective delivery of communication classes.

- News Analysis sessions organised & News Letters circulated to students.
- Preparatory sessions conducted on how to write CV, how to answer aptitude questions, detailed information about companies visiting our institute for placement, up to date information on domain specific courses.
- Encouraged to complete a few Value Addition Courses.
- Encouraged to complete Online Self Learning Courses.
- Each student has to complete one NPTEL course in a Semester.
- Each faculty member mentions and delivers one lecture on Ethics in the lecture plan of every course.
- Summer Internship Project Report presentation before internal and external faculty members and successful completion.
- Successful completion of Research Project Report.
- Workshop on Human Values and Professional Ethics.

File Description	Documents
Paste link for additional information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/6.5.2Updated.pdf
Upload any additional information	View File

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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point6/IQACMinutesUpdated.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Jaipuria Institute of Management strictly adheres to various values and principles, such as equality, inclusion, respect for human dignity, fairness and justice for all. It also supports a diversity of talent. Equity among the gender is an indispensable need and is completely taken care of at the institute.

1. Equal opportunities for participation in various cultural programs:

The institute organizes a fresher's and a farewell party every year welcoming the freshers to the institute and bidding a farewell to the seniors, the institute provides an equal opportunity of participation to females as well as males. Three awards to each gender are being given every year.

2. Sensitization of students towards gender equity through Role Play:

The institute sensitise the students towards gender equity through the organizatio of role play. The institute organizes such role plays during the induction program for new batch. The institute also conducts inter-college competition on Role play activity.

3. Annual sensitization program on menstrual hygiene:

The Institute organizes an annual sensitization program on

menstrual hygiene undertaken by senior faculty, the program sensitizes the female students on maintaining menstrual hygiene to have a healthy life. Small talk sessions for the hostel students are also organized on a periodic basis

4. Percentage of students:

The institute has always been witnessing almost an equal male female ratio. The institute promotes gender equality by providing equal opportunities to male and female starting from admissions to placements.

BATCH

TOTAL STUDENTS

MALE

FEMALE

2018-2020

156

75

81

2019-2021

185

107

78

2020-2022

195

104

91

5. Special training for female students:

Looking at the importance of physical wellness in the current times the institute organizes Zumba and yoga for the female students. A Yoga trainer has been employed for the students staying at a girl's hostel, the students practice yoga each morning for a balanced and healthy life.

6. Yearly scholarship award:

JIM provides cash prize to the institutional toppers, a sum of Rs 1,00,000, Rs 51000, Rs 31000 is given to 1st, 2nd and 3rd rank holders respectively. Each year the number of toppers is females. The institute is proud of this kind of sincerity and hard work from its students.

7. Employability Enhancement Program:

The EEP Program undertaken by the institute provides an equal opportunity to learn and groom self for the placement season. The EEP undertaken is an extensive program that makes the females and the males corporate ready further enabling them to get an excellent placement.

8. PAT Team:

To ensure smooth flow of all the placement related activities, A PAT Team is appointed each year, an equal opportunity of nominations and selection is given to both males and females. Each year the number of females in PAT Team members is more to males.

9. Faculty at JIM:

The number of faculty members at JIM are more females than males. The Institute endows the females with work life balance motivating them to perform efficiently at work.

S. No.

Year

No. of Male Faculty

No. of Female Faculty

TOTAL

1

2020-21

10

13

23

2

2019-20

9

12

21

3

2018-19

7

15

22

10. Safety and Security:

Jaipuria Institute of Management strictly follows the safety norms for safeguarding the interests of every stakeholder involved without any differentiation to their gender. The institute campus has a strict security check at the entrance for everyone. Institute has installed CCTV cameras at different locations such as Institute Gate, Library, Classrooms, Student Computer Lab, Parking, and corridors of different floors of the Institute to ensure the safety and security of students, faculty and staff. ID cards are issued to the students and staff to prevent the entry of outsiders into the college premises. All corridors and labs are equipped with fire extinguishers. Security guards are available in the institute for 24x 7. Lady security guards have been appointed at Girls Hostel. There are separate hostels with caring and responsive wardens with appropriate

security arrangements for boys and girls. Pick up and drop facility is available for girl students at the late-night events held by the institute. The student in/out movement is recorded in the register available at the main gate. As per hostel policy, students are not allowed to go outside the campus after 7 PM. If any student is found not following the hostel rules and regulations, his/her parents are informed via phone call. The students also need to follow a three-tier permission system for going out of the premises. The institute also provides special training for ensuring safety and security of the students, karate and taekwondo classes are taken.

