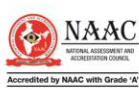




Institutional Development Plan

2022-26





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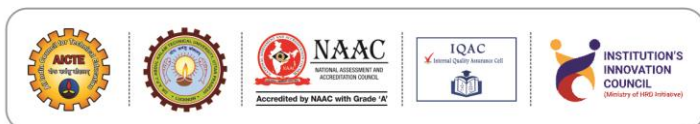
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Institutional Development Plan 2022-26

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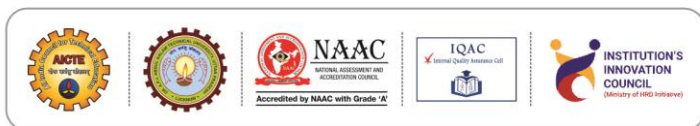
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Development Plan 2022-2026

The Development Plan for 2022-2026 has been prepared with the following goals in mind-

1. To further strengthen the brand identity of JIM amongst all its stakeholders and to position it as an institution firmly committed to delivering quality education. JIM, an institution with a philanthropic orientation believes that education is for all and hopes to make a difference in society by empowering students from Tier 2 cities as part of its firm commitment to bring real change where it is needed the most.
2. To work towards the development of a sustainable, equitable and vibrant knowledge society, as envisioned by NEP 2020.
3. To further reinforce a set of processes to bring a social, holistic and intellectual transformation in students across local, regional, national as well as global levels.
4. To position JIM as an institution with high intellectual capital by achieving excellence in the quality of education delivered and research output generated.
5. To build a strong industry connect by offering superior value propositions to the industry through MDPs and recruitment opportunities (through student placements)
6. To promote entrepreneurship as a career choice by becoming a hub of creativity, innovation and discovery.
7. To use regular technological intervention and digital efficacy to maintain a futuristic orientation.

The Strategic Development Plan for 2022-26 is based upon the following Vision and Mission Statements.

Vision Statement

“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 Statement

- 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.
- To provide training and development services, foster research and disseminate knowledge through publication of books, journals and magazines for the development of society at large.

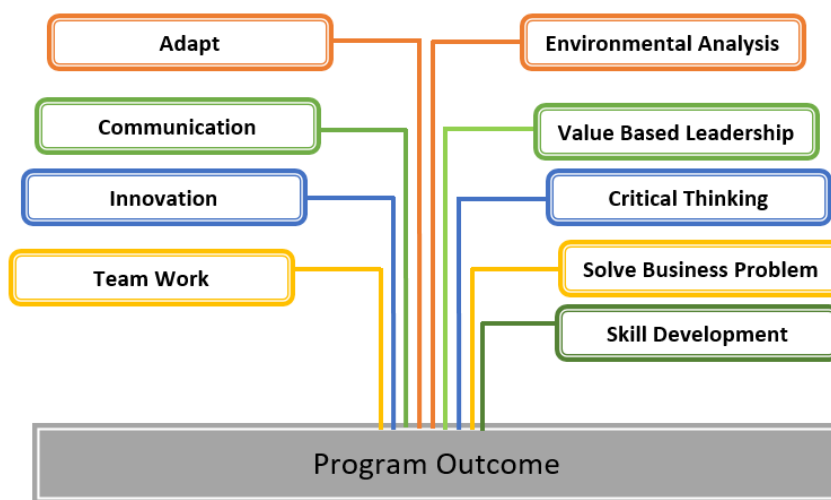
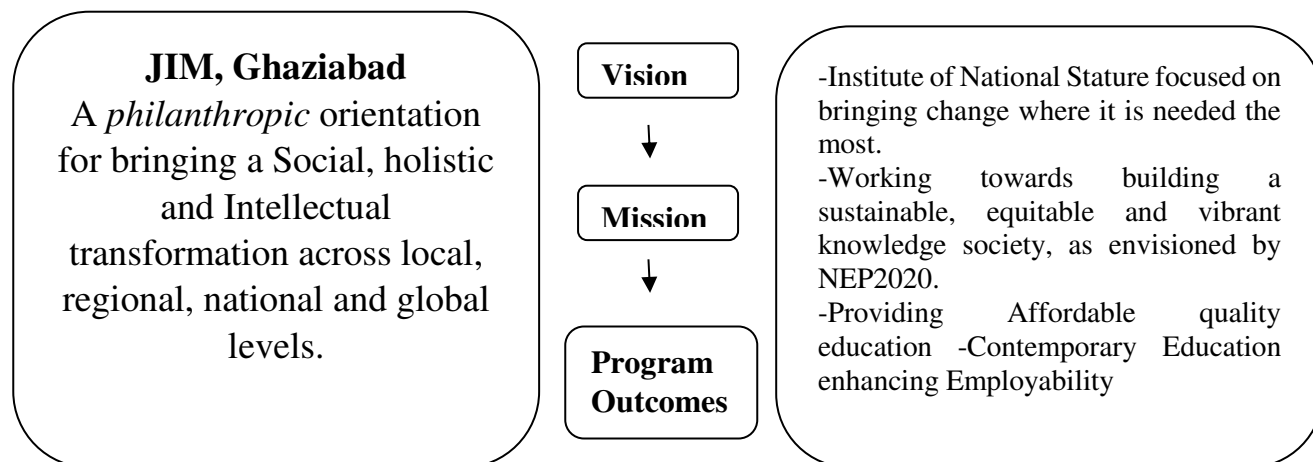
Jaipuria Institute of Management will provide a dynamic learning and research-oriented environment in order to develop future leaders, who make a mark not only in their own society but on the global front. In the next four

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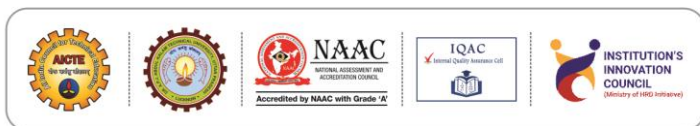
years, we aim to develop responsible citizens who are ethically sound and respected in the Corporate for their effective contributions.

Fig. 1: Institutional Identity and Framework



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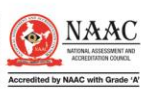
Introduction

The Institutional Development Plan for Jaipuria Institute of Management for 2022-2026 has been developed keeping in mind the following suggestions from NEP 2020.

- A holistic and multidisciplinary education would aim to develop all capacities of human beings - intellectual, aesthetic, social, physical, emotional, and moral in an integrated manner.
- Effective learning requires a comprehensive approach that involves appropriate curriculum, engaging pedagogy, continuous formative assessment, and adequate student support. The assessment methods must be scientific, designed to continuously improve learning and test the application of knowledge. Institutions should focus on Outcome Based Education.
- Students need to privately engage with the practical side of learning to enhance their employability.
- The development of capacities that promote student wellness such as fitness, good health, psycho-social well-being, and sound ethical grounding are also critical for high-quality learning.
- Knowledge creation and research are critical in growing and sustaining a large and vibrant economy, uplifting society, and continuously inspiring a nation to achieve even greater heights.
- Technological interventions are vital for improving teaching-learning and evaluation processes, supporting teacher preparation and professional development, enhancing educational access, and streamlining educational planning, management and administration including processes related to admissions, attendance, assessments, etc.
- HEIs will focus on research and innovation by setting up start-up incubation centres; technology development centres; centres in frontier areas of research; greater industry-academic linkages; and interdisciplinary research.
- HEIs should offer skill-based programs under the National Skill Qualification Framework and integrate relevant skills into the higher education system in order to make higher education relevant to the learners and the community.
- HEIs should identify and integrate in their curriculum, the strengths of the Indian Knowledge System.

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Fig. 2 : SWOT Analysis

STRENGTHS

- Brand Jaipuria commands respect in society
- JIM-Philanthropic orientation & affiliation to AKTU
- Rigorous academic delivery
- Superior quality instructional resources
- Local chapter for SWAYAM-NPTEL
- Social and ethical value systems, CSR activities
- Industry-Academia synergy
- 100% admissions and placements
- Research Oriented faculty
- Strong Alumni Network
- Best Return on Investment for students

WEAKNESSES

- Regional Background of students and low-quality communication skills at entry level (from corporate perspective)
- Corporate Perception about students
- Support from affiliating university
- Low revenue generation from MDPs
- Low number of entrepreneurial ventures from students

SWOT Analysis JIM, Ghaziabad

OPPORTUNITIES

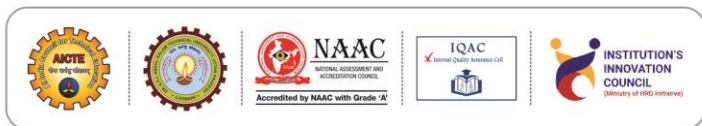
- Offering a series of MDPs, FDPs and Value-Added Certificate Courses in Contemporary fields
- International tie-ups and exchange programs
- Conducting MUN at a larger scale for enhancing visibility of brand JIM in undergraduates in NCR
- Improving quality of student intake
- Engaging the corporate and community at large
- Additional focus on skill development & entrepreneurship
- Further strengthening Institution Innovation Council
- Increasing institutional output (Patents etc.)
- Autonomy

THREATS

- Student Quality
- Evolving Competitive Landscape
- Societal shift from imbibing knowledge to enhancing employability
- Advent of new technologies like Metaverse which may replace traditional classroom teaching-learning paradigms
- Increased number of private universities imparting multiple courses and online education opportunities.

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SWOT Analysis

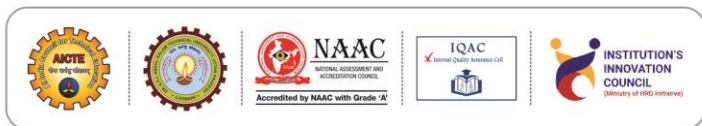
This SWOT analysis serves as a Strategic Planning tool for JIM. It enables the institution to leverage its strengths and tackle its weaknesses. This tool also helps the institution in assessing the available opportunities in the wake of increased digitization and a post covid transformation of the business world. Additionally, the wave of innovation and a generation of entrepreneurs has opened a plethora of doors for all concerned.

Strengths:

- The Brand name 'Jaipuria' commands a significant positioning in the corporate world as well as academic spheres. This builds credibility for the value proposition being offered by JIM.
- The institute maintains a philanthropic orientation and is affiliated to Dr. APJ Abdul Kalam University and is awarded 3rd rank in the Affiliated University category.
- Rigorous academic delivery backed by a strong set of Program and Course Outcomes defined by the university. A blended learning approach augments the effectiveness of the teaching-learning process.
- Superior Teaching and Learning Resources-JIM focuses on effective academic delivery through superior quality instructional resources. Use of ICT Tools, NPTEL resources, open source visual resources from British Council, case studies from HBR (Harvard Business Review), IIM (Indian Institute of Management), ICAI (Institute of Chartered Accountants of India), NASSCOM etc. and research manuscripts from international publishing houses like Emerald, Taylor and Francis etc. validates the quality of education disseminated to the students. Learning databases like ProQuest, DELNET, J-Gate facilitate usage of journals, E-Magazines, E-Boks, E-Articles and Book Banks further add value to the knowledge resources available to the students. A Communication proficiency lab, IT Skills lab, Value-Added courses and aptitude training sessions complement

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academic rigour and enhance student competence and employability.

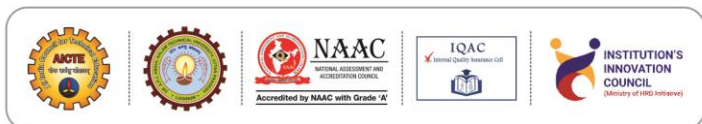
- JIM is a local chapter for all Swayam Courses which further demonstrates its commitment to learning
- To further strengthen Social and Ethical Value Systems, the Institute organizes various CSR activities like Tree Plantation, Swachh Bharat Abhiyan, Go Green, Anti-Plastic Campaign, Blood Donation, Traffic Management Projects, visit to orphanage, offering classes to slum children
- The institution has been able to secure 100% admissions across available seats over the last 3 years.
- A well formulated industry-academia synergy across a series of Club Activities, Corporate meets, Orientation programs, Summer Internship (Industry) activities, Guest Lectures, MDPs and Conferences, strengthens the Teaching-Learning paradigm at JIM.
- The institution has been able to secure 100% placements for its students over the last 3 years.
- A research-oriented faculty ensures a futuristic orientation in the pedagogical initiatives. Faculty members serve on editorial boards of International Journals and present papers in International Conferences across IIMs and international universities. Several faculty members have also published manuscripts in ABDC journals.
- A strong alumni network is testimony to the goodwill generated by brand JIM.
- Enrolling in an MBA at JIM, implies a strong Return on Investment for the students.

Weaknesses:

- The regional background of the students poses the requirement of additional efforts by JIM faculty and placement teams. Students are not very street smart and savvy and possess average communication skills and significant amount of work is required at JIM, to make them ready to face the employers.
- The perception of the corporate sector (specially companies from NCR) about JIM students is average. While the students hail from smaller towns and regions, they need to be ready to face companies based in NCR. As these companies recruit from other campuses in NCR, as well, JIM students loose out in comparison to the other institutions, where student population stems from

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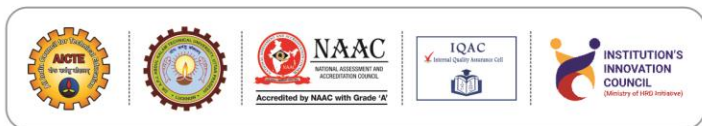
NCR itself.

- There is limited support for the institution, from affiliated university, AKTU.
- There is low revenue generation from the corporate sector for Management Development Programs, conducted by JIM.
- The number of entrepreneurial ventures proposed by students is low.

Opportunities:

- JIM can focus on offering a series of MDPs, FDPs and Value-Added Certificate Courses in contemporary fields. This will enhance the value perception of Brand JIM in the corporate and academic spheres. Value Added Courses will enhance student knowledge in latest topics and further enhance their employability.
- JIM can initiate International tieups with Academic Institutions at global level. These tieups can be for Academic Transfer and articulation arrangements, student and Faculty Exchange Programs, Research Collaboration and Joint Projects and partnering for joint efforts of grants available for academic support, Joint conferences and publication initiatives etc.
- The scale of programs like Model United Nations can be enhanced for improving the visibility of brand JIM across undergraduates in NCR
- There is an opportunity for improving the quality of student intake, during admissions, for JIM.
- Well planned activities can focus on engaging the corporate and social community at large. This will enhance goodwill for the brand.
- The institution can further enhance focus on skill development & entrepreneurship. The activities of the Institution Innovation Council can be further strengthened.
- The institution can further enhance the volume and quality of intellectual output(patents etc.) created at local level.
- The institution can apply for autonomy. NEP envisages autonomy for all colleges affiliated to a university.

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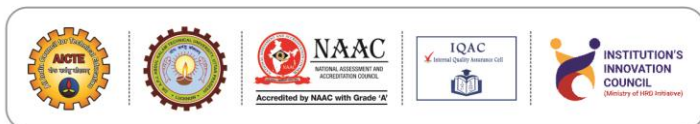
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Threats:

- Inappropriate student quality can create challenges with regard to their performance and placements etc.
- A continuously evolving competitive landscape is providing multiple options for students
- Availability of Online Education/ MOOC/ Certification opportunities
- Societal shift from imbibing knowledge to enhancing employability
- Advent of new technologies like Metaverse which may replace traditional classroom teaching-learning paradigms
- Increased number of private universities imparting multiple courses and online education opportunities

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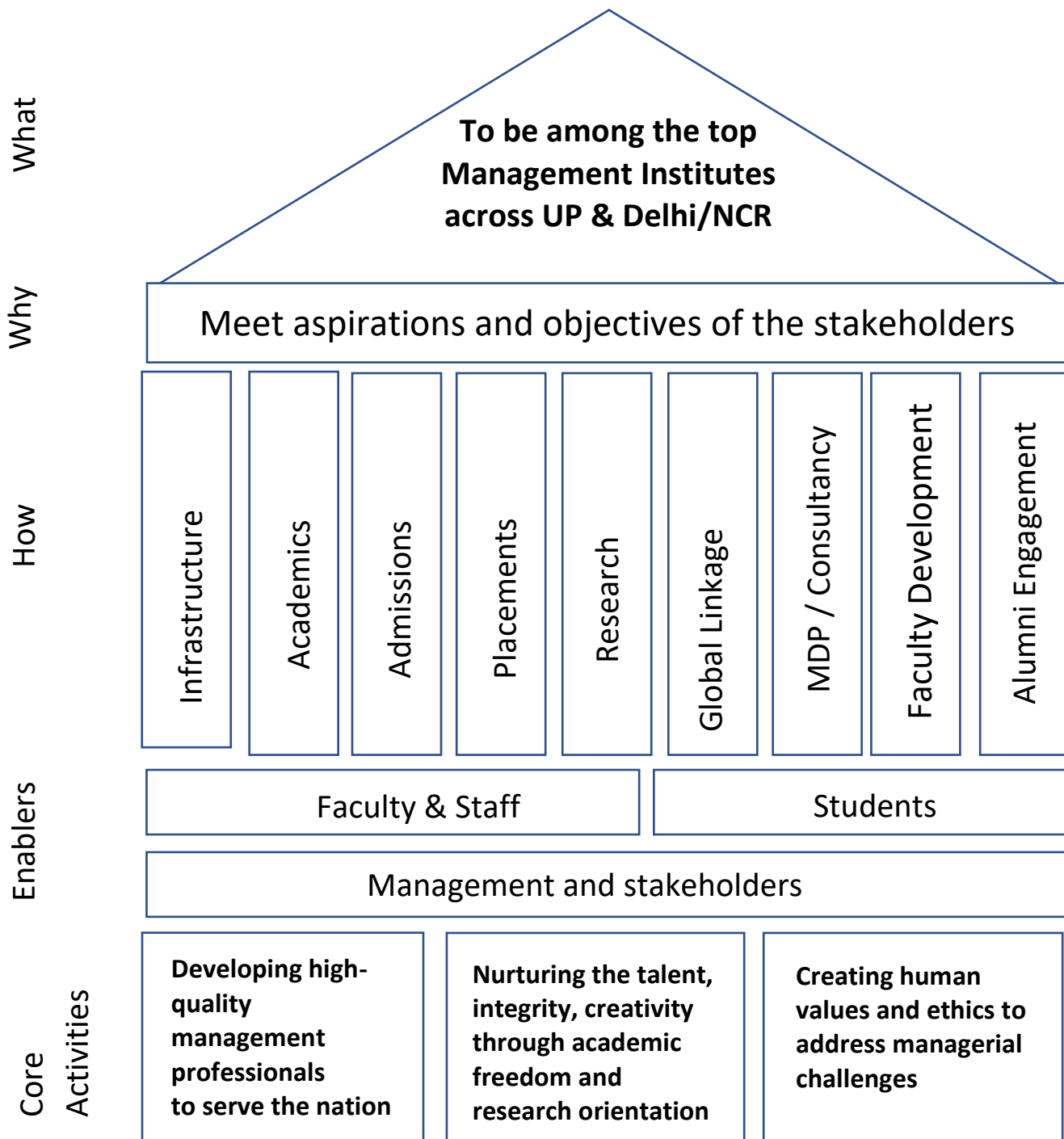


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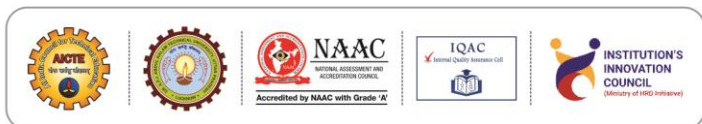
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JIM Development Model



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I. Academics

JIM hopes to achieve, sustain and enhance excellence in academic scholarship, research, social impact and perception across the academic and corporate fraternity.

The Academic Development Plan for the next 4 years will focus on further enhancing Academic Rigor.

JIM hopes to enhance and maintain standards of excellence in academic delivery as well as student learning.

The proposed strategies and associated action plan for the same are detailed below-

Strategy 1: *Enhanced focus on pedagogical methods for further improving Learning Outcomes*

Strategy 2: *Focus on quality of Instructional Tools used by Faculty*

Strategy 3: *Strengthen the Program Outcome Assessment Plan: Measuring Student Performance and Assessment Mechanisms.*

Strategy 4: *Enhance Student interest by maintaining Relevance and a Futuristic Orientation*

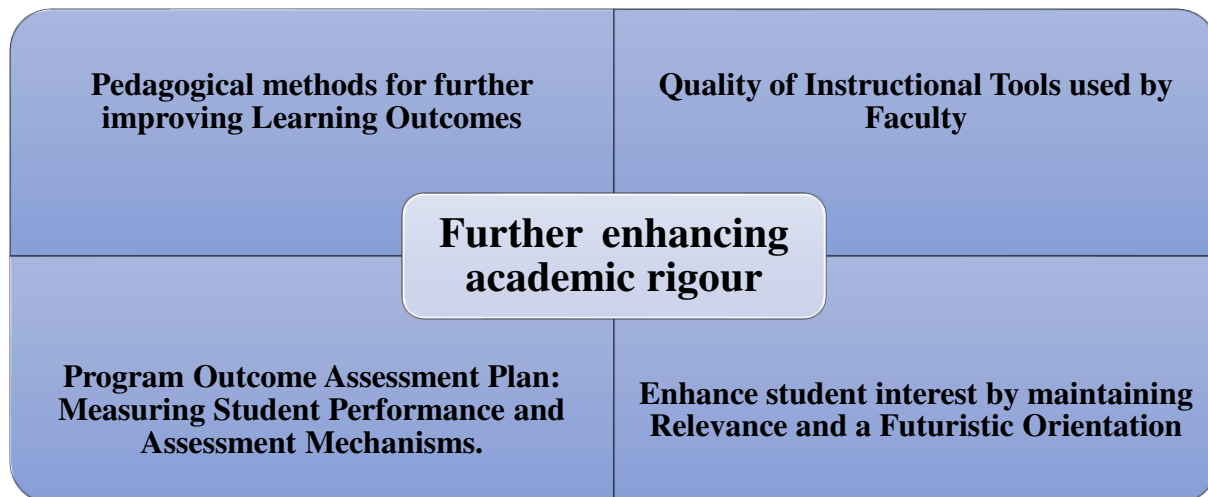
This 4 point strategic plan will be implemented by ushering in a strong Deanery which efficiently takes charge of day to day activities and by creating a strong monitoring and execution mechanism. Additionally, regular Academic Council meetings will be conducted and the feedback of the experts will be implemented.