11. Celebration of women's day:

Every year the institute celebrates International Women's Day, on 8th March 2021, the institute celebrates womanhood, the director of the institute endows all the female faculty members with goodies and flowers to appreciate their work and their efficiency to manage work life balance.

12. Counselling

To counsel the students in the most effective manner, Jaipuria Institute of Management has introduced the "Mentor-Mentee system". Students are allocated to specific faculty mentors for the entire two years. The major objective of this system is to counsel the students for their academic, emotional, social and cognitive development so as to empower them for their overall development. This system improves the rapport between students and mentors.

The institute has established a "Students' Grievance Cell" to address the grievances of students if any through interaction especially designed for female students.

13. Common Room

Separate Common rooms are provided for girls. Rooms are provided with necessary facilities like first aid box, rest room, cots, beds, mirror, chair, table, washbasin, dustbin, etc.

File Description	Documents
Annual gender sensitization action plan	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point7/7.1.1ActionPlan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point7/7.1.1Updated29March.pdf

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

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
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

Solid Waste Management

Institute practices the segregation of Solid Waste and its effective management on the campus. The collected waste is segregated at the source of the generation. The waste bins are placed separately for dry and wet waste at every corner of the corridors, washrooms and common rooms. The dry waste bins are also placed along the side of solid waste bins including in libraries, classrooms, etc. The dry and wet waste is handed over to a waste collection vendor.

Liquid Waste Management

The Sewage water from the entire campus is received through the well-connected underground pipelines and it is transferred to the Sewage Line laid down by Ghaziabad Nagar Nigam.

E-Waste Management

In the institute, there is an established system of e-waste management. At the end-of computers' useful life, they are collected from different locations of the campus by designated technicians and sent to the institute computer center. At the center, the computers are sometimes repaired and some are likely not to be repaired due to the level of damage. The un-repaired computers and accessories are inspected by the IT in charge and it's recommended to the Director for disposal through contractors or vendors, who pay an agreed amount of money to take delivery of e-waste .

Other types of waste like biomedical waste, hazardous chemical and radioactive waste are not generated on the campus. However, disposal of bio- waste like sanitation pads is done separately by an incineration machine.

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

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
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:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered**

A. Any 4 or All of the above

vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping	
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	A. Any 4 or all of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File
7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards 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	B. Any 3 of the above

of reading material, screen	reading
File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded
<p>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>	
<p>The students in the institute are given a platform to promote and showcase tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. The same is attained by the institute using a step by step approach starting from and induction program to the celebrations of the festivals. The students also develop a bond with one another over freshers and farewell parties organised by the institute.</p>	
<p>For this the following efforts have been undertaken:</p>	
<p>1. Student Induction Program:</p>	
<p>The student induction program is the common road that all the students require to travel before starting the journey of MBA, since all the students are coming from diverse backgrounds, the induction program set the stage right to begin with the program. Sessions are conducted on:</p>	
<ul style="list-style-type: none"> • Course on Human values and professional ethics • Special modules on aptitude training • Psychometric testing • Basic modules on life skills training • Management games addressing theregional and cultural diversity 	
<p>2. Uniformity among the students:</p>	
<p>The institute promotes uniformity among the students, the</p>	

following steps are taken:

- Participation in inter-college cultural fest
- Compulsory uniform in the campus
- Sessions by "Brahamkumaris" on stress management
- Yoga sessions by "Art of Living"
- Role plays on Communal harmony
- Language lab for linguistic development
- Scholarship to meritorious students for socio-economic inclusion
- Sports activities for student development
- Club events to foster harmony among the students
- Regional festivals celebrations like lohri, basant panchami, vishwakarmajayanti etc.
- Celebration of freshers and farewell parties

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

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

Jaipuria Institute of Management undertakes different initiatives by organizing various activities to sensitize students and employees to the constitutional obligation-Values, Rights, Duties and Responsibilities of the citizens:

1. Workshop on Universal Human Values and Professional Ethics

Jaipuria Institute of Management, Indirapuram, Ghaziabad has organized one day workshop on Universal Human Values and Professional Ethics for MBA Batch 2020-22 on 4th Aug 2020. Dr. Kumar Sambhav, B.Tech., M.Tech., and Ph.D. from IIT Kanpur conducted the session. During the workshop, he discussed "Samajh", "Sambandh" and "Samridhhi" i.e. right understanding, relationship, and prosperity. He also discussed how-to live-in harmony in the current environment.