The details of the 4-point strategic plan are given below-

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Fig. 4: Enhancing Academic Rigor



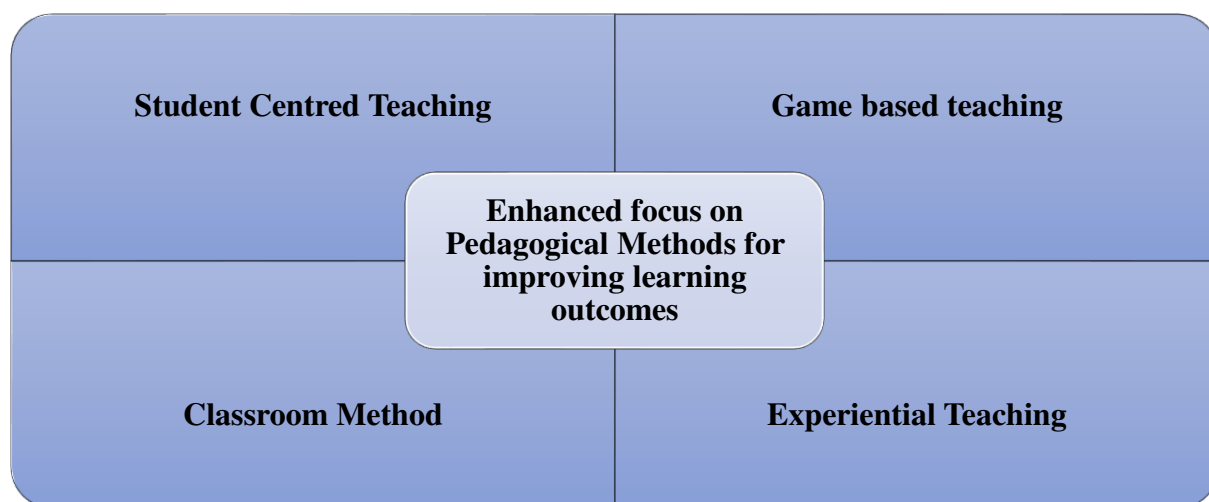
PROPOSED STRATEGIES FOR FURTHER STRENGTHENING ACADEMIC RIGOUR

Strategy 1-

Enhanced focus on pedagogical methods for further improving Learning Outcomes

1. Faculty members will maintain very strict discipline in conduct of teaching.
2. Faculty members will follow the following modes of classroom teaching

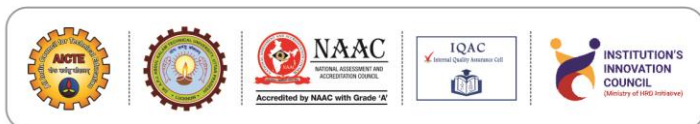
Fig. 5: Enhancing Academic Rigor



- **Student Centred Teaching:** This focuses on the needs and abilities of the students and faculty may need to alter their pedagogical methods for different students. The faculty may need to serve as a coach for a few students who may need additional care. Faculty members will regularly motivate the students to learn. Here the focus is not on Teacher centred classroom discourse only, but the focus is on what the students are learning from the sessions.
- **Game Based Teaching:** Game-based teaching uses the power of games to define and support student learning outcomes. This promotes critical thinking and strategic decision making. Faculty members will use their discretion and decide whether this can fit into their course stream or not.
- **Flipped Classroom Method:** A flipped classroom is an instructional strategy and a type of blended learning, which aims to increase student engagement and learning by having pupils complete readings at home and work on live problem-solving during class time. Student is required to take the lead here and even facilitate groups by taking ownership. Every faculty is encouraged to use the flipped classroom method for at least 1-2 sessions across their entire course delivery.
- **Experiential Teaching:** The concept experience is brought into the classroom (through a visual aid like a video or a Guest Lecture from Industry expert) or a hands-on experience can be used. Faculty members may use their discretion and decide whether this can fit into their course stream or not.

3. Faculty members will be prepared with their instructional material prior to commencement of classes. Faculty shall use the following **instructional tools-**

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- **PPTs**
- **Visual Resources**
- **ICT tools**
- **Live Cases and Contemporary Research Practices**
- Enhanced activities for student participation. For instance, a faculty presenting a 15 minute instructional video can ask questions pertaining to the same, to ensure that the students have actually imbibed the contents. At times, a short classroom assignment can be linked with the same, and allocation of marks to the students will enable mapping of the Student Learnings.
- Some tips for faculty members for classroom success.
 - Focus on voice modulation, pronunciation and diction
 - Practice patience with students
 - Use appropriate non-verbal communication tools for students as and when needed
 - Address student behaviour issues immediately, reprimand politely if required
 - Maintain an engaging disposition in class
 - Enhance student engagement

At regular intervals, faculty members will be asked to share practices that he/she has used which has been successful in improving one aspect of academic rigour. This can include their satisfaction with instructional methods, student participation or student response/results in internal assessment activity.

Strategy 2-

Further improving the quality of Instructional Resources

Usage of high-quality instructional resources is critical for academicians as they trigger student learning outcomes of superior level. Good instructional resources complement faculty effectiveness and are valuable in aiding the learning process. Faculty members should keep student learning goals and intended course outcomes in mind, while using the appropriate instructional tools. Listed below, is a ready reckoner for using good quality instructional resources.

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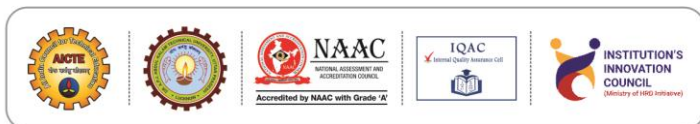
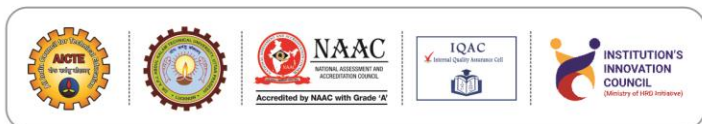


Table 1: Instructional Resources

Instructional Resource(s)	Standard Parameters
Power Presentations	<p>Point All faculty members should maintain and share good quality PPTs with the students. Faculty members should source the PPTs associated with the books and adapt them on the basis of the exact curriculum requirements. They should focus on uniformity of fonts, good backgrounds and correctness of concept, language and grammar. Each new sentence should start with a capital letter. Readability of the PPTs should be high and it is advisable to not have too much content on the .PPT. Mistakes in PPTs are not appreciated. Faculty members may like to use standard PPTs with plain backgrounds or, may also like to use software tools like <i>Canva</i> or <i>Precis</i> to create their PPT. This is solely, as per the discretion of the faculty members. Accuracy of content and correctness of language in the slides is of paramount importance. Additionally, faculty members need to take into account the requirements of their specific courses. Numerical based topics can be treated accordingly.</p>
PDF documents	<p>Faculty members may like to display some .PDF files, downloaded from the internet with the students. They need to make sure that the sites from which they are downloading the content, are authentic and there is no violation of copyright rules and regulations, in doing so. Good E-Articles can be downloaded from Delnet databases. Sometimes, faculty may like to download some corporate whitepapers and share with the students. They are advised to verify the quality of the documents before sharing. In case faculty is sharing a .PDF document created by self, then, correctness of information and accuracy of grammar/language is vital.</p>
Visual Resources	<p>In case faculty members are making use of short videos, it is imperative that they verify the source of the videos. There are several videos with inaccurate content available on the internet. An inappropriate visual resource will be quite detrimental to the entire teaching-learning exercise.</p>
Case Studies	<p>It is requested that all faculty members use HBS Case studies or Ivey League Cases. They can also use cases published by the Case Centre or any other accredited National body. In case faculty wants to use corporate case studies, they can download the same from the websites of consulting organisations like McKinsey, Cognizant etc. It is imperative to use good quality cases depicting contemporary problems only. Additionally, in a post covid world, it is vital to check the relevance of the case study (some companies or some problems may have become obsolete in the last few years-it is important that students understand obsolete issues as well, but faculty can use the opportunity for discussing aspects that are more futuristic and significant).</p>

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Role Plays/ Group Exercises/Quiz/Tutorials	All the associated material/documentation should be of high quality. It will be nice if faculty members revise and revisit the proposed exercises keeping in mind the contemporary market/industry situations and problems.
Class Projects/Student Presentations	In case faculty members are evaluating student presentations, it is vital that the guidelines provided to the students are crisp and clear.
Research Papers	In case faculty members are discussing/sharing any published research papers with students, it is imperative that the papers belong to peer reviewed international journals from established publishing houses like Emerald, Taylor and Francis, Sage, Wiley etc. only. The choice of the research manuscripts is as per the discretion of the faculty.
ICT Tools	Faculty members using ICT tools like spreadsheets, apps, podcasts etc. need to be fully conversant with the usage and effectiveness of the same, prior to administering the same to the students in the classroom.

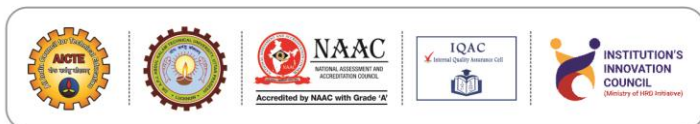
Strategy 3 –

Program Outcome Assessment Plan: Measuring Student Performance and Assessment Mechanisms

Table 2: Program Outcomes

Program Outcomes
PO1: Apply knowledge of management theories and practices to solve business problems within available resources.
PO2: Foster analytical and critical thinking abilities for data-based decision making.
PO3: Ability to develop Value Based Leadership while addressing the larger environmental issues.
PO4: Ability to understand, analyze and communicate global, economic, legal and ethical aspects of business.
PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment which supports diverse and multidisciplinary settings.
PO6: Identify business opportunities, design and implement innovations in workspace.
PO7: Ability to communicate effectively with all stakeholders in a business setting, considering the dynamism of domestic/international business environment as well as ethical aspects.

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PO8: Ability to adapt to a rapidly changing environment by applying new skills and competencies.

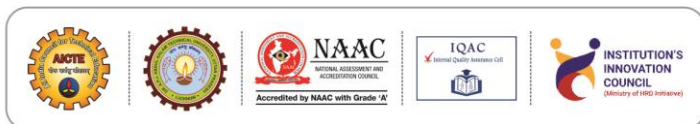
Program Outcome Assessment Plan

Table 4: Program Outcome Assessment Plan

S.No	Program Outcomes	Direct Assessment Mechanisms	Target	Indirect Assessment Mechanisms
1	PO1: Apply knowledge of management theories and practices to solve business problems within available resources. (Solve Business Problem)	Final Examination	100% students shall pass the exam.	Student Exit Survey
2	PO2: Foster analytical and critical thinking abilities for data-based decision making. (Critical Thinking)	Final Examination, Research Project Report (RPR)	100% students will undertake and complete the final exams and successfully complete the RPR	Feedback of Research Guide
3	PO3: Ability to develop Value Based Leadership while addressing the larger environmental issues. (Value Based Leadership)	Summer Internship, Research Project Report, Internal assignments and class presentations using RUBRICS	100% students will undertake and complete the summer internship and RPR and perform well in Internal assessments	Feedback of Industry Internship Guide/Research Guide
4	PO4: Ability to understand, analyze and communicate global, economic, legal and ethical aspects of business. (Environmental analysis)	Final Examination, Summer Internship, Research Project Report, Internal assignments and class presentations using RUBRICS	100% students will undertake and complete the final exams, Summer internship, RPR, Internal assignments and class presentations	Feedback of Industry Internship Guide/Research Guide

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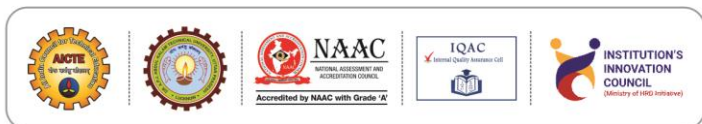
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5	PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment which supports diverse and multidisciplinary settings. (Team work)	Summer Internship, Research Project Report	100% students shall be able to demonstrate Problem Solving and Decision-Making Skills across their Summer Internship and Research Project Report.	Feedback of Industry/Research guide, Feedback of faculty mentors (Students winning/getting certificates of appreciation in club activities /national competitions)
6.	PO6: Identify business opportunities, design and implement innovations in workspace. (Innovation)	Internal assignments and class presentations using RUBRICS, Research Project Report	100% students will perform well during internal assessments	Feedback of faculty mentors (Students winning/getting certificates of appreciation in club activities/national competitions)
7.	PO7: Ability to communicate effectively with all stakeholders in a business setting, considering the dynamism of domestic/international business environment as well as ethical aspects. (Communication)	Industry Internship, Research Project Report	100% students will complete industry internship and RPR successfully. Individual students will strive to get PPOs.	Feedback of Industry/Research guide
8	PO8: Ability to adapt to a rapidly changing environment by applying new skills and competencies (Adapt).	Internal assessment, Quiz, Case Presentations using RUBRICS	100% students will score well in internal assessment, Quiz and Case Presentations	Feedback of faculty mentors (Students winning/getting certificates of appreciation in club activities/national competitions)

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Details of Assessment

Direct Assessment Mechanisms

Several Direct Assessment Mechanisms are used at JIM to measure the outcomes of the teaching-learning process. The student marks/grades is indicative of the extent to which students are benefitting from the classroom teaching and discussions. These include:

1. **Internal assessment:** Faculty members conduct internal assessment using tools like Internal Examinations, Quizzes, assignments, case discussions, presentations, short projects etc. The performance of the students across the Internal Assessment mechanisms is documented using Rubrics. Quality is an important parameter and it is vital for faculty members to focus on quality and not merely quantity of assessments in their internal assessment endeavours.
2. **Summer Internships:** At the end of the second semester, it is mandatory for every MBA student to undergo on the job practical training in any manufacturing, service or financial organisation. The training is of 6-8 weeks duration and is facilitated by the institution. At the end of the same, student performance is assessed by company guide (through a feedback form) and internal faculty mentor (through a presentation of work completed/viva).
3. **Research Project Report:** During Semester IV, students have to submit a Research Project Report (RPR) on a problem/topic (from the specialisation area) to be assigned by the MBA department under the supervision of a core faculty member of the department.
4. **Final Examinations:** Final examinations are conducted by the university. Designated faculty members prepare the question papers for final examinations, along with a well-defined evaluation scheme.

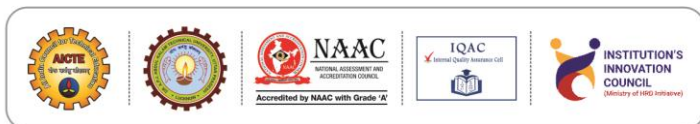
Indirect Assessment Mechanisms

These help in gathering information through indirect methods like:

1. **Feedback of Industry/Research Guide:** Feedback of industry/research guide for the student performance across the Industry Internship/RPR serves as an indirect assessment mechanism. This helps in assessing the academic strength, problem solving abilities, adaptability etc. of the students across diverse industry situations, dynamic environments and multidisciplinary settings.
2. **Student exit survey:** This serves as an indirect mechanism to understand student absorption, assimilation and appreciation of academic and extra-curricular activities.
3. **Feedback of faculty mentor:** Feedback from faculty mentors with regard to their students participating and winning in internal club events as well as national competitions.

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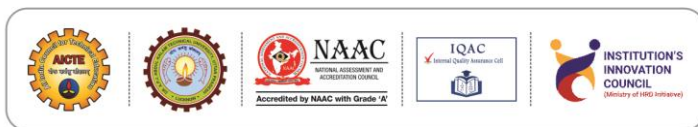


Strategy 4: Enhance Student interest by maintaining Relevance and a Futuristic Orientation

The Business world is evolving at a rapid pace and educational institutions need to make significant efforts to remain relevant. Regular revisions to the curriculum and incorporation of Industry, Academic, Student, Researcher and Alumni feedback are vital for an academic institution's sustenance in the highly competitive and dynamic world today. Student internship projects, research reports, Value Added Courses, Ted Talks, Online self learning courses, academic partnerships, industry guest lectures, FDPs and MDPs ensure that faculty and students stay absolutely in sync with the times. By incorporating latest technological topics and modern practices and innovative techniques, JIM does its best to enhance student interest by maintaining relevance and a futuristic orientation.

The strategies and action plan discussed above can be further broken down into the following academic initiatives. The proposed outcomes associated with each initiative, as well as its measurability and persons responsible have also been documented below. The institution will foster a strong academic culture with an immersive learning approach with the following Academic Development Action Plan (2022-26).

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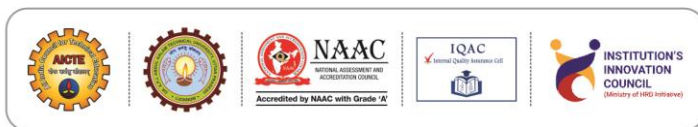


Academic Development Action Plan 2022-2026

Table 5: Academic Development Action Plan

Academic Initiative	2022-23	2023-24	2024-25	2025-26	Proposed Outcome	Measured by	Person Responsible
Strategy 1: Enhanced focus on Pedagogical methods for further improving learning Outcomes							
Enhanced focus on Pedagogical Methods (Student Centred Teaching, Game Based Teaching, Flipped classroom, Experiential Teaching)	Faculty to undergo FDPs and adopt any new mechanisms they have learnt. Alternatively, faculty to use the method that was successful for them in the previous year (Based on faculty experiences and student measurable)				Enhanced student knowledge, improved student performance in internal assessments and final examinations, enhanced success rate in placement interviews. Also, demonstration of superior acumen and knowledge by students in interviews can lead to opportunities with better salaries.	Faculty response/ testimonials, student performance in internal assessments, student exit survey, no. of students placed. All progressions to be on the rise-otherwise, corrective action to be taken immediately.	Course faculty and Dean-Academics
Recommendations/ suggestions of Academic Advisory Council Meeting	All faculty members to seriously implement all advice given by academic council across all areas of teaching, learning and assessment. All pedagogical initiatives to be				Improved pedagogical methods leading to all round student development	Faculty response/ testimonials, student performance in internal assessments, student results, student exit	All stakeholders

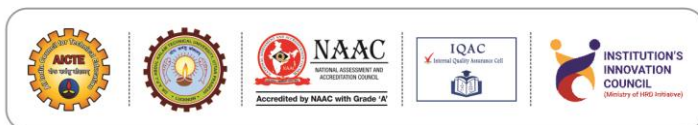
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	aligned with program and course learning outcomes		survey, no. of students placed. All progressions to be on the rise-otherwise, corrective action to be taken immediately.	
Professional Development of Faculty	Faculty members to continuously upgrade their scales by enrolling in at least 1 SWAYAM course every year, attend at least 2 Faculty Development Programs every year, attend at least 1 Seminar/ pedagogical workshop/webinar every year. Faculty members to read at least 5 new research and corporate whitepapers every year, read at least 2 new books per year and produce at least 1 good quality research paper per year.	A consistent knowledge enrichment of faculty will improve the quality of classroom discourse and discussions	Feedback of faculty, as given by student. Figures to show continuous growth over the years.	All faculty
Mid semester course review	A structured mid semester review to ensure course delivery and progression in line with predefined curriculum, identification of weak students for giving them additional support	Ensure that timely corrective actions lead to course completion as per schedule. Identification of slow and fast learners helps faculty in providing additional support to weak students which leads to improvement in their performance across all arenas	Student performance in internal assessments leading to identification of slow learners	Dean Academics and Dean-Student Welfare

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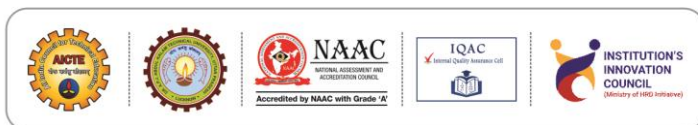
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End semester course review	A structured end semester review to ensure course delivery and progression in line with predefined curriculum, identification of week students for giving them additional support	Ensure that timely corrective actions lead to course completion as per schedule. Additional support to week students will lead to improvement in their performance across all arenas	Student performance in end semester examinations and placements	Dean Academics and Dean-Student Welfare
Classroom observation by Dean-Academics, Director and external experts	A structured classroom observation across the parameters of delivery pace and clarity, use of illustrations and real life examples, application of theory to problem solving, proper explanation of terms, summary and conclusions, use of ICT tools, voice modulation and pronunciation, punctuality, references to best practices (industry and research)	Ensure that faculty makes use of constructive feedback to further improve the quality of classroom discourse	Structured classroom observation form	Dean Academics, Director-JIM, External expert
Strategy 2: Focus on quality of instructional tools used by faculty				
Pre-semester evaluation of all instructional tools	A pre-semester evaluation of all instructional resources-.PPTS, .PDF Documents/Visual Resources/ICT Tools, Case Studies, Research Papers, Role Play exercises, Class Projects, Student Presentations and Question bank available with faculty, for usage as	A structured pre-semester course wise evaluation ensures that only superior quality tools are used.	Structured 'Review of Instructional Resources' sheet	Dean-Academics