2. Tree Plantation

The Institute organizes a tree plantation drive at its campus

every year. More than 200 saplings are planted in and around the campus by the faculty and MBA students as part of the CSR activity.

3. Anti-Plastic Campaign

Use of plastic is ruining our beautiful environment and is also posing a serious threat to our health for a long time. In an attempt to curb further deterioration of the mother Earth and aware people about the harmful effects of Plastic usage, an Anti-Plastic Campaign is conducted every year from 5th September to 7th September. This campaign is aimed at inspiring people against the use of plastic and to implant the message of "Say No to Plastic".

4. Plogging Drive

Plogging drive was organized at Jaipuria Institute of Management, Indirapuram Ghaziabad on 17th January 2020. Plogging provides variation in body movements by adding bending, squatting and stretching to the main action of running, hiking, or walking. This activity encourages students to pick up litter while out running.

5. Swachhata Pledge

Jaipuria Institute of Management organized a pledge taking ceremony to spread the message of cleanliness, sanitation among the students and staff and also in the nearby area. In pursuance of the directives of the Ministry of Human Resource Development, Govt. of India "SWACHHATA PLEDGE" on 16th January, 2020, the faculty, students and the staff took a pledge to spread the message of cleanliness among the family members and society, creating awareness amongst the citizens to keep the surroundings and environment clean and committing to take necessary measures and steps to keep our surroundings and Country clean.

6. Workshop on Human Values and Ethics

JIM, organizes a holistic program on human values and ethics in association with Shri Satya Sai Sewa Sangathan every year. This module discusses the importance of developing and defining shared goals and plans in a collaborative and harmonious manner. Upon reaching agreement on a plan of action, skills are employed to establish a timeline, monitor progress and assure quality control. While conducting any activity, leaders remember that all work is an opportunity to focus on our own spiritual

transformation. All decision-making is to be based on fundamental discrimination and the Universal Human Values. By making decisions based on faith, virtue, and God's presence and guidance within, we can grow as leaders in character and self-confidence.

7. A Step towards Creating Responsible Leaders: Workshop on Life is A Game! Play It

Jaipuria institute of management, Indirapuram, Ghaziabad organized a workshop on "Life is a Game! Play it" in association with Satya Sai Seva Organization on 22nd Feb 2020. The session was on Leadership and how to express yourself. Dr. Bharti from Satya Sai Seva Organization informed students regarding the leadership by: "TO BE, TO DO, TO SEE, TO TELL". She told the students that Leaders need to understand the spiritual and organizational context. The spiritual context is to work on our own spiritual transformation in order to realize and manifest our own divinity. Trust is an essential component in all aspects of leadership. Fostering trust by making collaborative decisions at every level encourages active involvement and a shared sense of responsibility. Since leadership can be described as 90 percent character, leaders are encouraged to focus their energy on self-improvement and leading by example. This module discusses the importance of developing and defining shared goals and plans in a collaborative and harmonious manner. Upon reaching agreement on a plan of action, skills are employed to establish a timeline, monitor progress and assure quality control. While conducting any activity, leaders remember that all work is an opportunity to focus on our own spiritual transformation. All decision-making is to be based on fundamental discrimination and the Universal Human Values. By making decisions based on faith, virtue, and God's presence and guidance within, we can grow as leaders in character and self-confidence. This workshop showed a path that can help MBA students become responsible leaders.

8. Street Plays on "Andh Vishwas" and "Say No to Drugs"

Social issues refer to any undesirable evil custom which is opposed either by the whole or some part of the society due to its harmful effects. Many of us look out for ways on bringing out such social issues in modern society and make people aware to avoid practicing it. In such an endeavour, the students of Jaipuria Institute of Management, Ghaziabad, identified Street Play as one of the most powerful approaches to pass their message to the masses and raise their voice against social evils. Two groups of MBA students performed Street Plays on 4th March 2020

in busy places of Ghaziabad including residential societies and parks. The objective of motivating students to perform these role plays was to make them understand their civic responsibilities and their role in shaping the future of the nation. The two themes around which the role plays were performed were "Andh Vishwas" and "Say No to Drugs".

9. E-Pledge Against Drugs

Faculty and students of Jaipuria Institute of Management has taken an e-Pledge against Drug as a moral responsibility to the society to make it a better place to live for all human beings.

10. Faculty Training on Human Values

The faculty at Jaipuria Institute of Management, Indirapuram, Ghaziabad has attended Eight-day staff workshop on Universal Human Values and Professional Ethics organized by the affiliated university.

11. A complete course on Human Values and Professional Ethics

It is mandatory for our MBA students to study a complete course on Human Values and Professional Ethics which facilitates their learning about values and ethics. These human values convey personal conviction, ethics describe the accepted principles and standards of conduct about moral duties and virtues as applied to an organization. Codes of professional ethics guide them about the desirable and undesirable acts related to the profession.

12. Celebration of National and other Festivals

The Jaipuria Institute of Management also celebrates Independence Day every year on 15th August to highlight the struggle of freedom and importance of Indian constitution. The Institute also celebrates Gandhi Jayanti every year on 2nd October to inculcate values among students and employees. Similarly, Republic Day is also celebrated every year on 26th January to highlight the importance of Indian Constitution. The institute also celebrates all other festivals like Diwali, Holi, Lohri, Eid and Christmas with great zeal and enthusiasm.

13. Institutional Innovation Council (IIC) Activities

The Jaipuria Institute of Management has organised a number of activities on Intellectual Property Rights (IPR), entrepreneurial

education and innovation under the umbrella of IICto sensitize the students and employees to the constitutional obligations including values, rights, duties and responsibilities of citizens.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point7/7.1.9Updated.pdf
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

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

JIM is committed to celebrate national and international days, events and festivals amongst students and faculty .The University organises National festivals as well as Anniversaries for the great Indian Personalities this include. University celebrate the following days:

- Teachers day(5th Sept)
- International Women's day(8th March)
- International Yoga day (21st June)
- Independence day(15th August)
- Republic day(26th Jan)
- World environment day(5th June)
- Mahatma Gandhi Jayanti (2 Oct)
- Dr. B. R. Ambekar Jayanti (14 April)
- Maharshi valmiki jayanti (24 Oct)
- Lohri Celebration (13th Jan)
- Youth Day (21 Jan)
- Savitribai Phule Jayanti (3 Jan)
- International Day of Elders (1 Oct)
- World Literacy Day (8 Sep)
- Sports Day
- Deewali Celebration
- Holi Celebration
- World Environment Day (5 June)

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

7.2 - Best Practices

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

Best Practice 01

1. Title of the Practice: IT intervention and Digital Transformation

2. Objectives of the Practice:

The technology adoption plan outlines a strategic plan for implementation of emerging technologies by faculty of Jaipuria Institute of Management (JIM), Indirapuram, Ghaziabad in their teaching pedagogy. This plan serves as a blueprint for use of technology by faculty members and ensuring improvements of IT

skills among faculty of JIM. The plan focuses on the use of technology to train faculty members and to support the course curriculum and their lesson plan. More importantly, we believe the plan will serve to propel JIM into the forefront of technologies used by the faculty to fulfill the future requirements of students. The objectives can be summarized as:

- Develop and promote technology proficiency among all faculty members of JIM.
- Ensure that faculty members have access to technology resources that enable them to be actively engaged in content development and improved delivery.
- Provide opportunities to empower all faculty to use new and emerging technologies that will prepare our students to compete successfully in an ever- changing global economy.

3. The Context

Over the years, the Internet has increasingly impacted the way we communicate, work and collaborate. Advancements in the emerging technologies have a profound effect on all activities of Industry-Academic interface. To graduate students with skills needed for the future, JIM has taken necessary initiatives to keep pace with developments in technology by planning for use of new and emerging technologies, and equally important, must provide the infrastructure, professional development, and resources to support them. the digital transformational practice was done in two aspects:

1. Digital Transformation Plan for MBA Students

2. Digital Transformation Plan Faculty and staff

The Practice

Digital transformation is a physical and moral change designed to meet the ever-growing demands of our students, faculty and campus to create a digital learning environment. This is an ecosystem that combines technology and services to bridge the digital gap to create collaborative, interactive and personalized learning experiences. Digital transformation is creating a world of difference by rethinking the digital tools that are used in the classroom. Digital tools are driving new levels of collaboration

and innovation to create a campus of endless learning possibilities. The digital transformation plan is implemented for students to enhance the Digital skills levels. The digital skills required in current scenario can be grouped in three categories-

Advanced Skills including Artificial Intelligence (AI), Blockchain, Internet of Things (IoT), Mobile App Development, Cybersecurity, Digital Entrepreneurship.