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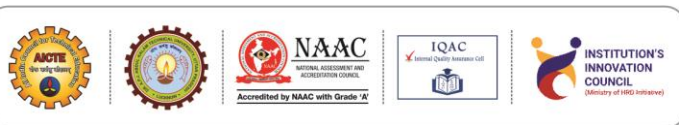
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	teaching aid/student assessment and dissemination to students			
Pre-semester course file organisation	A pre-semester course compilation enables documentation of complete lesson plan, previous year result analysis, case studies, research papers etc. to be used by faculty during the year	Complete documentation of all material to be used by faculty at one location	Course File	Dean-Academics
1 Industry based assignment in every subject	Industry based assignments enable students to apply their knowledge and skills to actual industrial problems identified by industrial partners	This will ensure that students get exposure to the latest happenings in the industry	Student Project Report	Dean-Academics, Dean-Student welfare and All faculty members
2 Guest Lectures in every subject	High performing senior industry leaders will be regularly invited to share their knowledge, develop a network and enable students to understand industry applications	This will ensure that students are aware of latest concepts and what exactly works in the industry arena.	Student performance in internal assessments	Dean-Academics, Dean-Student welfare and All faculty members
Professional Communication lab	Digital Language lab sessions enable students to further enhance their communication skills. This further hone the Listening, Speaking, Reading and Writing Skills of students.	This helps students to understand professional communication and personality as two interlinked spheres of influence.	Regular internal assessments	Communication Faculty

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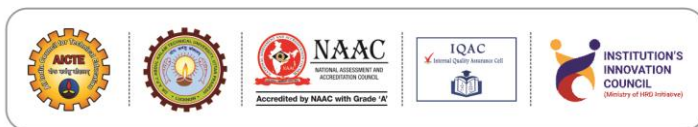
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Employability Enhancement Programs	Multiple sessions of EEP ensure that the gap between student skills and the abilities expected by the organizations is bridged.	Regular sessions on business awareness, communication, creativity, self-management, teamwork, group discussions etc. enable students to improve their performance in placement interviews.	Results of placement activity	Dean-Academics, Dean-Student Welfare, All faculty members
Strategy 3: Program Outcome Assessment Plan: Measuring student performance and assessment mechanisms				
Internal Evaluations	A pre-defined internal evaluation system supports the outcome based education system where focus is on the level of learning of students	Internal evaluations aid a systematic assessment of a student's performance.	Student Marks	All faculty members
Examinations conducted by AKTU	Examinations evaluate students' learning and are an effective way to analyse the knowledge level of the students.		Student Marks	All faculty members
Assignments	Conceptual / Numerical / Practical assignments are given to students. An assignment calendar ensures that there are no clashes in the submission dates of assignments given by different faculty members.	These measure the student learning from classroom teaching	Marks given to the students	All faculty members
5 Quiz per course per semester	Quizzes given to students ensure that recall of concepts is high	Enhanced student recall of concepts	Marks in the quiz	All faculty members

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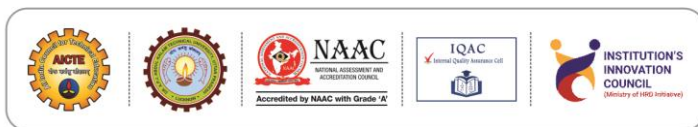
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Assignments/Case Discussions	Students will be regularly given conceptual assignments and case discussions will be done	Enhanced student conceptual knowledge as well as practical knowledge	Student Marks and performance in placement activity	All faculty members
Student Exit Surveys		Help in mapping the campus wide student learning outcomes	Results of exit survey	Program Leaders
Feedback of Industry/Faculty/Research Mentor		Helps students in identifying your shortcomings	Evaluation by Industry/Faculty/Research Mentor	Faculty mentors
SIP/RPR	Assessment of student performance across their Summer Internship Project and Research Project Report helps serves as a useful mechanism	Students learn to identify real problems and challenges being faced by society and the business world. This enhances their research skills, industry insights and project and time management	Student report submission and faculty mentor evaluation, evaluation by university experts	All Faculty mentors
Strategy 4: Increase Relevance and maintain a futuristic orientation				
Summer Internship Project	Summer Internships in Manufacturing, Financial and Service organizations give students the exposure to the corporate world	Students get on the job training and learn how to address real life problems	Student Presentation, corporate mentor assessment and faculty mentor evaluation	All faculty, Dean-Academics and Dean-Student Welfare

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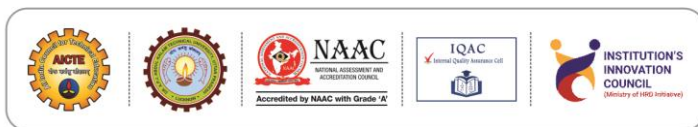
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Research Project Report	In fourth semester, the candidates have to submit a Research Project Report on a problem/topic (from the specialization areas) to be assigned by the MBA department under the supervision of a core faculty member of the department.	Students learn to identify real problems and challenges being faced by society and the business world. This enhances their research skills, industry insights and project and time management	Student report submission and faculty mentor evaluation, evaluation by university experts	All faculty, Dean-Academics and Dean-Student Welfare
Value Addition Courses	These courses enhance the conceptual knowledge of the students and focus on Integrative and Applied Learning as well as analytical skills of students while giving them contemporary industry insights	Students learn about new concepts and technological inventions and innovations	Certification after assessment	Dean-Academics, Dean-Student Welfare and all course coordinators
10 Ted Talks per semester	TED Talks focus on knowledge that matters and cover a variety of latest topics and thought provoking presentations.	Help students gain exposure to the ways of the business world and society at large	Student performance in placement interviews	Dean-Student Welfare
Online self learning courses	Students are motivated to enroll for Certifications on <i>Business Analytics and Datamining Modeling</i> from Coursera and the 'Data Scientist toolbox'. Additionally certifications from Udemy, NPTEL and Linkedin are also being suggested.	Students learn about new concepts and technological inventions and innovations	Certification after assessment	Dean-Academics, Dean-Student Welfare and all course coordinators
Content on Values and Ethics	Content on values and ethics is included across all courses.	Builds strong ethical foundations and high moral disposition	Observation of general student conduct	All faculty

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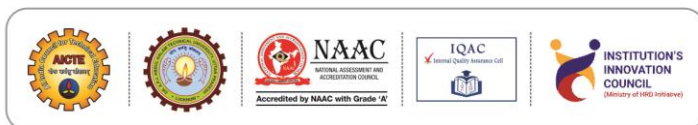
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Content on the Metaverse	Each faculty to include content/discussions/illustrations/case study pertaining to the Metaverse in their functional domain in their classroom teaching.	Students will gain knowledge about the characteristics, the values of the Metaverse. They will be able to understand the participators, competitors and cooperation required for the development of the same.	Contents shown in the course file and during evaluation of Pedagogical tools	Dean Academics and All Faculty
Academic Partnerships and MoUs	Academic Partnerships and MoUs need to be signed with Academic Institutions, Corporate Houses and Consulting organizations for a wide range of purposes. These can be for aiding academic and intellectual exchange, research collaborations, placement opportunities, Student exchange programs, corporate consultancy etc.	Build a strong positioning for brand JIM across the academic, corporate and consulting ecosystems. Build a strong Industry-Academia partnership		Director, Dean-Academics and Dean-Student Welfare
Guest Lectures from International Experts	2 Guest lectures to be organized per year where international academicians deliver a session on some latest research or global philosophy or method, to the MBA students.	This will ensure that JIM students and faculty remains uptodate with regard to global developments and best practices	Faculty and students will gain exposure to the global scenario	Dean-Academics, Dean-Student Welfare and all faculty members

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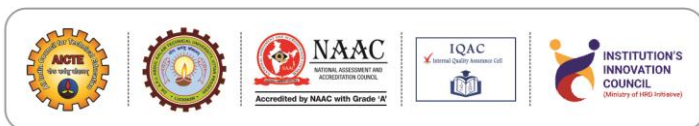
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Faculty Development Programs	Faculty Development Programs are organized on new topics like Metaverse, Artificial Intelligence, Research Methodology etc. 2 FDPs of one week duration and around 6 short theme based FDPs to be conducted in each academic year.	This will ensure that JIM faculty is uptodate with regard to latest developments in the academic, industry and socio-economic ecosystems.	Faculty feedback in discussions after each FDP	Dean-Academics and All Faculty members
Management Development Programs	Management Development Programs are conducted by faculty members as per a MDP calendar. The programs are prepared on a contemporary topic and faculty members serve as resource persons. Industry executives are invited to participate in the program. 3-4 programs to be conducted in each academic year.	Enhanced perception for brand JIM in the industry ecosystem.	No. of participants and participant feedback	Dean-Academics and Faculty members
Membership of National Academic Depository and registration on Academic Bank of Credit	The vision of the National Academic Depository is born out of an initiative to provide an online store house of all academic awards. Additionally, the Academic Bank of Credit facilitates the storage of all academic data of the students.	Enhanced perception for brand JIM in the academic ecosystem.	Awards received by students	Dean Academics, Dean (Students Welfare), Director.

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Research Development Plan

(2022-26)

JIM hopes to encourage a research culture whose intent is to promote the articulation of intellectual contribution for ideas and projects relevant to industry as well as society. The intention is to work towards Solution Oriented Research with a positive impact. Faculty members will be regularly motivated to work on-

1. **Research Projects**-Faculty will be encouraged to apply for funding for Research Projects from several sources including the Research Promotion Scheme of AICTE, where faculty members can apply for short or long duration projects; UGC against UGC's schemes for early career researchers as well as mid-career researchers; Exploratory Research Grants for low income countries where schemes are available to help in exploring new approaches to the study of firms in Low-income countries and aim to develop new (or build on) existing sources of data on firms in LICs. Additionally, foundations like Nestle Foundation enable faculty members to apply for research grants for capacity building and Human Resource Development. Support for Research Development is also available from Ministry of Women and Child Development, Reserve Bank of India, National Council for Women and AKTU.
2. **Research Manuscript Publications**-Faculty members will be constantly encouraged to publish Research Manuscripts in Scopus indexed journals, UGC Care Journals and ABDC Journals.
3. Faculty members are constantly encouraged to participate in Research conferences, review boards of international Journals etc.
4. Faculty members are constantly encouraged to attend and organise FDPs and workshops pertaining to Research Techniques and Methods
5. Tie-up with an Industry partner for Research and Consultancy
6. Tie-up with overseas universities for Research and Consultancy
7. More focus on filing and publishing of patents and intellectual properties

A well-defined Research Policy and associated incentive schemes at JIM ensure that faculty members are duly rewarded for their efforts.

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STUDENT DEVELOPMENT PLAN

2022-2026

Student Development Activities

JIM conducts several activities for student development round the year. These can be categorized as Life Skill enhancement activities, Institutional events, student grooming activities, mentor-mentee programs, entrepreneurial development activities and club events.

Fig 6: Student Development Activities



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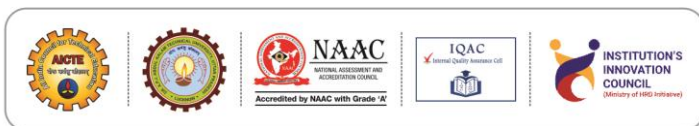
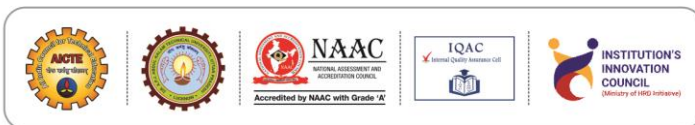


Table:6

Details of the Activity	2023-24	2024-25	2025-26
LIFE SKILLS ENHANCEMENT			
	03 Recreational Activities Per Year, ongoing throughout the semester.		
CLUB EVENTS IN THE CAMPUS			
	08 Student Club Events in the Campus		
EVENTS AT THE INSTITUTE			
	02 Intercollege Event Per Year		
	04 CSR Events to be organized Per Year		
	04 Flagship Events		
	04 Teams -Participation in Inter College Events	05 Teams Participation in Inter-College Events	06 Teams- Participation in Inter-College Events
STUDENT GROOMING ACTIVITIES			
	Ongoing Modules- PC and EEP along with phonetic development module, a special feature of industry-oriented modules to be added.	Initiation of alumni preparation session along with ongoing Modules- PC and EEP along with phonetic development module, a special feature of industry-oriented modules to be added.	Inclusion of Industry oriented modules along with ongoing Modules- PC and EEP along with phonetic development module, a special feature of industry-oriented modules to be added.
MENTOR-MENTEE PROGRAM			
Mentor mentee sessions	A regular mentor-mentee session with the faculty, and one correspondence with the parents per semester.		
Industry Mentorship	Industry Mentorship for each student		
ENTREPRENEURIAL DEVELOPMENT			
Camps	01 EDP Camp Per Year		
Guest Lectures	04 Lecture by Young Entrepreneurs Per Year	05 Lecture by Young Entrepreneurs Per Year	06 Lecture by Young Entrepreneurs Per Year

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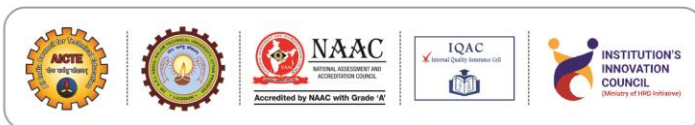


Student Development Plan 2023-24

Name of the Activity	Action Plan	Outcome	Measurable	Activities /Timeline	Accountability
Recreational Activities in Life Skills	Introducing to the following activities based upon the enhancement of Life Skills: Career skills Team Skills Self-Introspection Skills Right assessment of self-Employability Skills	Development of Life skills which are required in the current paradigm. Enhancement of employability along with an entrepreneurial streak with the students.	Organization of quality events to assess the career skills of the students. 03 Recreational Activities are planned per year in order to enhance the Life Skills of the students.	Events to be undertaken: Odd Semester: Enhancement of team management skills. Assessment of employability skills. Even Semester: Enhancing Personal Effectiveness	Odd Semester: Skill enhancement team Even Semester: Skill enhancement team
Student Clubs and Committees	Student Activities for the following specialization clubs: Dramatics and Cultural Club Design Thinking and Innovation Club Marketing Research Club IT and Analytics Club	Development of Communication and Managerial Skills through Event Planning. Awareness of the Global, Economic, and Financial Environment Development of Interpersonal and Team Building Skills.	Organizing Quality events institutional Level. Participation of Students in Intercollege Competitions Organizing Intercollege events at our campus.	Events to be undertaken: Even Semester: 1. Change by Design- Feb 2023. 2. Dramatics and Cultural Club- March 2023. 3. Design Thinking and Innovation Club- April 2023. Odd Semester:	Even Semester: Change by Design- Design Thinking and Innovation Club Dramatics and Cultural Club Committee Design Thinking and Innovation Club Committee. Odd Semester:

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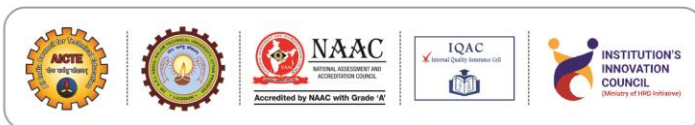
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	Literary Club	<p>Domain Specific Expertise.</p> <p>Enhancement of Awareness about the Economy- National and International.</p>		<p>Wall of Fame/Shame- Sep, 2023.</p> <p>Marketing Research Club- Nov Marketing Research Club- Oct, 2023.</p> <p>War of Words- Nov, 2023.</p> <p>4. Case Mania- Design Thinking And Innovation club</p>	<p>Marketing and Research Club Committee.</p> <p>Marketing Research Club Committee.</p> <p>3.Literary and Cultural Club Committee</p> <p>4. Design Thinking and Innovation Committee</p>
Events at the Institute	<p>Organization of Flagship Events:</p> <p>International Conference</p> <p>Corporate Summit</p> <p>Mercato</p> <p>Faculty development Program</p> <p>Organization of Inter college Event:</p> <p>Spardha</p>	<p>Enhancement of Domain Specific Knowledge through interaction with the experts.</p> <p>Project Based Learning.</p> <p>Coordination Skills.</p> <p>Stage Management and Public Speaking Skills.</p>	<p>Number and Quality of events organized</p> <p>Participation of Students as Event Coordinators.</p> <p>Involvement and Contribution of Students in the CSR Activities.</p>	<p>Events to be Undertaken:</p> <p>Flagship Events:</p> <p>International Conference: December 2023</p> <p>Corporate Summit: Feb 2023</p> <p>Mercato: October 2023</p> <p>FDP-July 2023</p>	<p>Flagship Events:</p> <p>International Conference: IC Team</p> <p>Corporate Summit: Summit Team</p> <p>Mercato: Mercato Team</p> <p>FDP- Dean Academics and</p>

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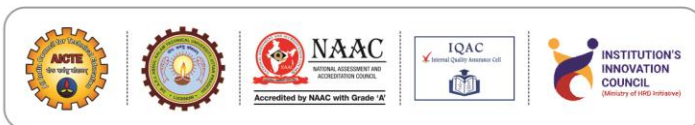
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	<p>Regular Institutional Events: Teachers' Day</p> <p>Freshers' Party</p> <p>Adios Amigos</p> <p>CSR Events Let's Educate</p> <p>Blood Donation</p> <p>Tree Plantation</p> <p>Anti Plastic Campaign</p> <p>Visit to Orphanage</p> <p>Participation in Intercollege Events outside the Institute:</p> <p>04 Teams in Elite B-Schools</p>	<p>Empathy towards the underprivileged in the Society.</p> <p>Creating socially responsible professionals.</p>		<p>Organization of Intercollege Event: Spardha-April 2023</p> <p>Regular Institutional Events: Teachers' Day & Freshers' Party- 5th Sep 2023</p> <p>Adios Amigos- May 2023</p> <p>CSR Events: Let's Educate: August 2023</p> <p>Blood Donation Camp: March 2023</p>	<p>Dean Student Welfare.</p> <p>Organization of Intercollege Event: Spardha- Spardha Team</p> <p>Regular Institutional Events: Teachers' Day & Freshers' Party- Cultural Committee.</p> <p>Adios Amigos- Cultural Committee.</p>
Student Grooming Activities	Ongoing Modules-PDP, PCP and Phonetic Development Module.	Enhanced communication and self-Management skills.	Number of Placements. Quality of Placements.	Following Modules will be followed:	Skill enhancement team.