Intermediate skills including Data Analysis and Modeling through MS Excel, Domain specific Analytics course like HR Analytics, Financial Analysis, Marketing Analytics, E-Commerce and Digital Marketing

Basic skills including Fundamentals of hardware and OS, Fundamentals of MS Office (Word, Excel and PPT) for Business . Basic of Networking, Online / Internet Operations like E-mail, search, etc., Fundamentals of Database Management System, Fundamentals of Python Programming.

The above mentioned skill set are imparted to the students through

- **Certifications**
- **Workshops**
- **Domain specific lectures from the industry experts.**
- **Class room teaching**

The faculty at JIM is encouraged to adopt the latest technical intervention in their domain to shift from traditional instruction to technology-driven interactive online education. The institute has planned training on

- **Design Thinking**
- **Data Science Training on Mathematics, Statistics, Python, Advanced Statistics in Python,**
- **Machine & Deep Learning**
- **Business Analytics Function (Domain wise)**

- Awareness of IT Resources for Education
- Advance MS Excel
- PowerPoint Presentation

Uniqueness in the context of higher Education

Technology has affected almost every aspect of our lives, including education. Higher education is shifting the dynamics of delivery methods from traditional face-to-face to online to blended modes. Many universities are reaching a physical space capacity and therefore are attempting to increase online enrollment and geographical footprint. These changes are shifting the nature of higher education and how faculty are being viewed, evaluated, and, to some degree, hired.

Digital transformation offers institutions exciting possibilities and opportunities to enhance their teaching and learning and the ability to effectively manage their operations - all of which are key to better serving students.

Evidence of success

The success of the practice is visible from the digital culture of the institute. The success of the practice can be summarized

1. Incorporation of the latest technology tools in the teaching pedagogy by the faculty.
2. Successful implementation of LMS for teaching and evaluation.
3. Regular interaction of students and faculty with the industry experts for adoption of new technologies.
4. Certification courses successfully completed by the students and the faculty on latest IT skills.
5. Successful academic delivery in the Online mode during the COVID 19.
6. Conduction of Faculty development Programme on IT interventions in higher education in collaboration with FICCI.
7. Faculty training on latest digital tools and hands on session

on implementation of the same.

Problems Encountered

1. Charting a detailed transformational plan for the students and faculty and allocating resources accordingly.

2. Adoption of the latest technologies integrating the new techniques in the teaching learning process.

3. The deployment of any new technology is accompanied by the need for training and reskilling. Reskilling was one of the challenges encountered while adopting the practice

4. The biggest challenge was to create an environment for such a type of system. Developing a digital mindset among the faculty and the student so that a digital culture can be established.

BEST PRACTICE 02:

1. Title of the Practice

Employability Enhancement Program

2. Objectives of the Practice

- To create an industry-ready workforce.
- To enhance the employability of the management graduates.
- To enhance the existing skillsets of the students in order to make them industry-ready.
- To focus on the holistic development of the students.

3. The Context

The practice has been developed in order to enhance the employability of management graduates. Since the industry has been rapidly revamping itself, the need of the industry is also changing when it comes to the industry-ready workforce. Understanding the shifting paradigm of skills required to enhance the employability of management graduates and developing the module is a challenge. Other than this, customization in the module to cater to the needs of students belonging to diverse

backgrounds also becomes challenging at times, as the skill sets that are possessed by each student are different from one another.