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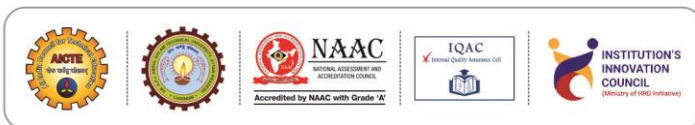
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	Inclusion of Industry specific modules as per the need of the industry. Individual student training as per the ongoing placement trends.			Sem1: PD Module-Basic, WW Basic. Sem2: Campus to Corporate (PDP& Grooming), WW Intermediate. Sem3: Campus to Corporate 2 (PDP& Grooming), EEP along with WW Advanced.	
Mentor Mentee Program	Regular interaction with students by the Faculty Mentor. Regular interaction of Faculty Mentors with the parents. Identification of Industry Mentors and engagement of Students with them.	Constant Monitoring of the student's performance Constant monitoring of students' attendance. Industry Exposure through Experiential learning under the guidance of Industry Mentors.	Improvement In the attendance of the students. Improvement in the performance of the students. Industry Exposure in the guidance of Industry Mentor	Following steps Will be undertaken: Weekly Session of all faculty with the mentees 01 Correspondence with the Parents regarding attendance and Performance- September & November (Odd Sem)	Correspondence with the Parents- Respective Faculty mentors

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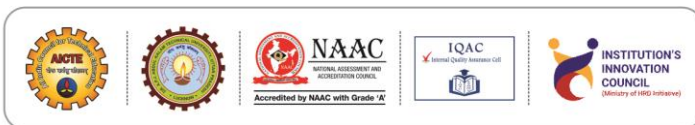
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				02 Correspondence	
Entrepreneurial Development	Initiating Active ED Cells. Conduction of EDP Camps. Guest Lectures of Young Entrepreneurs.	Development of Entrepreneurial Skills. Awareness of Government schemes for the entrepreneurs. Motivation for the budding Entrepreneurs.	Number of Entrepreneurial Activities. Number of Entrepreneurs.	01 EDP Camp Per Year- November 02 Lecture by Young Entrepreneur- September 2023. 02 Lecture- by Young Entrepreneur- March 2024.	IIC Cell

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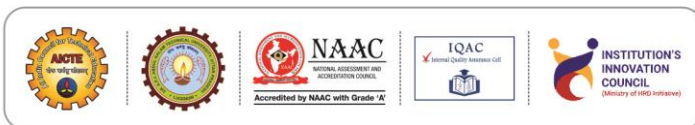


Student Development Plan 2024-25

Name of the Activity	Action Plan	Outcome	Measurable	Activities /Timeline	Accountability
Recreational Activities in Life Skills	Introducing to the following activities based upon the enhancement of Life Skills: Career skills Team Skills Self-Introspection Skills Right assessment of self-Employability Skills	Development of Life skills which are required in the current paradigm. Enhancement of employability along with an entrepreneurial streak with the students.	Organization of quality events to assess the career skills of the students. 03 Recreational Activities are planned per year in order to enhance the Life Skills of the students.	Events to be undertaken: Odd Semester: Enhancement of team management skills. Assessment of employability skills. Even Semester: Enhancing Inter-Personal Skills	Odd Semester: Skill enhancement team Even Semester: Skill enhancement team
Student Clubs and Committees	Student Activities for the following Dramatics and Cultural Club Design Thinking and Innovation Club Marketing Research Club IT and Analytics Club	Development of Communication and Managerial Skills through Event Planning. Awareness of the Global, Economic, and Financial Environment. Development of	Organizing Quality events at Institutional Level. Participation of Students in Intercollege Competitions Organizing Intercollege events at our campus.	Events to be undertaken: Odd Semester: Abhinay Manch- September, 2024 Design Thinking Activity- October 2024. Excellencia- Nov, 2024. Even Semester:	Events to be undertaken: Odd Semester: 1.Abhinay Manch- Dramatics and Cultural Club. 2.Design Thinking Activity- Design Thinking and Innovation Club. 3.Excellencia- IT and Analytics Club Even Semester:

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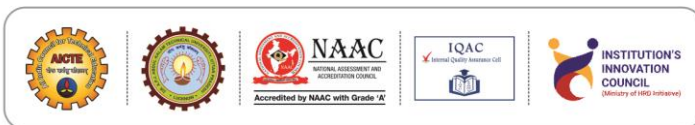
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	<p>Literary Club</p>	<p>Interpersonal and Team Building Skills.</p> <p>Domain Specific Expertise.</p> <p>Enhancement of Awareness about the Economy- National and International.</p>		<p>1. Let's Market- Feb, 2025.</p> <p>2. Panel Discussion on Budget- March 2025.</p> <p>3. War of Words- April, 2025.</p> <p>4. Design by Innovation- April 2025.</p>	<p>1. Let's Market- Marketing and Research Club.</p> <p>2. Panel Discussion on Budget- Finance Faculty</p> <p>3. War of Words- Literary Club</p> <p>4. Design by Innovation- Design Thinking and Innovation Club.</p>
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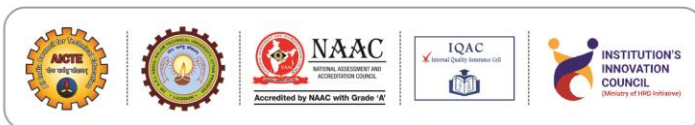
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Events at the Institute	<p>Organization of Flagship Events: International Conference</p> <p>Corporate Summit</p> <p>Mercato</p> <p>Faculty development Program</p> <p>Organization of Inter college Event:</p> <p>Spardha</p> <p>Regular Institutional Events: Teachers'Day</p> <p>Freshers'Party</p> <p>Adios Amigos</p> <p>CSR Events Let's Educate</p> <p>BloodDonation</p> <p>Tree Plantation</p>	<p>Enhancement of Domain Specific Knowledge through interaction with the experts.</p> <p>Project Based Learning.</p> <p>Coordination Skills.</p> <p>Stage Management and Public Speaking Skills.</p> <p>Empathy towards the underprivileged in the Society.</p> <p>Creating socially responsible professionals.</p>	<p>Number and Quality of events organized.</p> <p>Participation of Students as Event Coordinators.</p> <p>Involvement and Contribution of Students in the CSR Activities.</p>	<p>Events to be undertaken:</p> <p>Flagship Events: International Conference: December 2024</p> <p>Corporate Summit: Feb 2025</p> <p>Mercato: October 2024</p> <p>FDP-July 2024</p> <p>Organization of Intercollege Event: Spardha-April 2024</p> <p>Regular Institutional Events: Teachers' Day & Freshers' Party- 5th Sep 2024</p> <p>Adios Amigos- May</p>	<p>Flagship Events: International Conference: IC Team</p> <p>Corporate Summit: Summit Team</p> <p>Mercato: Mercato Team</p> <p>FDP- Dean Academics and Dean Student Welfare.</p> <p>Organization of Intercollege Event: Spardha- Spardha Team</p> <p>Regular Institutional Events: Teachers' Day & Freshers' Party- Cultural Committee.</p> <p>Adios Amigos- Cultural Committee.</p>
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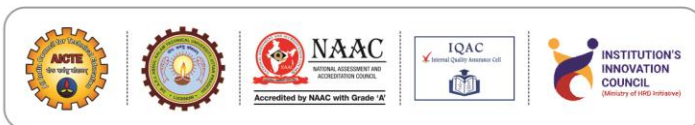
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	<p>Visit to Old Age Home</p> <p>Participation in Intercollege Events outside the Institute: 05 Teams in Elite B-Schools</p>			<p>2024</p> <p>CSR Events: Let's Educate: August 2024 Blood Donation Camp: March 2025</p> <p>Tree Plantation: Feb 2025 Visit to Old Age Home: April 2025 Participation in Intercollege Events outside the Institute: As per the opportunity available with Elite B-Schools</p>	<p>CSR Events: CSR Committee.</p> <p>Literary Club and Cultural Club Committee.</p>
Student Grooming Activities	<p>Ongoing Modules-PDP, PCP and Phonetic Development Module.</p> <p>Inclusion of Industry specific modules as per the need of the industry. Individual student training as per the ongoing placement trends.</p>	Enhanced communication and self-Management skills.	Number of Placements. Quality of Placements.	<p>Following Modules will be followed:</p> <p>Sem1: PD Module-Basic, WW Basic.</p> <p>Sem2: Campus to Corporate (PDP& Grooming), WW Intermediate.</p>	Skill enhancement team.

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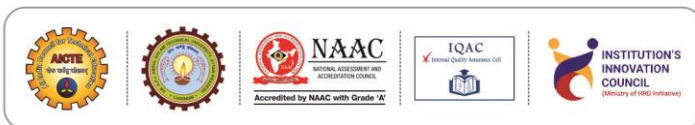
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				Sem3: Campus to Corporate 2 (PDP& Grooming), EEP along with WW Advanced.	
Mentor Mentee Program	<p>Regular interaction with students by the Faculty Mentor.</p> <p>Regular interaction of Faculty Mentors with the parents.</p> <p>Identification of Industry Mentors and engagement of Students with them.</p>	<p>Constant Monitoring of the student's performance.</p> <p>Constant monitoring of students' attendance.</p> <p>Industry Exposure through Experiential learning under the guidance of Industry Mentors.</p>	<p>Improvement In the attendance of the students.</p> <p>Improvement in the performance of the students.</p> <p>Industry Exposure in the guidance of Industry Mentor</p>	<p>Following steps Will be undertaken: Weekly Session of all faculty with the mentees 01</p> <p>Correspondence with the Parents regarding attendance and Performance- September & November (Odd Sem)</p> <p>02</p> <p>Correspondence with the Parents regarding attendance and Performance- Feb & April (Even Sem)</p>	Correspondence with the Parents- Respective Faculty mentors

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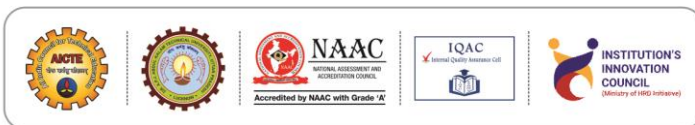
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				15 Mentors from the Industry and JIM Alumni to be identified to mentor the group of students- During Sem1, Sem2 and Sem 3.	
Entrepreneurial Development	Initiating Active ED Cells. Conduction of EDP Camps. Guest Lectures of Young Entrepreneurs.	Development of Entrepreneurial Skills. Awareness of Government schemes for the entrepreneurs. Motivation for the budding Entrepreneurs.	Number of Entrepreneurial Activities. Number of Entrepreneurs.	01 EDP Camp Per Year- November 02 Lecture by Young Entrepreneur- September 2024. 02 Lecture- by Young Entrepreneur- March 2025.	IIC Cell

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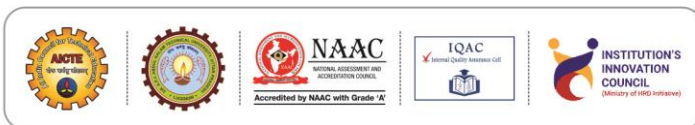


Student Development Plan 2025-26

Name of the Activity	Action Plan	Outcome	Measurable	Activities /Timeline	Accountability
Recreational Activities in Life Skills	Introducing to the following activities based upon the enhancement of Life Skills: Career skills Team Skills Self-Introspection Skills Right assessment of self-Employability Skills	Development of Life skills which are required in the current paradigm. Enhancement of employability along with an entrepreneurial streak with the students.	Organization of quality events to assess the career skills of the students. 03 Recreational Activities are planned per year in order to enhance the Life Skills of the students.	Events to be undertaken: Odd Semester: Enhancement of employability skills. Assessment of employability skills. Even Semester: Enhancing Self Effectiveness	Odd Semester: Team Building activity for enhancement of career skills Assessment of employability skills Enhancement of Self Effectiveness
Student Clubs and Committees	Student Activities for the following specialization club: Dramatics and Cultural Club Design Thinking and Innovation Club	Development of Communication and Managerial Skills through event Planning. Awareness of the Global, Economic and Financial Environment. Development of Interpersonal and Team	Organizing Quality events at Institutional Level. Participation of Students in Intercollege Competitions Organizing Intercollege events.	Events to be undertaken: Odd Semester: Mkt Club Activity- Creating a Brand-Aug 2025 Innovate and Design Activity- Sep 2025 Listening Potential- Oct 2025 IT Club Activity- Creating	Odd Semester: Marketing Research Club Committee Design Thinking and Innovation Committee Dramatics and Cultural Committee IT and Analytics Committee Even Semester:

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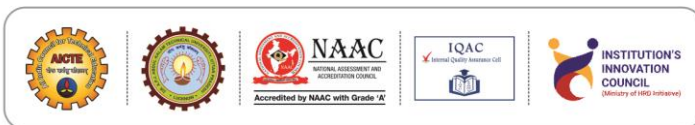
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	Marketing Research Club IT and Analytics Club Literary and Cultural Club	Building Skills. Domain Specific Expertise. Enhancement of Awareness about the Economy- National and International.		the best website-Nov 2025 Even Semester: Creating a product- Feb 2026 Panel Discussion on Budget-Mar 2026 3. Declamation Competition- April 2026	Marketing Research Club Committee Finance Faculty Literary Club
Events at the Institute	Organization of Flagship Events: International Conference Corporate Summit Mercato Faculty development Program Organization of Inter college Event: Spardha Regular Institutional	Enhancement of Domain Specific Knowledge through interaction with the experts. Project Based Learning. Coordination Skills. Stage Management and Public Speaking Skills. Empathy towards the underprivileged in Society.	Number and Quality of events organized Participation of Students as Event Coordinators. Involvement and Contribution of Students in the CSR Activities.	Events to be undertaken: Flagship Events: International Conference: December 2025 Corporate Summit: Feb 2026 Mercato: October 2025 FDP-July 2025 Organization of Intercollege Event: Spardha-April 2025	Flagship Events: International Conference: IC Team Corporate Summit: Summit Team Mercato: Mercato Team FDP- Dean Academics and Dean Student Welfare. Organization of Intercollege Event: Spardha- Spardha Team

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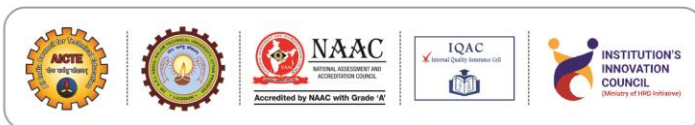
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	<p>Events: Teachers' Day</p> <p>Freshers' Party</p> <p>Adios Amigos</p> <p>CSR Events Let's Educate</p> <p>Blood Donation</p> <p>Tree Plantation</p> <p>Visit to Orphanage</p> <p>Participation in Intercollege Events outside the Institute: 06 Teams in Elite B-Schools</p>	<p>Creating socially responsible professionals.</p>		<p>Regular Institutional Events: Teachers' Day & Freshers' Party- 5th Sep 2025</p> <p>Adios Amigos- May 2025</p> <p>CSR Events: Let's Educate: August 2025</p> <p>Blood Donation Camp: March 2026</p> <p>Tree Plantation: Feb 2026</p> <p>Visit to Old Age Home: April 2026</p> <p>Participation in Intercollege Events outside the Institute: As per the opportunity available with Elite B-Schools</p>	<p>Regular Institutional Events: Teachers' Day & Freshers' Party- Cultural Committee.</p> <p>Adios Amigos- Cultural Committee.</p> <p>CSR Events: CSR Committee.</p> <p>Literary Club and Cultural Club Committee.</p>
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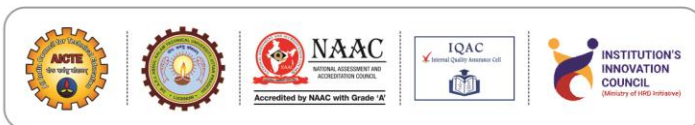
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Student Grooming Activities	<p>Ongoing Modules- PDP, PCP and Phonetic Development Module.</p> <p>Inclusion of Industry specific modules as per the need of the industry.</p> <p>Individual student training as per the ongoing placement trends.</p>	Enhanced communication and self-Management skills.	Number of Placements. Quality of Placements.	<p>Following Modules will be followed:</p> <p>Sem1: PD Module-Basic, WW Basic.</p> <p>Sem2: Campus to Corporate (PDP& Grooming), WW Intermediate.</p> <p>Sem3: Campus to Corporate 2 (PDP& Grooming), EEP along with WW Advanced.</p>	Skill enhancement team.
Mentor Mentee Program	<p>Regular interaction with students by the Faculty Mentor.</p> <p>Regular interaction of Faculty Mentors with the parents.</p> <p>Identification of Industry Mentors and engagement of Students with them.</p>	<p>Constant Monitoring of the student's performance.</p> <p>Constant monitoring of students' attendance.</p> <p>Industry Exposure through Experiential learning under the</p>	<p>Improvement In the attendance of the students.</p> <p>Improvement in the performance of the students.</p> <p>Industry Exposure in the guidance of Industry Mentor</p>	<p>Following steps Will be undertaken: Weekly Session of all faculty with the mentees 01</p> <p>Correspondence with the Parents regarding attendance and Performance- September & November (Odd Sem)</p>	Correspondence with the Parents- Respective Faculty mentors

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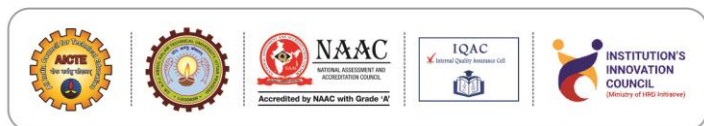
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				02 Correspondence	
Entrepreneurial Development	Initiating Active ED Cells. Conduction of EDP Camps. Guest Lectures of Young Entrepreneurs.	Development of Entrepreneurial Skills. Awareness of Government schemes for entrepreneurs. Motivation for the budding Entrepreneurs.	Number of Entrepreneurial Activities. Number of Entrepreneurs.	01 EDP Camp Per Year- November 02 Lecture by Young Entrepreneur- September 2025. 02 Lecture- by Young Entrepreneur- March 2026.	IIC Cell

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Admissions Development Plan

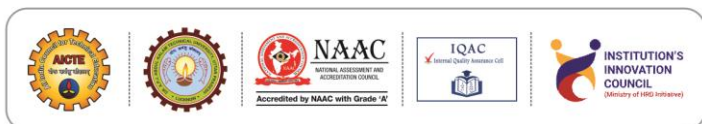
A. Analysis of Admissions Department

Analysis of Admissions Department	
Strengths	Challenges
Brand name & legacy of Jaipuria Well defined entrance standards provide clear pathways for admissions Strategic Location of Institute in Delhi/NCR Industry Oriented MBA program, MBA (Business Analytics), MBA (Banking and Financial Service) More than 20 years of teaching experience of MBA program Excellent service to Students Applications are processed in a timely manner Knowledgeable admission staff	Declining enrollment of students in UPTAC Examination No separate Admission Professionals / Marketing Team for MBA program Competition with other PGDM Institutes Highest Fee among all MBA Institutes across UP in AKTU, Lucknow

B. Quality of admissions to improve

- To increase the number and to improve the quality of student can be looked through the strategic positioning.
- JIM will aggressively implement 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, Innovative Teaching pedagogy, Brand image(legacy) and various Events. Hoardings/Flexes will be used for wider communication. The institute will participate in the Education Fairs in the different regions of the U.P./Bihar/North East/West Bengal to increase the presence of JIM among MBA aspirants.
- Social media like Instagram, Facebook, Twitter, and YouTube will be used as a major tool to interact with the students for admission. Exhaustive and engaging Online campaigning will be started through these tools for MBA aspirants.
- The Institute will identify and make relationship with the consultants in different regions of U.P/Bihar/West Bengal. Comprehensive relationship Plan will be implemented. Existing batch of students in MBA will be encouraged to counsel the students for the admissions.
- The catchment area should also be increased in other states. Institute should have larger pool of prospective students for admissions. The pool of the students should be from good institutions of Delhi/NCR.
- Perception of the institute is to be enhanced among the parents as well as students.

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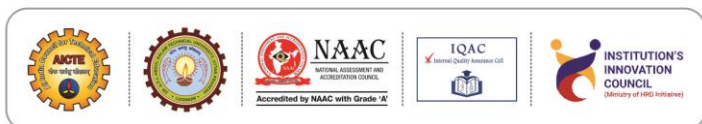


Admissions Summary

Admissions Plan Summary				
	2022-23	2023-24	2024-25	2025-26
	2023-25	2024-26	2025-27	2026-28
Target	Admissions: 275	Admissions: 300	Target Admissions: 300*+Any Additional Course started	Target Admissions: 300*+Any Additional Course started
Sources	Admissions through Website Enquiry-30	Admissions through Website Enquiry-35	Admissions through Website Enquiry-35	Admissions through Website Enquiry-35
	Admissions through Google Enquiry-30	Admissions through Google Enquiry-35	Admissions through Google Enquiry-35	Admissions through Google Enquiry-35
	Admissions through Consultant-40	Admissions through Consultant-45	Admissions through Consultant-45	Admissions through Consultant-45
	Admissions through MAT/CAT/CMAT-40	Admissions through MAT/CAT/CMAT-45	Admissions through MAT/CAT/CMAT-45	Admissions through MAT/CAT/CMAT-45
	Admissions through References-40	Admissions through References-45	Admissions through References-45	Admissions through References-45
	Admissions through TQ- 40	Admissions through TQ- 40	Admissions through TQ- 40	Admissions through TQ- 40
	Admissions through UPSEE-10	Admissions through UPSEE-10	Admissions through UPSEE-10	Admissions through UPSEE-10
	Admission through Walkin-25	Admission through Walkin-25	Admission through Walkin-25	Admission through Walkin-25
	Admissions through other sources-20	Admissions through other sources-20	Admissions through other sources-20	Admissions through other sources-20
Initiative	Emailers on Placement, USP, Event	Emailers on Placement, USP, Event	Emailers on Placement, USP, Event	Emailers on Placement, USP, Event
	Facebook Post on Placement, Events, Faculty,	Facebook Post on Placement, Events, Faculty,	Facebook Post on Placement, Events, Faculty,	Facebook Post on Placement, Events, Faculty,
	Local and outstation GD/PI	Local and outstation GD/PI	Local and outstation GD/PI	Local and outstation GD/PI

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	Consultants Association-40	Consultants Association-45	Consultants Association-50	Consultants Association-50
	Students Video on placement, communication skill-5	Students Video on placement, communication skill-5	Students Video on placement, communication skill-5	Students Video on placement, communication skill-5
	Faculty Video-2	Faculty Video-4	Faculty Video-5	Faculty Video-5
	Hoarding in month of May-July at 3 locations	Hoarding in month of May-July at 3 locations	Hoarding in month of May-July at 3 locations	Hoarding in month of May-July at 3 locations
	10 Seminars/Workshops on	15 Seminars/Workshops on PD/Communication	20 Seminars/Workshops on PD/Communication	20 Seminars/Workshops on PD/Communication
	Interaction with Principals/Directors - 10	Interaction with Principals/Directors - 15	Interaction with Principals/Directors - 20	Interaction with Principals/Directors - 20
	Quarterly Newsletter	Quarterly Newsletter	Quarterly Newsletter	Quarterly Newsletter

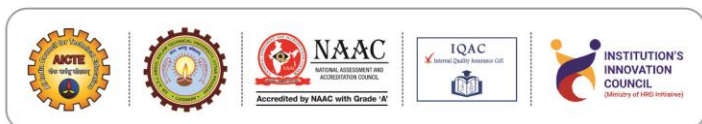
C. No. of Admissions to Improve

Admissions Trend 2019 – 2026			
	Direct Admissions	Admissions Through	Total
2019	175	11	186
2020	179	16	195
2021	223	11	234
2022	265	10	275
2023*	290	10	300
2024*	290	10	300
2025*	290	10	300
2026*	290	10	300

**Projected*

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D. Action Plan

1. Month Wise Local & Outstation GD/PI

Month	Places	Action to be taken	Ownership
December	Local & Outstation GDPI	<ul style="list-style-type: none"> • Printing of Brochures/flyers. • Calling on December data. • Appointment of Admission counselor/Tele caller/Admission Manager. • Identification of Graduate colleges/Professional Institutes having graduate courses in U.P. • Promotion of Institute activities in different under graduate colleges through Emailer • Association with the consultants in different cities. • Arrangement of Local Data. • Outstation Visits. • Social Media Campaign • Emailers on Admission data about Institute activities • Calling on other available data 	<p>Dr. Ashwani & Dr. Ajay Tele Callers</p> <p>Director Sir</p> <p>Dr. Anil Gupta</p> <p>Dr. Nidhi Mathur</p> <p>Dr. Anil Gupta</p> <p>Dr. Anil Gupta Admissions Team</p> <p>Dr. Ajay</p> <p>Dr. Ajay</p> <p>Tele Callers</p>

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January	Local & Outstation GDPI	<ul style="list-style-type: none"> Arrangement of December MAT data. (Purchase from AIMA) Calling on all available data. Social Media Campaign Regular visits/Contacts with the consultants. Contact with Undergraduate colleges for counseling sessions Sending bulk mails on the school parents' data regarding the institution activities. Hoardings at different Jaipuria Institutions Listing of the admission banner in different institute/ college Facebook page, website Outstation Visits/Career Counseling sessions. Channelizing Alumni database for Admissions 	<p>Dr. Anil Gupta</p> <p>Tele Callers Dr. Ashwani & Dr. Ajay Dr. Anil Gupta</p> <p>Dr. Nidhi Mathur</p> <p>Dr. Ajay</p> <p>Dr. Anil Gupta</p> <p>Dr. Ashwani & Dr. Ajay</p> <p>Admissions Team</p> <p>Dr. Ajay</p>
February	Local & Outstation GDPI	<ul style="list-style-type: none"> Social Media Campaign <p>Notifications in local newspapers for Local GDPIs.</p> <p>Regular visits/Contacts with the consultants.</p> <ul style="list-style-type: none"> Calling <p>Community Center Projects at different places of Delhi NCR</p> <p>Contact with Undergraduate colleges for counseling sessions</p> <ul style="list-style-type: none"> Channelizing Alumni database for Admissions 	<p>Dr. Ashwani & Dr. Ajay</p> <p>Dr. Anil Gupta Dr. Anil Gupta</p> <p>Tele Callers Dr. Ashwani</p> <p>Dr. Nidhi Mathur</p> <p>Dr. Aubha, Dr. Govind</p>

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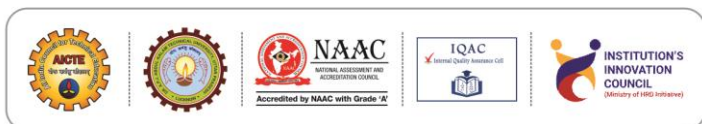
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March	Local & Outstation GDPI	<p>Interview of the Director in the local newspaper regarding the institute activities.</p> <ul style="list-style-type: none"> Social Media Campaign <p>Regular visits/Contacts with the consultants.</p> <ul style="list-style-type: none"> Contact with University Professors Calling <p>Inter College Students Events for Engagement</p> <p>Contact with Undergraduate colleges for counseling sessions</p> <ul style="list-style-type: none"> Channelizing Alumni database for Admissions 	<p>Ms. Khushboo</p> <p>Dr. Ashwani & Dr. Ajay</p> <p>Dr. Anil Gupta</p> <p>Dr. Nidhi Mathur</p> <p>Tele Callers</p> <p>Dr. Nidhi Mathur</p> <p>Dr. Nidhi Mathur</p> <p>Dr. Anubha, Dr. Govind</p>
April	Local & Outstation GDPI	<ul style="list-style-type: none"> Social Media Campaign Arrangement of local data <p>Regular visits/Contacts with the consultants</p> <ul style="list-style-type: none"> Distribution of Flyers on BBA Hoardings in NCR region Placement Branding at Local Level through social media <p>Inter College Students Events for Engagement</p> <p>Contact with Undergraduate colleges for counseling sessions</p> <p>Channelizing Alumni database for Admissions</p>	<p>Dr. Ashwani & Dr. Ajay</p> <p>Dr. Anil Gupta</p> <p>Dr. Anil Gupta</p> <p>Dr. Ashwani & Dr. Ajay</p> <p>Dr. Anil Gupta</p> <p>Dr. Ashwani & Dr. Ajay</p> <p>Dr. Nidhi Mathur</p> <p>Dr. Nidhi Mathur</p> <p>Dr. Anubha, Dr. Govind</p>

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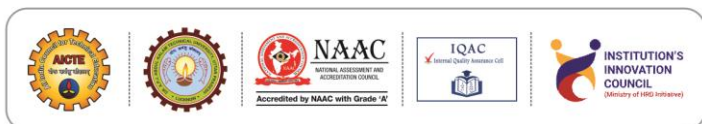
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May	Local & Outstation GDPI	<ul style="list-style-type: none"> Social Media Campaign Regular visits/Contacts with the consultants. <ul style="list-style-type: none"> Contact with University Professors Calling Contact with Undergraduate colleges for counseling sessions <ul style="list-style-type: none"> Channelizing Alumni database for Admissions Hoardings in NCR region 	Dr. Ashwani & Dr. Ajay Dr. Anil Gupta Dr. Nidhi Mathur Tele Callers Dr. Nidhi Mathur Dr. Anubha, Dr. Govind Dr. Anil Gupta
June	Local & Outstation GDPI	<ul style="list-style-type: none"> Arrangement of May MAT data (Purchase from AIMA). Social Media Campaign Advertisement in local newspapers for outstation GDPIs. Regular visits/Contacts with the consultants. <ul style="list-style-type: none"> Contact with University Professors Calling Channelizing Alumni database for Admissions <ul style="list-style-type: none"> Hoardings in NCR region Flyer Distribution in newspapers/CCS University Examination	Dr. Anil Gupta Dr. Ashwani & Dr. Ajay Ms. Khushboo Dr. Anil Gupta Dr. Nidhi Mathur Callers Dr. Anubha, Dr. Govind Dr. Anil Gupta Dr. Ashwani & Dr. Ajay
July	Local & Outstation GDPI	Regular visits/Contacts with the consultants. <ul style="list-style-type: none"> Contact with University Professors Calling on local data Channelizing Alumni database for Admissions Flyer Distribution in newspapers/CCS University Examination	Dr. Anil Gupta Dr. Nidhi Mathur Tele Callers Dr. Anubha, Dr. Govind Dr. Ashwani & Dr. Ajay

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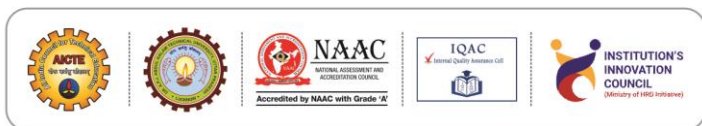
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2. Admissions Actionable

SN	Activity	Ownership	Deadline
1	Alumni details for admission purpose i.e. alumni details city wise (city to which they belong), college wise (from where they have pass out graduation)	Dr Ajay Tripathi	Before 25th December
2	Emailers	Dr Ashwani Varshney & Dr. Ajay Tripathi	Before 10th December
3	E-mailers to be sent to the available data	Dr. Ajay Tripathi	Regular as per social media plan
4	City wise Placement emailers to be sent on CMAT/MAT data after doing city wise classification	Dr. Ajay Tripathi	Regular as per social media plan
5	Faculty videos (2-3 minutes) to be uploaded on you tube and other platforms	Dr. Ashwani Varshney/Dr. Ajay Tripathi	Before 25th May
6	USP Emailers on all available data	Dr. Ajay Tripathi	Regular as per social media plan
7	Faculty Emailers to be sent on the Admission data (MAT, CAT, CMAT etc.)	Dr. Ashwani Varshney/Dr. Ajay Tripathi	Regular as per social media plan
8	Emailers to be sent to alumni	Dr. Ajay Tripathi, Dr. Govind, Dr. Anubha	Regular
9	Consultant Database	Dr. Anil Gupta	Before 31st December
10	Flexes and standees	Dr Ashwani Varshney and Dr Anil Gupta	20-Dec
11	Banners and Flexes at Jaipuria's different ventures	Dr Ashwani varshney and Dr Anil Gupta	20-Dec
12	Hoardings	Dr Ashwani varshney and Dr Anil Gupta	In the month of April, May and June

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3. Outstation GD/PI Marketing Plan

Outstation GD/PI Marketing Plan		
Cities	Campus, Lucknow, Kanpur, Patna, Gorakhpur, Dehradun, Varanasi, Allahabad, Kolkata	
Months	23-Jun 2023	Ownership
Target Activities	Letters by Post	Dr Ashwani & Dr Ajay
	SMS / WhatsApp	Dr Ajay
	Calling	Tele Callers
	Emails	Dr Ajay
	Social Media Campaign	Dr Ashwani & Dr Ajay
	Alumni Interactions	Dr. Ajay, Dr. Anubha, Dr. Govind, Dr. Devi

4. Local Institutions Marketing Plan

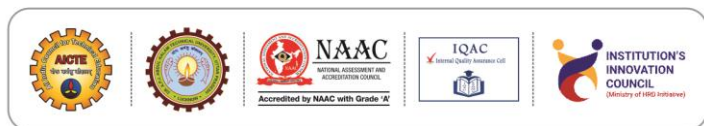
Local Institutions Marketing Plan		
Cities	NCR	
Months	Dec 2023-Jun 2023	
Activities	Emails	Dr. Nidhi
	Calling	Dr. Nidhi
	Seminar/Workshop on PD/Communication	Dr. Nidhi
	Interaction with Principals/Directors	Dr. Nidhi
	Sending Brochures	Dr. Nidhi

5. MAT and Other Data Marketing Plan

MAT and Other Data Marketing Plan		
Target Cities	Agra, Campus, Lucknow, Kanpur, Patna, Gorakhpur, Dehradun, Varanasi, Allahabad, Kolkata	
Target Months	Jan 2023-Jun 2023	Ownership
Target Activities	Arrangement of Data	Dr Anil, Dr Ashwani, Dr
	Letters by Post	Dr Ashwani & Dr Ajay
	SMS /WhatsApp	Dr Ajay
	Calling	Tele Callers

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	Emails	Dr Ajay
	Social Media Campaign	Dr Ashwani & Dr Ajay

6. Hoarding Marketing Plan

Hoarding Marketing Plan		
Target Cities	Ghaziabad	
Target Months	April 2023-Jun 2023	Ownership
Target Activities	Selection of Vendor	Dr Anil, Dr Ashwani, Dr
	Selection of Locations/Sites	Dr Anil, Dr Ashwani, Dr
	Design / Creative	Dr Anil, Dr Ashwani, Dr

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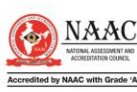
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7. Social Media Plan

Month	Days	Week 1		Week 2		Week 3		Week 4	
		Platform	Activity	Platform	Activity	Platform	Activity	Platform	Activity
Dec	Monday	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation
	Tuesday	Emailer/Whatsapp	MBA USP	Emailer/Whatsapp	Placement	Emailer/Whatsapp	MBA USP	Emailer/Whatsapp	Placement
	Wednesday	Facebook/Instagram	MBA Student Testimonial	Facebook/Instagram	Meme/Engagement	Facebook/Instagram	BA Student Testimonial	Facebook/Instagram	Student Testimonial
	Thursday	Emailer/Whatsapp	Events E-mailer	Emailer/Whatsapp	BA USP	Emailer/Whatsapp	Events E-mailer	BFSI USP	Events E-mailer
	Friday	Facebook/Instagram	Friday Faculty	Facebook/Instagram	Friday Faculty	Facebook/Instagram	Friday Faculty	Facebook/Instagram	Friday Faculty
	Saturday	Facebook/Instagram	ALUMNI Banner	Facebook/Instagram	BA Specific	Facebook/Instagram	ALUMNI Banner	Facebook/Instagram	BFSI USP
Jan	Monday	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation
	Tuesday	Emailer/Whatsapp	MBA USP	Emailer/Whatsapp	Placement	Emailer/Whatsapp	MBA USP	Emailer/Whatsapp	Placement
	Wednesday	Facebook/Instagram	MBA Student	Facebook/Instagram	Meme/Engagement	Facebook/Instagram	BA Student	Facebook/Instagram	Student Testimonial
	Thursday	Emailer/Whatsapp	Events E-mailer	Emailer/Whatsapp	BA USP	Emailer/Whatsapp	Events E-mailer	BFSI USP	Events E-mailer
	Friday	Facebook/Instagram	Friday Faculty	Facebook/Instagram	Friday Faculty	Facebook/Instagram	Friday Faculty	Facebook/Instagram	Friday Faculty
	Saturday	Facebook/Instagram	ALUMNI Banner	Facebook/Instagram	BA Specific	Facebook/Instagram	ALUMNI Banner	Facebook/Instagram	BFSI USP
Feb	Monday	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation	Facebook/Instagram	Monday Motivation
	Tuesday	Emailer/Whatsapp	MBA USP	Emailer/Whatsapp	Placement	Emailer/Whatsapp	MBA USP	Emailer/Whatsapp	Placement

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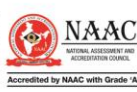
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	Wednesday	Facebook/ Instagram	MBA Student	Facebook/ Instagram	Meme/Eng agement	Facebook/ Instagram	BA Student	Facebook/I nstagram	Student Testimoni
	Thursday	Emailer/ Whatsapp	Events Emailer	Emailer/ Whatsapp	BA USP	Emailer/ Whatsapp	Events Emailer	BFSI USP	Events Emailer
	Friday	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/I nstagram	Friday Faculty
	Saturday	Facebook/ Instagram	ALUMNI Banner	Facebook/ Instagram	BA Specific	Facebook/ Instagram	ALUMNI Banner	Facebook/I nstagram	BFSI USP
Mar	Monday	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/I nstagram	Monday Motivation
	Tuesday	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement
	Wednesday	Facebook/ Instagram	MBA Student	Facebook/ Instagram	Meme/Eng agement	Facebook/ Instagram	BA Student	Facebook/I nstagram	Student Testimoni
	Thursday	Emailer/ Whatsapp	Events Emailer	Emailer/ Whatsapp	BA USP	Emailer/ Whatsapp	Events Emailer	BFSI USP	Events Emailer
	Friday	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/I nstagram	Friday Faculty
	Saturday	Facebook/ Instagram	ALUMNI Banner	Facebook/ Instagram	BA Specific	Facebook/ Instagram	ALUMNI Banner	Facebook/I nstagram	BFSI USP
Apr	Monday	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/I nstagram	Monday Motivation
	Tuesday	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement
	Wednesday	Facebook/ Instagram	MBA Student	Facebook/ Instagram	Meme/Eng agement	Facebook/ Instagram	BA Student	Facebook/I nstagram	Student Testimoni
	Thursday	Emailer/ Whatsapp	Events Emailer	Emailer/ Whatsapp	BA USP	Emailer/ Whatsapp	Events Emailer	BFSI USP	Events Emailer
	Friday	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/I nstagram	Friday Faculty
	Saturday	Facebook/ Instagram	ALUMNI Banner	Facebook/ Instagram	BA Specific	Facebook/ Instagram	ALUMNI Banner	Facebook/I nstagram	BFSI USP
May	Monday	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/I nstagram	Monday Motivation

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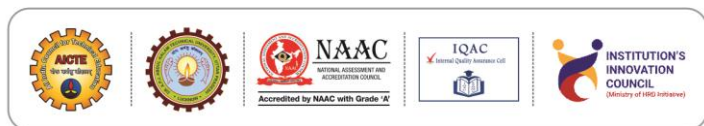
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	Tuesday	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement
	Wednesday	Facebook/ Instagram	MBA Student	Facebook/ Instagram	Meme/Eng agement	Facebook/ Instagram	BA Student	Facebook/I nstagram	Student Testimoni
	Thursday	Emailer/ Whatsapp	Events Emailer	Emailer/ Whatsapp	BA USP	Emailer/ Whatsapp	Events Emailer	BFSI USP	Events Emailer
	Friday	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/I nstagram	Friday Faculty
	Saturday	Facebook/ Instagram	ALUMNI Banner	Facebook/ Instagram	BA Specific	Facebook/ Instagram	ALUMNI Banner	Facebook/I nstagram	BFSI USP
Jun	Monday	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/I nstagram	Monday Motivation
	Tuesday	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement
	Wednesday	Facebook/ Instagram	MBA Student	Facebook/ Instagram	Meme/Eng agement	Facebook/ Instagram	BA Student	Facebook/I nstagram	Student Testimoni
	Thursday	Emailer/ Whatsapp	Events Emailer	Emailer/ Whatsapp	BA USP	Emailer/ Whatsapp	Events Emailer	BFSI USP	Events Emailer
	Friday	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/I nstagram	Friday Faculty
	Saturday	Facebook/ Instagram	ALUMNI Banner	Facebook/ Instagram	BA Specific	Facebook/ Instagram	ALUMNI Banner	Facebook/I nstagram	BFSI USP
Jul	Monday	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/ Instagram	Monday Motivation	Facebook/I nstagram	Monday Motivation
	Tuesday	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement	Emailer/ Whatsapp	MBA USP	Emailer/ Whatsapp	Placement
	Wednesday	Facebook/ Instagram	MBA Student	Facebook/ Instagram	Meme/Eng agement	Facebook/ Instagram	BA Student	Facebook/I nstagram	Student Testimoni
	Thursday	Emailer/ Whatsapp	Events Emailer	Emailer/ Whatsapp	BA USP	Emailer/ Whatsapp	Events Emailer	BFSI USP	Events Emailer
	Friday	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/ Instagram	Friday Faculty	Facebook/I nstagram	Friday Faculty
	Saturday	Facebook/ Instagram	ALUMNI Banner	Facebook/ Instagram	BA Specific	Facebook/ Instagram	ALUMNI Banner	Facebook/I nstagram	BFSI USP

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Placement development plan

Strategic Initiatives

A) Base Strategy:

- To map the competencies of the students employing:
 - ✓ MBTI Profiling
 - ✓ Communication competency
 - ✓ Numerical Competency
 - ✓ Domain expertise
 - ✓ Family Background
 - ✓ Fitment for the corporate
- Preparing the students for various sectoral opportunities.
- Inviting organizations to the campus for guest lectures and mock PIs.
- Picking up the students by understanding the fitment for the profiles.
- Extensive Mock GD/PI sessions.
- Final Placements.

Challenges in the current paradigm:

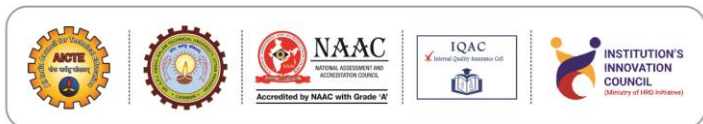
• Changing Recruiters Perception

- ✓ The uncertain and complex business environment.
- ✓ Costs and time in cutting campus recruitment leading to innovative hiring styles like Interview online through Skype Video Calling and Telephonic Interviews, making processes abrupt.
- ✓ Even Social Mediums like Facebook and LinkedIn have been introduced for the aspirant to apply through profile postings.
- ✓ Introduction of HOTS Round.
- ✓ Introduction to Caselets
- ✓ Intricate fitment requirements.
- ✓ Tough criteria for academic clearance.

• Changing Students Perception

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- ✓ The present age students prefer their recruitment to happen paperless so that they do not have to carry any stationery for the Campus recruitment process.
- ✓ Specific demands
- ✓ Lack of commitment
- ✓ Procrastination
- ✓ Mis assessment (Self assessments)- Gap between students' self perception- Congruence

• **Changing Technology:**

- ✓ New Technology evolving at the Market has also changed the course of recruitment in HR Industry. Nowadays, Job Advertisements and applications are all processed through social media and web portals.
- ✓ Filtering potential candidates are done over websites, blogs, links, smart phones like Mobile recruiting or through Video Conferencing forums like Skype.
- ✓ Keywords are getting very intricate leading to rejection of resumes.
- ✓ Moreover, Aptitude tests are held online as well typing methods in case of Case Interview or Essay writings, which are tough to crack.
- ✓ Voice versant tests

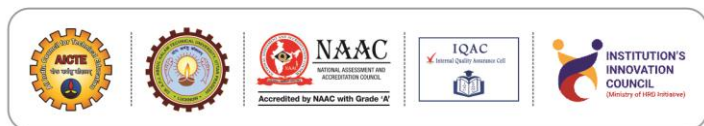
• **Changing requirement of Job skills:**

- ✓ In current corporate world, job skills are all about life and soft skills.
- ✓ High Order Thinking Skills are required.
- ✓ Technical task oriented, tech-savvy and computer literacy requirements, inter-personal skills, cultural adaptability and Emotional Intelligence are the other few important skills a graduate must hone when he completes his higher education.
- ✓ Recently, Automation, Process Improvement and Project Management skills are also becoming significant in today's competitive environment. However, Human and Personality Skills with global perspective like sense-making, work-load management, flexibility.
- ✓ Social intelligence are sought by managements for the role as well these days.