4. The Practice

The institute focuses upon the employability of the students in a very intricate manner, a detailed module on personality development and campus to corporate is used semester-wise in order to lessen the skill gap and make the students industry-ready. The First and the Foremost is the PDP Module (Personality Development Program). The Second Module that is focused on during the Semesters across MBA is the PCP (Professional Proficiency Communication) and Wordsworth Module. The Module is divided into three sections, Basic, Intermediate, and Advance. Following are the semester wise details:

Semester one: Personality Development Module, Wordsworth-Basic

Semester two: Campus to corporate, Wordsworth-Intermediate

Semester three: Campus to corporate (employability enhancement program),

Wordsworth-Advanced

Both these modules run across Semester 1 to Semester 4, the first module focuses on tips to enhance the Communication Skills, the students are also given a brief analysis of what is their current communication level and the tips to make the communication level better. The second module focuses on intonation and modulation while students pronounce words and sentences.

5. Evidence of Success

The overall holistic development of the students can be considered as evidence of success. Other than this the successful placement that the students are able to attain is also evidence of the success of this program.

6. Problems Encountered and Resources Required

Developing the interest of the students in the subjects that are not credit course itself is a challenge. Other than this, the constant up gradation in the industry also develops a challenge, a constant revamping of the module is required on a regular base.

The resources that are required for revamping the module are a constant collaboration with the industry including the guest lectures, industry academia, guest lectures, and skill-based agencies.

File Description	Documents
Best practices in the Institutional website	https://jaipuria.edu.in/jim/naac/AOAR2020-21/Point1/1.1.1/1.1.1 Digital Transformation.pdf
Any other relevant information	https://jaipuria.edu.in/jim/wp-content/uploads/2020/01/development plan 2020.pdf

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

The Mission of the Institute focuses on raising the level of Competence, Intellect, Emotional Stability and happiness leading to holistic development of the young Managers in order to make them ready to face the various challenges in the global environment. In order to make sure that this is being done in the desired order, the Institute has developed a detailed Student Development Plan. The Student development Plan focuses on raising the level of Competence and Intellect of the students. The major three focus areas in the same are the student grooming activities, student clubs and mentor mentee program.

The First and the Foremost is the PDP Module (Personality Development Program). The Second Module that is focused on during the Semesters across MBA is the PCP (Professional Proficiency Communication) and Wordsworth Module. The Module is divided into three sections, Basic, Intermediate, and Advance.

Both these modules run across Semester 1 to Semester 4, the first module focuses on tips to enhance the Communication Skills, the students are also given a brief analysis of what is their current communication level and the tips to make the communication level better. The second module whereas focuses on the intonation and modulation while students pronounce words and sentences.

Other than this, the Institute has Students clubs that organize various activities for the behavioral as well as the cognitive

development of the students, the Mentor Mentee program run by the institute not only helps in developing the students during a span of two years but focuses on the lifetime holistic development.

A Socio emotional learning module also facilitates the holistic development of the students starting from semester one, other than these regular sessions on "Happiness", self growth and development also aid in making the students ready to face the world.

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

7.3.2 - Plan of action for the next academic year

Jaipuria Institute of Management, Indirapuram, Ghaziabad aims to provide quality management education to transform individuals into Business Leaders, Skilled Managers and Entrepreneurs. Jaipuria Institute of Management intends to provide and develop the capabilities of the young managers by raising their level of competence and intellect to face various challenges in the global environment. Thus, Institute believes in creating new frontiers of knowledge in quest for development of a Humane & Society moves on with the following future plan of action for the next academic session to reach the target-

1. Implementation of ICT/e-governance in all the administrative & academic sections to make the campus fully automated.
2. To increase national & International Linkage with Industries & higher education Institutions & establish skill-driven Industry-Academia atmosphere
3. To create an Incubation Centre/club for promoting entrepreneurship spirit among students.
4. JIM plans to increase the ICT enabled teaching atmosphere & to increase the usage of e-contents in all courses
5. Promoting International collaboration for Academic Interaction and Research Resource Exchange.

6. To introduce & increase various Health Care Programs by the University.
7. To increase the number of MoU's with industry for skill development of students
8. To ensure a plastic free, Junk food free & Tobacco free campus & make the campus eco-friendly.
9. Strengthening the Alumni database & their contribution at the Institute level.
10. To enhance & upgrade the resources of Library facilities for creating a learning environment.
11. Implementation of online attendance mechanism both for students & faculty members.
12. JIM plans to strengthen the staff development facility and organize regular training programs and capacity building workshops for both teaching & non-teaching staff members.
13. JIM plans to incorporate the involvement of Alumni and industry partners in the various activities of the Institute.
14. JIM plans to evolve its strategic plan to generate alternative energy sources in a better way.