B) Strategies for campus placement :

- (1) **Use of Social Media** : Top-ranked management schools have recently made efforts to open pages on Facebook, LinkedIn, and Twitter, sometimes jointly with specific companies as a joint page or single page where either or both parties share information, facilitating career interaction between company personnel and students. This social media website has hosted webinars and industry guest lectures. The page also allows students to upload their CVs and apply for internships/projects. Interviews are also scheduled on the platform to save money and time by using video conferencing.

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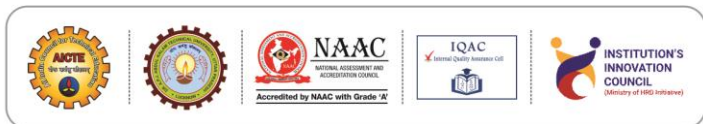
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- (2) **Entrepreneurial or Own Venture Training :** Top business schools are also recording their students' business ideas and arranging appropriate mentors, guides, and trainers to nurture them into a business start-up through intense concept-based, case method-based, and idea generation-based training. The schools launch their own initiatives and provide platforms for current students and alumni to interact in order to facilitate funding, registration assistance, and incubators for focused growth. Such a strategy makes it easier for current students and alumni to find work.
- (3) **System of providing campus hiring slots:** Companies interested in on-campus hiring were given specific time periods or spots by business schools. This strategy allows schools to attract quality companies that prefer customised and personalised interactions with students over job fairs or random visits. The available slot allows the organisation to tailor their requirements and structure their selection process.
- (4) **Pre-placement webinars and talks:** Companies are encouraged to meet students formally during placement talks given by recruiters and informally during social events with senior leadership of companies, as well as communicate with students via e-mail, videoconferencing, podcasts, and Twitter, according to this strategy. Senior management is invited to deliver presentations to career-seeking students on organisational culture, business nature, practises, job markets, and innovations via online workshops, symposiums, and seminars, which become a source of attraction.
- (5) **Direct participation in Job Fair or Recruitment Events:** Recruiting from campus poses far fewer risks than sourcing a new full-time candidate from other sources in the labour market. Furthermore, high-quality young student placement has the potential to develop recruits into key personnel. This placement strategy will benefit organisations in the long run, eventually leading to business leadership and growth. Most of the top business schools hold career fairs on a regular basis to help their students find internships, projects, and final placements.
- (6) **Conducting direct specific individual interviews:** Companies can also approach specific students who have prior work experience in a specific work area, domain, or technology through Management Colleges. This policy allows recruiters to synergize students' technical and functional competencies, which brought in new ideas and also served as an additional resource to the work, which frequently added significant value to the employer.

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(7) **PAT team, Student Club, Forums, and Cell Partnerships for functional specialization student selection:** The employment provision services of a top-ranked institution allowed recruiters to communicate with faculty members to explore opportunities for collaborative research, case development, executive education, and guest lectures in collaboration with various student cells and clubs. This measure enabled various student forums to interact on a regular basis with corporate executives in the classroom, company office, or via videoconferencing to exchange perspectives. As a result, organisations benefited from sourcing young talent based on functional requirements, business function specific internships, and project work.

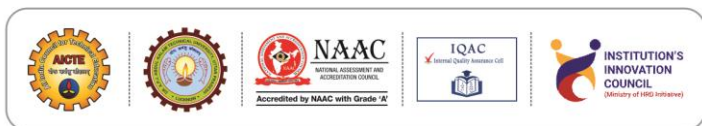
(8) **Solid Internships or Project Placement connections:** An inherent strength of an academic semester employment placement is that it allows the employer to draw on a temporary or permanent, and thus flexible, source of young talent for internships or projects. Organizations frequently have discrete project requirements that are ideal for a temporary or permanent appointment, especially for an articulate candidate with higher skills. A student of this calibre can easily convert his or her internship or project into permanent job placements. As a result, top business schools have consistently expanded their relationships with industries and public sector institutions to provide internships, part-time work, or projects throughout the academic calendar and even after graduation.

C) Alumni contact and network: op-ranked international schools have been found channelling their funds in recent years to develop infrastructure to facilitate interaction between current students and their global alumni. Large investments are being made in the organisation of periodic international alumni meetings, webinar gatherings, and blogs, which have become a stepping stone for current students to interact with alumni and understand their experience in corporate based on geographical location. Alumni connections in the corporate world enable schools to obtain placement opportunities, internships, and projects at a faster rate around the world.

Placements Development Plan

The Institute will be actively working towards strengthening of placement portfolio for improved placements. For this purpose, we will be adopting a two-fold strategy wherein at one end we will be working on our students to make them industry-ready as per the current industry requirements. At the other end, we will be working on establishing a strong industry connection.

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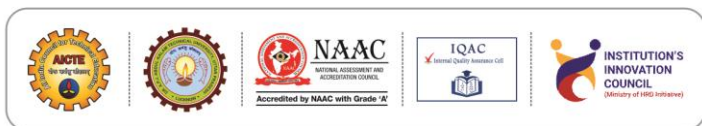
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Action Points	Action Plan	Outcome	Measurable	Accountability
Identification of Prospective Employers	Reaching out to the potential employers by establishing contacts with the HR Heads or Senior Officials through continuous follow-up on telephone / online engagement and through the Corporate Summit. Initiating an Empanelment Procedure with the companies that require the same.	Enriched database to connect for various activities leading to good placements. Enhanced quality of SIP and Placements.	Number and Quality of Placements.	Dean Student Welfare and CRC Team
Continuous Involvement of the Recruiters	Inviting the HR Heads / Senior officials for a Guest lecture. Continuous follow-up with the Corporate for Summer Internships/student involvement in their events / live projects. Involvement of Industry Experts in Mock Interviews.	Enhanced interest of the recruiters while they consider hiring for SIP and Placements. Increased brand credibility.	Number and Quality of Placements.	CRC
Special Efforts for Grade A Recruiters	Other than regular efforts, some special efforts like wishing the recruiters on major festivals, continuous follow-up about them and gifting traditions on Diwali can be undertaken.	Steady entry into the A Grade companies by relationship building.	Number of Placements in A Grade companies.	CRC

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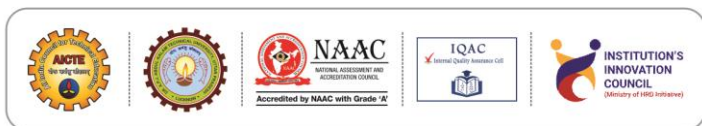
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Taking feedback on the customized requirement for the organization	Understanding the customized requirement of the company and integrating the courses as per the demand of the company.	Making the Students ready according to such requirements will boost the rate of placement in the companies.	Number of placements in the companies contacted for customized requirements.	CRC
Contacting Alumni placed in A Grade Companies	Continuous involvement of the alumni placed in Grade A Companies. Follow up with them regarding the requirements of the companies.	Increased Placement in the Grade A companies where JIM Alumni are working	Number and Quality of Placements.	CRC
Continuous follow-up with the companies in which students have undertaken SIP	Continuous monitoring of the performance of the students during their SIP. Continuous follow-up with the companies regarding PPO.	Conversion of SIP to PPO	Increased number of PPO	CRC
Feedback from the recruiters.	Designing feedback forms in order to obtain feedback on GD and PI rounds in the company.	Attaining Feedback from the companies recruiting the students and working on the weak areas of the students through relevant module integration.	Constant Monitoring of students' performance in GD and PI.	CRC

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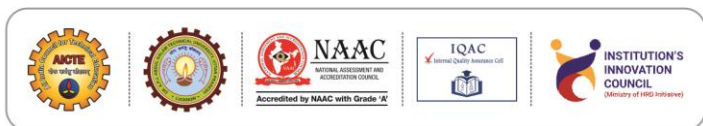
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Identifying the number of placements in each sector and Sector wise preparation including certification courses as per the domain of the student	Studying the trend of the Industry each year gives a precise view of the number of placements in each sector. Inclusion of certifications like HR Analytics, E-Commerce, Digital Marketing, Financial Derivatives, Risk Analysis, NISM Certification, and, Supply Chain Management. Inclusion of workshops on Artificial Intelligence, Design Thinking, and Big Data.	Giving a more specific outlook about the Industry trend leading to better sector-wise preparation of students. Enhanced knowledge from the certification courses and workshops	Number and Quality of Placements.	Dr Ashwani Varshney and Ms. Sanandi Sachdeva All Faculty (Sector-wise preparation)
Student Preparation on Basic Communication Skills.	The following Modules will be followed: Sem 1: PD Module-Basic Sem2: Campus to Corporate (PDP & Grooming) Sem 3: Campus to Corporate 2 (PDP & Grooming) The following levels of Wordsworth will be followed: Sem 1: Basic Sem 2: Intermediate Sem 3: Advanced	Enhanced communication skills, improved confidence, better phonetics, and improved pronunciation.	Number and Quality of Placements.	Ms. Sanandi Sachdeva
Company-wise Preparation of the students.	A detailed discussion of the JD Received Detailed discussion on the KRA's Detailed discussion on Company Details Detailed discussion about the industry. Preparation of GD and Aptitude Test.	Enhanced knowledge of the students and increased chances of placement.	Increased number of placements	Concerned Faculty

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Continuous Motivation for overall improved performance.	Sharing the Student profiling with the students in order to explain to them the weaknesses further motivate them for improved performance.	Enhanced Confidence and Motivation.	Confident students attaining better placements.	All Faculty
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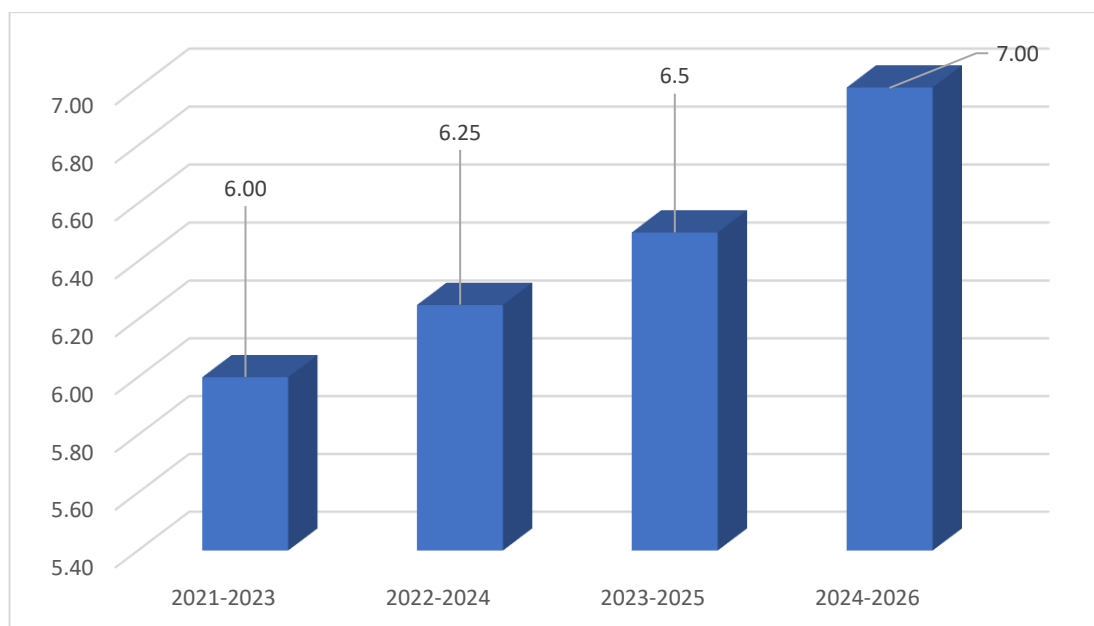
Placement Measurable

C1) Placement and Average Placement Target

Batch	Placement Target	Avg. Pkg.	Projected Placements
2021-2023	100%	6.00 LPA *	175
2022-2024	100%	6.25 LPA *	246
2023-2025	100%	6.50 LPA *	260
2024-2026	100%	7.00 LPA *	277

**projected*

C2) Average Package Projection

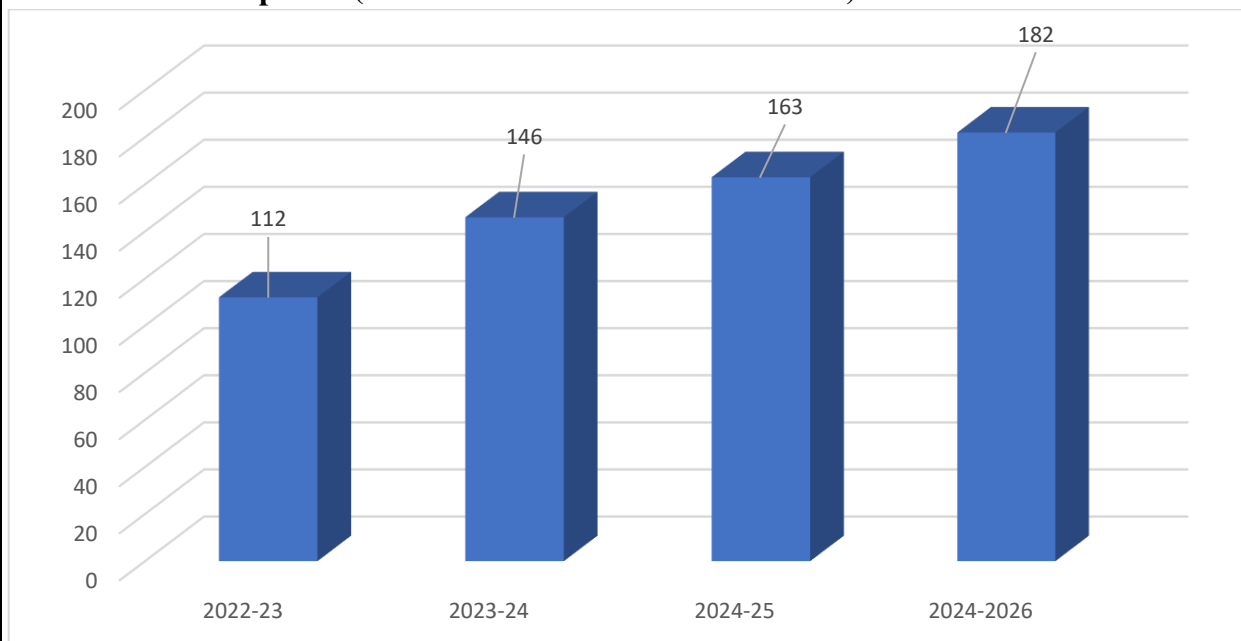


**projected*

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A. No. of Companies (Total Final and Summer Placement)

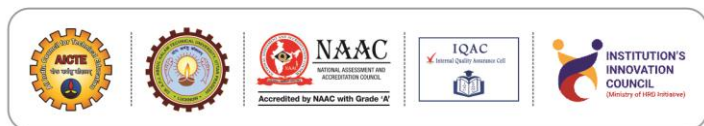


B. Sector Wise Placement Projection

S. No.	Sectors	No of Selections	No of Selections	No of Selections	No of Selections
		2019-20	2020-2021	2021-2022	2022-2023*
1	Ecommerce	6	5	5	7
2	Education	11	11	11	13
3	Consultancy	10	12	10	13
4	BFSI	48	48	48	61
5	IT/ITES	6	7	8	6
6	Telecom	1	1	1	0
7	Retail	2	4	4	7
8	Real Estate	17	10	8	13
9	Media &	2	2	3	2
10	Travel & Tourism	1	4	4	3

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11	Manufacturing	10	8	9	9
12	FMCG	4	3	3	4
13	Pharma	1	2	3	2
14	Logistics	13	14	14	18
15	Medical Health	4	3	2	1
16	Facilities Management	9	10	9	11
17	Entrepreneur	3	4	5	4
18	Shipping	2	2	3	1
Total		150	150	150	175

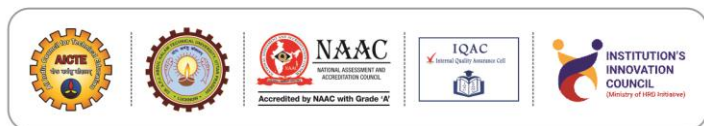
**Eligible students for Placements*

Placement Action Point 2022-23

Placement Action Points 2022-23		Target Months	Person Responsible
No. of Companies for Company Visits	90	July-Dec	CRC Team
Resource Persons for Guest Lectures	4	Sep-March	CRC Team
External Mock Interview Sessions	4	Aug- Nov	CRC Team
No. of companies for Summer Internships	75	Mid Feb-April	CRC Team
Corporate Summit	1	Feb	CRC Team
Industrial Visits	4	Sep-April	CRC Team
Connecting with regular recruiters	On Going		CRC Team
Preparation of Placement Brochure	On Going		CRC Team
Live Projects	1	Nov-Dec	CRC Team
Targeting A-grade companies with packages of more than 8 Lacs	16	Aug-Jan	CRC Team
Workshop on Resume writing	2	Feb/Aug	Ms. Sanandi and Ms. Jahanavi
Preparation for GD and Aptitude Test	On Going		Ms. Sanandi, Dr. Nidhi, Ms. Jahanavi

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Company-specific briefing sessions	On Going		Domain-specific Faculty
SIP Workshop	1	May	All Faculty
Student counseling related to specializations	1	Dec-Jan	Dr. Ashwani Varshney and Ms. Sanandi
Placement mentoring sessions	2	Sep-Nov	Dr. Ashwani Varshney, Ms. Sanandi, Dr. Nidhi, Ms. Jahanavi

No. of Companies in 2022-23	
Final Placements	67
Summer Internships	45

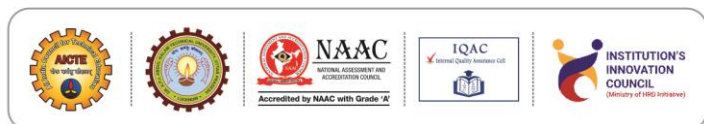
No. of Companies in 2023-24	
Final Placements	81
Summer Internships	65

No. of Companies in 2024-25	
Final Placements	91
Summer Internships	72

No. of Companies in 2025-26	
Final Placements	101
Summer Internships	81

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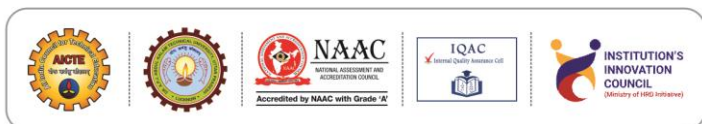
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A-Category Companies List **Companies offering Higher packages**

S. No.	Company Name	Sector
1	IDFC First Bank	Banking
2	HDFC	BFSI
3	ICICI Bank	BFSI
4	DBS Bank	BFSI
5	Moody Analytics	Financial Research/ Consultancy
6	JP Morgan	Financial Research/ Consultancy
7	KPMG	Financial Research/ Consultancy
8	AT Kearney	Financial Research/ Consultancy
9	Barclays	Financial Research/ Consultancy
10	Deloitte	Financial Research/ Consultancy
11	Gartner	Financial Research/ Consultancy
12	Mazars	Financial Research/ Consultancy
13	EY	Financial Research/ Consultancy
14	S&P Global	Financial Research/ Consultancy
15	Eclerx	Financial Research/ Consultancy
16	CBRE	Financial Research/ Consultancy
17	Genpact	Financial Research/ Consultancy
18	Evalueserve	Financial Research/ Consultancy
19	Kantar	Financial Research/ Consultancy
20	Oxane Partners	Financial Research/ Consultancy
21	Tiger Analytics	Financial Research/ Consultancy
22	Concentrix	Financial Research/ Consultancy
23	BlackRock	Financial Research/ Consultancy
24	PwC	Financial Research/ Consultancy
25	Tata Capital	Financial Services
26	PNB Housing Finance	Financial Services
27	Bajaj Allianz	Financial Services
28	Aditya Birla Capital	Financial Services
29	L'Oréal	FMCG
30	Nestle	FMCG
31	Colgate-Palmolive	FMCG
32	Marico	FMCG
33	Reckitt Benckiser	FMCG

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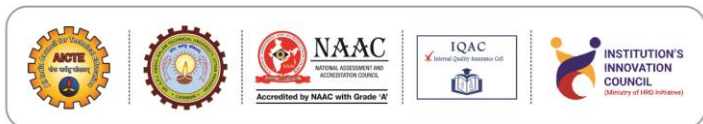
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34	GSK	FMCG
35	Amul	FMCG
36	Mother Dairy	FMCG
37	Mondelez India	FMCG
38	Café Coffee Day	FMCG
39	Accenture	IT
40	Wipro	IT
41	Cognizant	IT
42	HCL	IT
43	Amazon	IT/ITES
44	PhonePe	IT/ITES
45	Flipkart	IT/ITES
46	VE Commercial	Manufacturing
47	Asian Paints	Manufacturing
48	Saint Gobain	Manufacturing
49	Hafele India	Manufacturing
50	Oppo Mobile	Manufacturing

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Global Interface

JIM intends to enhance its visibility at a Global Level, in the next few years. For this purpose,

- Dr. Narang and Dr. Varshney travelled abroad and visited several institutions to study best practices in Dubai. Some of these practices have been discussed and implemented at JIM in 2022-23
- Additionally, lectures were conducted by international experts like Prof. George Rosiere, S.P. Jain School of Global Management, Sydney, Australia and Prof. Eric Scheninger, Head, International Center for Leadership in Education, in 2022.
- JIM signed an MoU with Skyline Business School, Skyline University, Sharjah, to explore suitable opportunities for the purpose of Student Exchange Program as well as Research Collaboration. The MoU was initiated by Dr. Vandana Ahuja, Dean-Academics from JIM and Dr. Naseem Abidi, Dean-SOB from Skyline University, Sharjah.
- In the upcoming conference at JIM, in February 2022, the institution hopes to collaborate with Skyline University, Sharjah as a Knowledge partner and for intellectual exchange.
- Dr. Vandana Ahuja is a member of an International Consortium titled ICEB (International Consortium for Electronic Business). This consortium has members from over 20 countries across the globe. By chairing conference sessions and collaborating with the consortium for research, Dr. Ahuja, hopes to give brand JIM visibility in front of the other members from different countries. Additionally, in the future, JIM hopes to invite participation from the ICEB members for its International Conference, scheduled in 2023.
- Additionally, an International Impact Lecture Series has been planned and will be delivered by experts from the University of Nebraska, Omaha, USA, S.P. Jain School of Global Management, Sydney, Australia, Gunarama University, Indonesia and Skema Business School, France.
- The institution will also be garnering support from some international experts including Prof. Yong Wang, Wolverhampton Business School, UK, and Prof. Eldon Li, National Chung Cheng University, to enhance knowledge partnerships and research collaborations.

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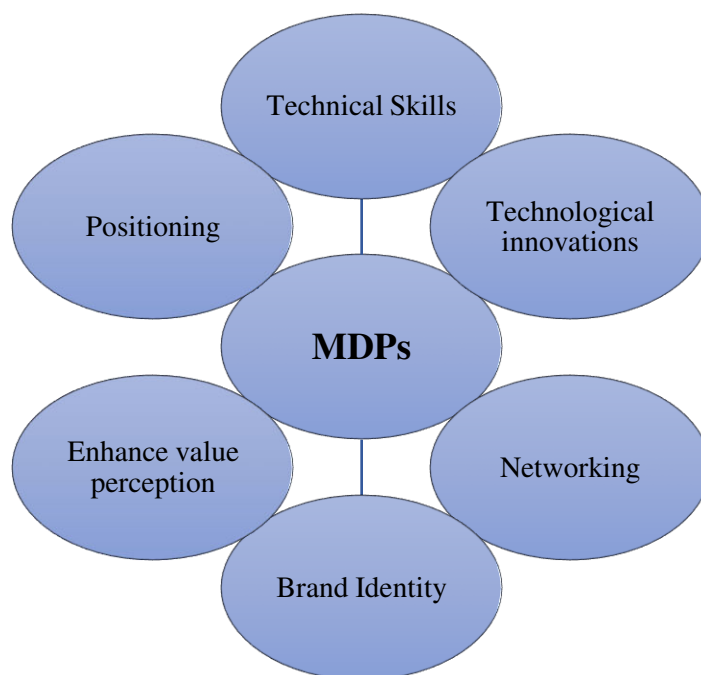
Management Development Programs and Consulting Assignments

JIM is firmly committed to its endeavors of strengthening the Industry-Academia Interface. Additionally, the high intellectual orientation of JIM and its faculty members has created interesting opportunities for conducting Management Development Programs on a regular basis. Additionally the team is also striving to garner and complete some consulting assignments.

Management Development Programs:

JIM hopes to achieve the following objectives through its MDP assignments and consulting endeavours.

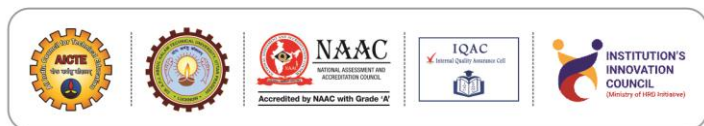
Fig. 7: Management Development Programs



- Inculcate in participants specific technical skills to enable them to grow and keep them uptodate with contemporary times
- Update participants with information on Technological Innovations
- Network and liason with the corporate decision makers for gaining enhanced participation in the programs
- Build a brand identity of a brand firmly committed to delivering Management education with a futuristic orientation
- Enhance trust in corporate partners regarding the value perception pertaining to the institution, thereby strengthening relationships for guest lectures and student placements
- Enhance the positioning of JIM for accreditation and ranking purposes.

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The MDP List for 2022-23 is included below.

Table: 7

S.No.	MDP Theme	Organising Team	Resource Persons
1	Essential Skills for Modern Retail	Dr. Vandana And Ms. Jahanvi	Dr. Vandana, Dr. Anubha and Dr. Govind and 1 external resource person
2	Psychometric Testing	Ms. Sanandi and Dr. Rashmi	Ms. Sanandi and Dr. Rashmi
3	Leadership and Team Building	Ms. Guneet and Dr. Devi Archana Mohanty	Ms. Guneet, Dr. Devi and 1 external resource person
4	HR Analytics	Dr. Divya and Ms. Neetu	Dr. Divya and Ms. Neetu and 1 external resource person

JIM hopes to sign MoUs with consultants and other corporate entities to increase the per year frequency of these MDPs. The intent is to have 2-3 batches for these MDPs being conducted per year. JIM hopes to sign MoUs with large corporate/consulting organizations who can give us multiple batches of 20-30 participants per year.

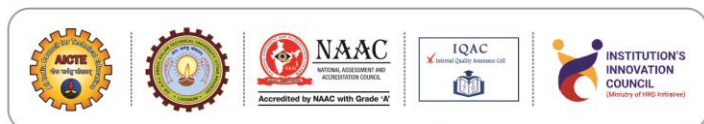
From 2023-24 JIM hopes to launch an MDP brochure with an annual calendar and details of all MDPs being conducted at JIM in the coming year.

The proposed MDP list for 2023-24 is given below.

Table: 8

S.No.	MDP Theme	Organising Team	Resource Persons
1	Essential Skills for Modern Retail	Dr. Vandana And Ms. Jahanvi	Dr. Vandana, Dr. Anubha and Dr. Govind and 1 external resource person
2	Psychometric Testing	Ms. Sanandi and Dr. Rashmi	Ms. Sanandi and Dr. Rashmi
3	Leadership and Team Building	Ms. Guneet and Dr. Devi Archana Mohanty	Ms. Guneet, Dr. Devi and 1 external resource person
4	HR Analytics	Dr. Divya and Ms. Neetu	Dr. Divya and Ms. Neetu and 1 external resource person

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5	Business Modelling using MS Excel	Dr. Ajay Tripathi and Dr. Divya	Dr. Ajay and Dr. Divya and 1 external resource person.
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The proposed MDP list for 2024-25 is given below.

Table 9

S.No.	MDP Theme	Organising Team	Resource Persons
1	Essential Skills for Modern Retail	Dr. Vandana And Ms. Jahanvi	Dr. Vandana, Dr. Anubha and Dr. Govind and 1 external resource person
2	Psychometric Testing	Ms. Sanandi and Dr. Rashmi	Ms. Sanandi and Dr. Rashmi
3	Leadership and Team Building	Ms. Guneet and Dr. Devi Archana Mohanty	Ms. Guneet, Dr. Devi and 1 external resource person
4	HR Analytics	Dr. Divya and Ms. Neetu	Dr. Divya and Ms. Neetu and 1 external resource person
5	Business Modeling using MS Excel	Dr. Ajay Tripathi and Dr. Divya	Dr. Ajay and Dr. Divya and 1 external resource person.
6	Financial Literacy and Behavioral Finance	Dr. Ashwani Varshney and Dr. Nidhi	Dr. Ashwani, Dr. Nidhi and one external resource person

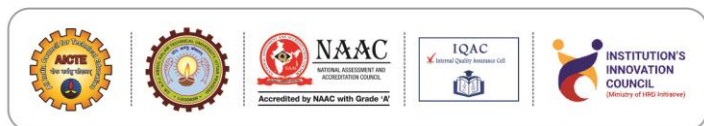
The proposed MDP list for 2025-26 is given below.

Table 10

S.No.	MDP Theme	Organising Team	Resource Persons
1	Essential Skills for Modern Retail	Dr. Vandana And Ms. Jahanvi	Dr. Vandana, Dr. Anubha and Dr. Govind and 1 external resource person
2	Psychometric Testing	Ms. Sanandi and Dr. Rashmi	Ms. Sanandi and Dr. Rashmi
3	Leadership and Team Building	Ms. Guneet and Dr. Devi Archana Mohanty	Ms. Guneet, Dr. Devi and 1 external resource person
4	HR Analytics	Dr. Divya and Ms. Neetu	Dr. Divya and Ms. Neetu and 1 external resource person
5	Business Modelling using MS Excel	Dr. Ajay Tripathi and Dr. Divya	Dr. Ajay and Dr. Divya and 1 external resource person.
6	Financial Literacy and Behavioral Finance	Dr. Ashwani Varshney and Dr. Nidhi	Dr. Ashwani, Dr. Nidhi and one external resource person

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The proposed MDP list for 2026-27 is given below-

Table 11

S.No.	MDP Theme	Organising Team	Resource Persons
1	Essential Skills for Modern Retail	Dr. Vandana And Ms. Jahanvi	Dr. Vandana, Dr. Anubha and Dr. Govind and 1 external resource person
2	Psychometric Testing	Ms. Sanandi and Dr. Rashmi	Ms. Sanandi and Dr. Rashmi
3	Leadership and Team Building	Ms. Guneet and Dr. Devi Archana Mohanty	Ms. Guneet, Dr. Devi and 1 external resource person
4	HR Analytics	Dr. Divya and Ms. Neetu	Dr. Divya and Ms. Neetu and 1 external resource person
5	Business Modelling using MS Excel	Dr. Ajay Tripathi and Dr. Divya	Dr. Ajay and Dr. Divya and 1 external resource person.
6	Financial Literacy and Behavioral Finance	Dr. Ashwani Varshney and Dr. Nidhi	Dr. Ashwani, Dr. Nidhi and one external resource person
7	Digital Transformation	Dr. Ajay Tripathi and Dr. Divya	Dr. Ajay Tripathi and external experts

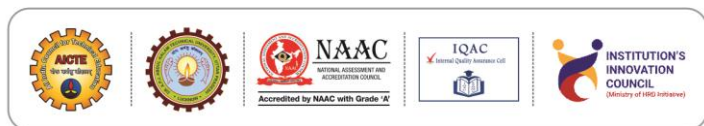
Consulting Assignments:

JIM is in the process of identifying and streamlining its consulting capabilities. Areas include-

- Study of Digital Marketing practices of organizations across diverse industry verticals
- Preparation of strategic plans for Social Media Marketing and Digital Marketing for companies across all industry verticals
- Marketing analytics for decision making. This includes reducing consumer churn and preparation of consumer retention and acquisition strategies
- Enhancing brand equity and improving brand image and redefining brand identity
- Marketing Research
- Developing/reorienting HR policies, systems and procedures
- Training Need Analysis
- Preparation of Performance Management Systems and monitoring and compensation mechanisms
- E-Business applications and strategies
- Business Analytics
- Predictive Modelling

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(xii) Financial Research and Resource Mobilisation

JIM is in process of discussions with several corporate and consulting houses. JIM is preparing brief profiles of faculty members who can work on specific problem areas. The same will be shared with corporate sector members as well as consulting houses who already have some projects in hand and are willing to tieup with JIM for its intellectual resources. Our faculty members can be included as Academic Knowledge partners in those projects and can provide consultancy for designated problems.

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Faculty Development Plan

JIM maintains strong focus on the Intellectual Development of its faculty. The institution is focused on implementing well defined classroom observation practices to identify Faculty Training Needs and faculty members subsequently ensure that they approve on any weak areas. Faculty members are regularly advised to attend workshops pertaining to development of their technical/managerial and behavioural skills. Additionally regular Faculty Development Programs are organised by the institution to provide inputs to faculty programs on any contemporary developments pertaining to technological changes as well as pedagogical practices and research methods. Well known experts from Academia and Industry are invited to deliver the program and aid the process of enhancement of the intellectual skills of the faculty members. A pre-approved Research Policy further ensures that the faculty members are continuously motivated to conduct research and publish manuscripts in good quality journals. Regular faculty meetings ensure that faculty members are regularly motivated to enhance their performance.

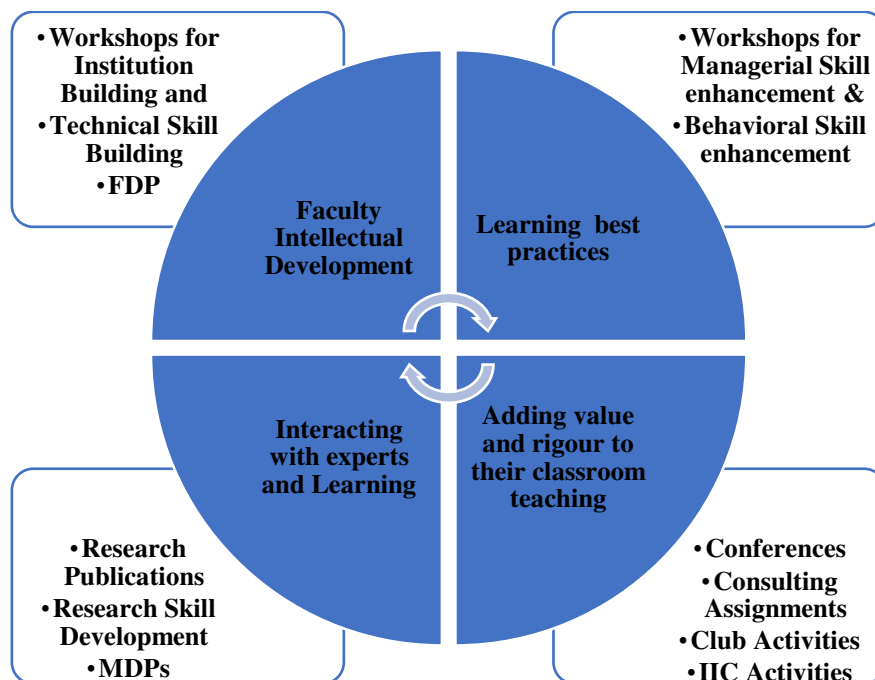
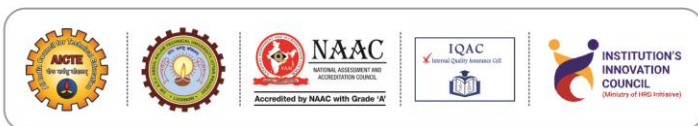


Fig. 8: Faculty Development Programs

Each faculty member is invited to submit their individual development plan, under discussion with Director, JIM and Dean-Academics, JIM for a 4 year period. Faculty are motivated to organise Management Development Programs, International Conferences and other institutional events, as this participatory approach enhances their

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knowledge pertaining to the same. Dean-Academics, in consultation with Director JIM, ensures that the plan is adhered to, and corrective measures suggested, in case of any deviation. The same has been included below.

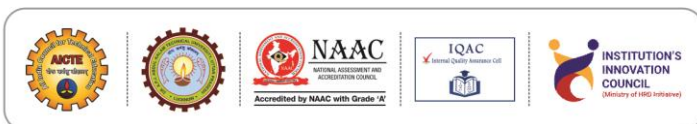
Individual Faculty Development Plan 2022-2026

Faculty name: Dr. Vandana Ahuja, Dean-Academics and Professor, JIM

Activity	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)	Attend or participate in 1 workshop related to NEP/ Accreditation	Attend or participate in 1 workshop related to NEP/ Accreditation	Attend or participate in 1 workshop related to NEP/ Accreditation	Attend or participate in 1 workshop related to NEP/ Accreditation
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Complete 1 NPTEL course per year	Complete 1 NPTEL course per year	Complete 1 NPTEL course per year	Complete 1 NPTEL course per year
Attend Managerial/Contemporary Skill Development Programs (FICCI/CII/STTAR)	1	1	1	1
Research Skill Development/ Editorial Board membership	Attend/Organise 1 Research related FDP/ Member of Editorial Boards of 4 scopus indexed intl. journal	Attend/Organise 1 Research related FDP/ Member of Editorial Boards of 4 scopus indexed intl. journal	Attend/Organise 1 Research related FDP/ Member of Editorial Boards of 4 scopus indexed intl. journal	Attend/Organise 1 Research related FDP/ Member of Editorial Boards of 4 scopus indexed intl. journal
Research Paper Presentation(National/ International Conference)	Will present 1 paper in International conference every year	Will present 1 paper in International conference every year	Will present 1 paper in International conference every year	Will present 1 paper in International conference every year

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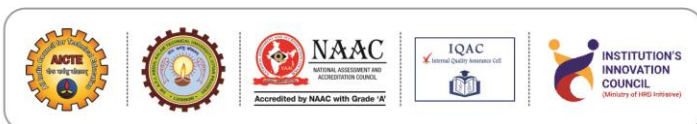
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Publishing Paper/Case study	Research	Will publish 1 research paper per year	Will publish 1 research paper per year	Will publish 1 research paper per year	Will publish 1 research paper per year
Research Project (Applying/Completing)/PhD. Guidance		Co-guide to 2 PhD. Scholars at AUUP	Co-guide to 2 PhD. Scholars at AUUP	Co-guide to 2 PhD. Scholars at AUUP	Co-guide to 2 PhD. Scholars at AUUP
IIC Activity/Patents		Will file one patent per year	Will file one patent per year	Will file one patent per year	Will file one patent per year
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/Club Activity)		Coordinator of Marketing Research Club. The club will organise 2 events per year. Conduct sessions in MBA Orientation	Coordinator of Marketing Research Club. The club will organise 2 events per year. Conduct sessions in MBA Orientation	Coordinator of Marketing Research Club. The club will organise 2 events per year. Conduct sessions in MBA Orientation	Coordinator of Marketing Research Club. The club will organise 2 events per year. Conduct sessions in MBA Orientation
Consultancy/MDP		Organising and Resource person in 1 MDP per year	Organising and Resource person in 1 MDP per year	Organising and Resource person in 1 MDP per year	Organising and Resource person in 1 MDP per year
Any other (Pls specify details)		Chairing 1-2 technical sessions in 1-2 international conferences, Publish 1 edited book	Chairing 1-2 technical sessions in 1-2 international conferences,	Chairing 1-2 technical sessions in 1-2 international conferences, Publish 1 edited book	Chairing 1-2 technical sessions in 1-2 international conferences,

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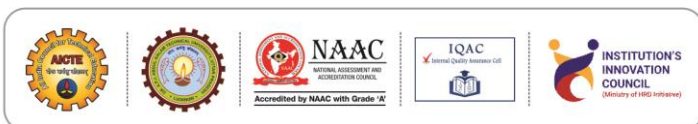
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Faculty name: Dr Ashwani Varshney, Dean-Student Welfare and Associate Professor

Activity	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation/IQAC related)	2	2	3	3
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	1	1	1	1
Attend Managerial/Contemporary Skill Development Programs(FICCI/CII/STTAR)	1	1	1	1
Participate in/attend behavioural skill development programs	1	1	1	1
Research Skill Development/Editorial boards	Attend 1 FDP	Attend 1 FDP	Attend 1 FDP	Attend 1 FDP
Research Paper Presentation(National/ International Conference)	1	1	1	1
Publishing Research Paper/Case study	1 scopus/ABDC indexed paper	1scopus/ABDC indexed paper	1scopus/ABDC indexed paper	1 scopus/ABDC indexed paper
IIC Activity/Patents	3(IIC activity/ IPR workshop /Patents)	3 IIC activity/IPR workshop/Patents	3 IIC activity/IPR workshop/Patents	3 IIC activity/IPR workshop/Patents
Organising events at JIM (and hence learning how to organise) a conference / seminar / orientation program/FDP/Club Activity)	Organise 3 activities at JIM	Organise 3 activities at JIM	Organise 3 activities at JIM	Organise 3 activities at JIM

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Faculty name: Dr Ajay Tripathi, Associate Professor, JIM

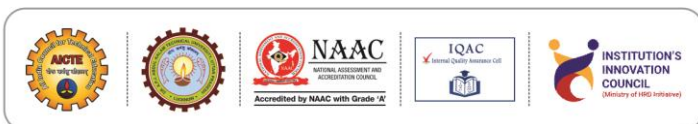
Activity	2022-23	2023-24	2024-25	2025-26
Develop Technical Skills (NPTEL/MOOCs/Udemy/Coursera)	1	1	1	1
Attend / Organize workshops / training program on new emerging technology	1	1	1	1
Participate in/attend behavioural skill development programs	1	1	1	1
Research Skill Development	1	1	1	1
Research Paper Presentation(National/ International Conference)	1	1	1	1
Publishing Research Paper/Case study	1	1	1	1
IIC Activity/Patents	2	2	2	2
Organising events at JIM (conference/seminar/orientation program/FDP/Club Activity)	3	3	3	3

Faculty name: Dr Nidhi Mathur, Associate Professor, JIM

Activity	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)	1 conducted by NAAC or any other institute of repute.	1 conducted by NAAC or any other institute of repute.	1 conducted by NAAC or any other institute of repute.	1 conducted by NAAC or any other institute of repute.
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Two NPTEL/MOOC courses	Two NPTEL/MOOC courses	Two NPTEL/MOOC courses,	Two NPTEL/MOOC courses
Attend Managerial/Contemporary Skill Development Programs(FICCI/CII/STTAR)	1	1	1	1
Participate in/attend behavioural skill development programs	Level 2 workshop on UHV	Level 2 workshop on UHV	Level 3 workshop on UHV	Level 3 workshop on UHV

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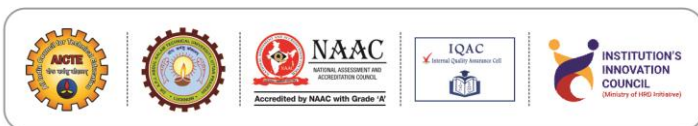
	(Universal human values)	(Universal human values)	(Universal human values)	(Universal human values)
Research Skill Development	Attend 1 FDP on research methodology/new research skills/ Finance domain	Attend 1 FDP on research methodology/new research skills/ Fintech	Attend 1 FDP on research methodology/new research skills.	Attend 1 FDP on research methodology/new research skills.
Research Paper Presentation(National/ International Conference)	2 per year in International conference	2 per year in International conference	2 per year in International conference	2 per year in International conference
Publishing Research Paper/Case study	Publish 2 research papers in scopus indexed/ABDC journals	Publish 2 research papers in scopus indexed/ABDC journals and 1 Case study publication	Publish 2 research papers in scopus indexed/ABDC journals and 1 Case study publication	Publish 2 research papers in scopus indexed/ABDC journals and 1 Case study publication
Research Project (Applying/ Completing)/PhD. guidance	Applying at least 1 project in AICTE schemes	Working/ Completion if granted	Working/ Completion if granted	Working/ Completion if granted
IIC Activity/Patents				
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	Club event -2 FDP-1 Conference- 1	Club event -2 FDP-1 Conference- 1	Club event -2 FDP-1 Conference- 1	Club event -2 FDP-1 Conference- 1
Consultancy/MDP	NA	At least 1	-	-

Faculty name: Dr. Anubha, Associate Professor, JIM

	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)	I would like to attend accreditation related workshop	I would like to attend accreditation related workshop	I would like to attend accreditation related workshop	I would like to attend accreditation related workshop

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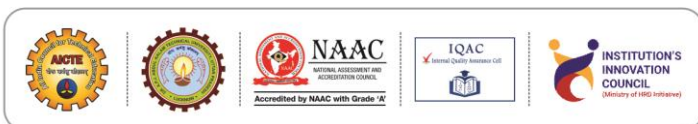
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Two NPTEL/MOOC courses	Two NPTEL/MOOC courses	Two NPTEL/MOOC courses,	Two NPTEL/MOOC courses
Attend Managerial/Contemporary Skill Development Programs(FICCI/CII/STTAR)	1	1	1	1
Research Skill Development	-	-	Will try to learn qualitative research	Will try to learn qualitative research
Research Paper Presentation(National/ International Conference)	At least 1 in international conference of IBS	At least 1 in international conference of IBS/IIM/XLRI	At least 1 in international conference of IBS/IIM/XLRI	At least 1 in international conference of IBS/IIM/XLRI
Publishing Research Paper/Case study	At least two research papers in ABDC and scopus journals	At least two research papers in ABDC and scopus journals	At least one research papers in ABDC journals and one case study	At least three research papers in ABDC journals,
Research Project (Applying/ Completing)/PhD. guidance	-	Will try for at least one PhD Guidance as a co-guide	Will try for at least one PhD Guidance as a co-guide	Will try for at least one PhD Guidance as a co-guide
IIC Activity/Patents	Will guide my mentees	Will guide my mentees	Will guide my mentees	Will guide my mentees
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	Organising conference and club activity	Organising conference and club activity	Organising conference and club activity	Organising conference and club activity
Any other (Pls specify details)	-	Publish One edited book	-	One edited book

Faculty name : Dr. Raj Kumari, Associate Professor, JIM

	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity	01	02	02	02

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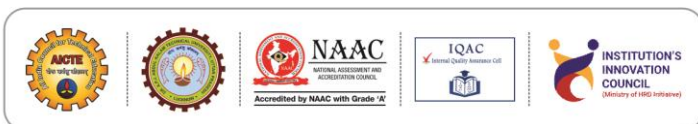
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(Impact of NEP, Accreditation related)				
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	01 NPTEL Course	01NPTEL Course	01NPTEL Course	01NPTEL Course
Attend Managerial Skill Development Programs	01	01	01	01
Participate in/attend behavioural skill development programs	01	01	01	01
Research Skill Development	Attend one training program to develop research skills	Attend one training program to develop research skills	Attend one training program to develop research skills	Attend one training program to develop research skills
Research Paper Presentation(National/ International Conference)	01 Research Paper in National conference	01 in National and 01 paper in International Conference	01 in National and 01 paper in International Conference	01 in National and 01 paper in International Conference
Publishing Research Paper/Case study	01 research paperpublicationin ABDC /Scopus/UGC Care Journal on “Impact of Russia-Ukraine War on Indian Economy”	02 Research Papers in ABDC /Scopus/UGC Care Journal	02 Research Papers in ABDC /Scopus/UGC Care Journal	02 Research Papers in ABDC /Scopus/UGC Care Journal
Research Project (Applying/ Completing)	-	01	01	01
IIC Activity/Patents	Conduct Impact Lecture on Entrepreneurship and one Patent. IA advanced level training will be completed	Conduct Impact Lecture on Entrepreneurship and one Patent. IA advanced level training will be	Conduct Impact Lecture on Entrepreneurship and one Patent. IA advanced level training will be	Conduct Impact Lecture on Entrepreneurship and one Patent. IA advanced level training will be
Organising events at JIM (and hence learning how to organise) a	01 students workshop on Human Values. 02 Activities under	One 8-day FDP on HVPE sponsored by AKTU 02	One 8-day workshop for students on HVPE sponsored	One 8-day FDP on HVPE sponsored by AKTU 02

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conference/seminar/orientation program/FDP/Club Activity)	Human-Values Club and 02 Activities under Finologist Club	Activities under Human-Values Club and 02 Activities under Finologist Club	by AKTU 02 Activities under Human-Values Club and 02 Activities under Finologist Club	Activities under Human-Values Club and 02 Activities under Finologist Club
Consultancy/MDP/PhD. Guidance	-	01	01	01

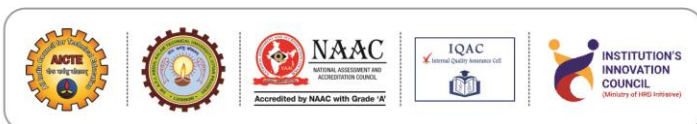
Faculty name: Dr. Sheetal, Associate Professor, JIM

	2022-23
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Complete a course on Strategy: An Introduction to Game Theory
Attend Managerial Skill Development Programs	Simulation-based teaching program from LearnBiz Simulations
Participate in/attend behavioural skill development programs	Upskilling Innovation Ambassador Training from MoE's Innovation Council in 2023
Research Skill Development	Participate in Fox International Business case writing competition
Research Paper Presentation (National/International Conference)	Present 2 papers in International Conferences
Publishing Research Paper/Case study	1 Publish 4 papers in ABDC Journals
IIC Activity/Patents	3 patents

Faculty name: Dr. Govind Nath Srivastava, Assistant Professor, JIM

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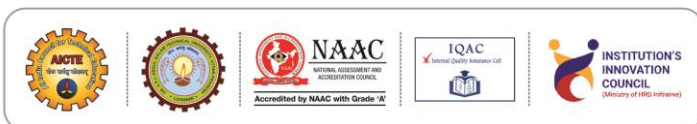
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	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)	Will attend organized by professional bodies	Will attend organized by professional bodies.	Will attend organized by professional bodies.	Will attend organized by professional bodies.
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Will complete NPTEL course on SMART PLS.	Will complete course on Sentiment Analysis .	Will complete course on Text mining technique used by NVIVO.	Will complete course on scale validation.
Attend Managerial Skill Development Programs	Layout design and Visual Merchandising	Inventory shrinkage	Shoplifting	Location Analysis.
Participate in/attend behavioural skill development programs	Yes	Yes	Yes	Yes
Research Skill Development	Qualitative Research tools.	Projective Research	Multidimensional Scaling.	MANOVA
Research Paper Presentation(National/ International Conference)	1	1	1	1
Publishing Research Paper/Case study	4 (A +B+C+Scopus indexed)	3 (Scopus)	3(Scopus)	3 (Scopus)
Research Project (Applying/ Completing)	--	--	--	--
IIC Activity/Patents	Will join as per schedule.	Will join as per schedule.	Will join as per schedule.	Will join as per schedule.
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	One FDP and two marketing research club activity on Brand challenge and Ad Mad Show.	One FDP and two marketing research club activity on Brand challenge and Ad Mad Show.	One FDP and two marketing research club activity on Brand challenge and Ad Mad Show.	One FDP and two marketing research club activity on Brand challenge and Ad Mad Show.

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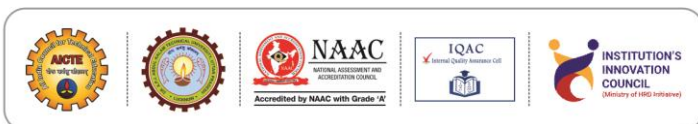
Consultancy/MDP/PhD. Guidance	Ph.D guidance	Ph.D. guidance	Ph.D guidance	Ph.D. Guidance.
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Faculty name: Ms. Sanandi, Assistant Professor

	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)	1	1	1	1
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	1 (Training on Soft Skills)	1 (Research Methodology)	2 (Soft Skills and Personality Development)	2 (Research Methodology and Soft Skills Development)
Attend Managerial Skill Development Programs	1 (Behavioural Skills)	1 (Psychometric Assessment)	1 (Corporate Etiquettes)	1 (Development through self introspection)
Participate in/attend behavioural skill development programs	1 (FICCI Program on Behavioural Training)	1(FICCI Program on Behavioural Training)	1(FICCI Program on Behavioural Training)	1(FICCI Program on Behavioural Training)
Research Skill Development	1 (FDP on RM)	1(FDP on RM)	1(FDP on RM)	1(FDP on RM)
Research Paper Presentation(National/ International Conference)	1	1	1	1
Publishing Research Paper/Case study	1	2	2	2
IIC Activity/Patents	1	-	-	1
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	3 (Club activities, orientation)			

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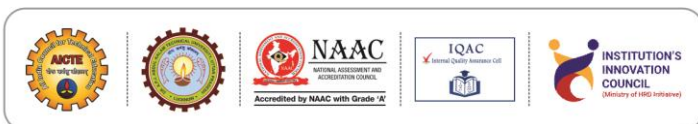
Consultancy/MDP/PhD. Guidance	MDP on self- introspection through Psychometric Assessment	1	1	1
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Faculty name: Ms. Guneet Kaur, Assistant Professor

		2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)		ATAL Academy FDP on NEP in higher education	ATAL Academy FDP on Blended Learning and Flipped Classroom	ATAL Academy FDP on Life Skills and Personal Effectiveness	ATAL Academy FDP on Harnessing Potential of Online Learning in Higher education.
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)		NPTEL Course on Organizational Behaviour	Coursera – HR Analytics	Alison.com Diploma course in Organizational Behaviour	Alison.com course on Behaviour Analyst
Attend Managerial/Contemporary Skill Development Programs(FICCI/CII/STTAR)		Attend MDP from IMT-CDL on Managerial Effectiveness	Attend MDP on Project Management (source not decided yet)	Attend MDP on The Art of Successful Leadership	Attend MDP on Team Building for High Performance
Participate in/attend behavioural skill development programs		From AIMA	From ISTD	From Harrappa Education	From Momentum Training Solutions Pvt Ltd
Research Skill Development		Online workshops from IKG PTU	Online workshops from Commacad	Attend FDP from any of the IIMs	Not yet decided

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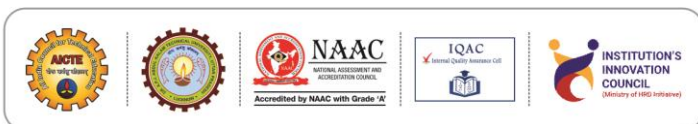
Research Paper Presentation(National/ International Conference)		National Conf	--	International Conf	--
Publishing Research Paper/Case study		01 Research Paper	--	01 Case Study	
IIC Activity/Patents		Nukkad Natak, National Education Day,	Field visits to pre- incubation centres	Workshop on IPR	Workshop on Critical Thinking
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)		MUN	HR Panel Discussion	Role Play on a management topic	HR Summit
Consultancy/MDP		Organise 1 MDP on Corporate Happiness Index	Organise 1 MDP on Effective Leadership and Team Building	Organise 1 MDP on Self- Leadership	Organise 1MDP on HR Analytics

Faculty name: Dr Devi Archana Mohanty, Assistant Professor

	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)	Attend NEP/IIC workshop conducted by MoE	Attend NEP/IIC workshop conducted by MoE, MHRD, IIT	Attend NEP/IIC workshop conducted by MoE	Attend NEP/IIC workshop conducted by MoE
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Attending FDP in NIT, Allahabad Doing a course on Entrepreneurship in NPTEL	Intend to attend FDP in IIT, Universities in Abroad	Intend to attend FDP in IIT, Universities in Abroad	Intend to attend FDP in IIT, Universities in Abroad
Attend Managerial Skill Development Programs	Attend MDP on Happiness,	Attend MDP on Communication skills,	Attend MDP on Communication and	Intend to Attend MDP

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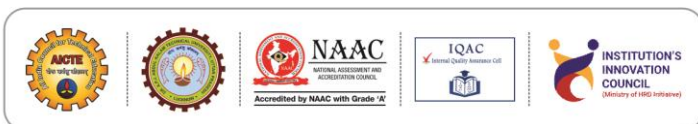
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	Communication in IIM, IIT	leadership skills in IIMs	Entrepreneurship in Kent State Universities	
Participate in/attend behavioural skill development programs	Attend Human Value Workshop conducted by AKTU	Attend Human Value Workshop conducted by AKTU	Attend Human Value Workshop conducted by AKTU	Attend Human Value Workshop conducted by AKTU
Research Skill Development	Intend to work more on Qualitative research techniques	Intend to develop course on Discourse Analysis	-	-
Research Paper Presentation(National/ International Conference)	Writing National/International Conference paper on Job Satisfaction of Working Mother	Publish paper in B and C category journals	-	-
Publishing Research Paper/Case study	Writing Case study/ Research Paper	Write case study on Indian Start up founder	Intend to write case study on Social Entrepreneurship	-
Research Project (Applying/ Completing)	0	Will apply for a Research Project on Mental Health of Baby Boomers	Will apply for a Research Project on Mental Health of Youth	Not Planned yet
IIC Activity/Patents	Conduct Impact lecture	Conduct Expert Lecture	IIC Activities	IIC activities
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	Organising IIC related activity	Organising IIC related activity	Organising IIC related activity	Organising IIC related activity
Consultancy/MDP/PhD. Guidance	Planning to conduct MDP on Team Building Skills	Organise MDP on communication	Organise MDP on communication skills	-

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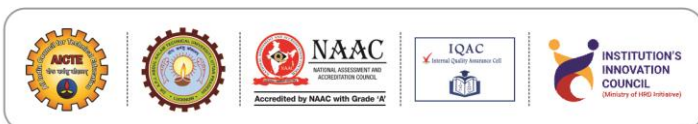
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Faculty name: Surbhi Kansal, Assistant Professor

	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)		Attend Policy Brief Meeting: Employment and Employability of Higher Education Graduates in India January 19, 2023 NIEPA, New Delhi		
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Service Marketing NPTEL Course	Consumer Behaviour NPTEL Course	Marketing Analytics NPTEL Course	
Attend Managerial Skill Development Programs	Attend 1 workshop organised by STTAR	Attend 1 workshop organised by STTAR		
Participate in/attend behavioural skill development programs	1 Human value workshop	1 Human value workshop		
Research Skill Development	Attend 1 research workshop	Attend 1 research workshop	Attend 1 research workshop	
Research Paper Presentation(National/ International Conference)		NATIONAL CONFERENCE	INTER NATIONAL CONFERENCE	
Publishing Research Paper/Case study		1 Research PAPER	1 ABDC PAPER	1 ABDC PAPER
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	TEACHERS DAY SPANDHAN FRESHERS PARTY	3 CLUB ACTIVITY	3 CLUB ACTIVITY	

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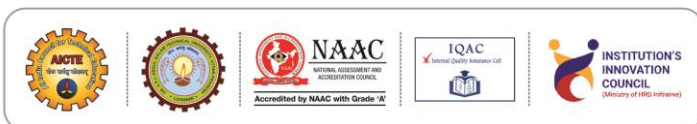
Any other (Pls specify details)		Apply for PhD.		
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Faculty name: Dr. Divya Pant , Assistant Professor

	2022-23	2023-24	2024-25	2025-26
Attend workshops pertaining to Institution building activity (Impact of NEP, Accreditation related)		Attend Policy Brief Meeting: Employment and Employability of Higher Education Graduates in India January 19, 2023 NIEPA, New Delhi		
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	Econometrics Analysis NPTEL Course	Business And Sustainable Development NPTEL Course	Business Analytics & Data Mining Modeling Using R Part II NPTEL Course	
Attend Managerial Skill Development Programs	1 STAAR WORKSHOP	1 STAAR WORKSHOP		
Participate in/attend behavioural skill development programs	1 Human value workshop	1 Human value workshop		
Research Skill Development	1 research workshop	1 research workshop		
Research Paper Presentation (National/ International Conference)		1 paper in national conference	1 paper in international conference	
Publishing Research Paper/Case study		1 ABDC PAPER	1 ABDC PAPER	1 ABDC PAPER
Research Project (Applying/ Completing)		Applying research project with AICTE/ICSSR	Completing project	Applying research project with AICTE/ICSSR

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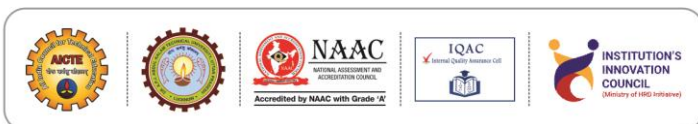
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	Freshers Party and Spandan	3 club activities	3 club activities	
Consultancy/MDP/PhD. Guidance		1 MDP	1 MDP/Research Consultancy	

Faculty name: Dr. Aakanksha Kishore, Assistant Professor, JIM

	2022-23	2023-24	2024-25	2025-26
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)	1 NPTEL course per semester	1 NPTEL course per semester	1 NPTEL course per semester	1 NPTEL course per semester
Attend Managerial/Contemporary Skill Development Programs (FICCI/CII/STTAR)	Attend one program organized by STTAR	Attend one program organized by STTAR	Attend one program organized by STTAR	Attend one program organized by STTAR
Research Paper Presentation (National/ International Conference)	2-3 Presentations in International Conference per year	2-3 Presentations in International Conference per year	2-3 Presentations in International Conference per year	2-3 Presentations in International Conference per year
Publishing Research Paper/Case study	2-3 Research Paper per year in SCI indexed journals	2-3 Research Paper per year in SCI indexed journals	4-5 Research Paper per year in SCI indexed journals	4-5 Research Paper per year in SCI indexed journals
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	2-3 events per year on behalf of Dramatics and Cultural Committee	2-3 events per year on behalf of Dramatics and Cultural Committee	2-3 events per year on behalf of Dramatics and Cultural Committee	2-3 events per year on behalf of Dramatics and Cultural Committee

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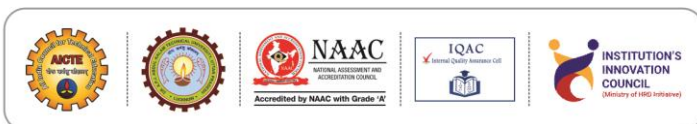
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Faculty name: Ms. Jahanvi, Assistant Professor

Activity	2022-23	2023-24	2024-25	2025-26
Develop Technical Skills (NPTEL/MOOCs, attend FDPs)		1 Swayam course	1 Swayam course	1 Swayam course
Attend Managerial/Contemporary Skill Development Programs (FICCI/CII/STTAR)		1 course from STTAR	1 course from STTAR	1 course from STTAR
Research Skill Development	Attend at least 1 FDP on Research Skills	Attend at least 1 FDP on Research Skills	Attend at least 1 FDP on Research Skills	Attend at least 1 FDP on Research Skills
Research Paper Presentation (National/ International Conference)	1	1	1	1
Publishing Research Paper/Case study	1 Scopus/ABDC research paper	1 Scopus/ABDC research paper	1 Scopus/ABDC research paper	1 Scopus/ABDC research paper
Research Project (Applying/ Completing)/PhD. guidance				
IIC Activity/Patents	1	1	1	1
Organising events at JIM (and hence learning how to organise) a conference/seminar/orientation program/FDP/Club Activity)	Organising 3 club activity per year	Organising 3 club activity per year	Organising 3 club activity per year	Organising 3 club activity per year
Consultancy/MDP	Organising 1 MDP	Organising 1 MDP	Organising 1 MDP	Organising 1 MDP

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IT Development Plan

1. IT Adoption Plan for MBA Students

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.

Digital skills levels

The digital skills required in current scenario can be grouped in three categories-

- Advance Skills
- Basic Skills
- Intermediate Skills

The detail of these skills is given below-

Advanced skills

Advanced skills are those needed by specialists in ICT professions on emerging technologies. These include-

1. Artificial Intelligence (AI)
2. Blockchain
3. Internet of Things (IoT)
4. Mobile App Development
5. Cybersecurity
6. Digital Entrepreneurship
7. Metaverse

Intermediate skills

Intermediate skills enable students to use digital technologies in even more meaningful and beneficial ways, including the ability to critically evaluate technology or create content and includes the followings-

1. Data Analysis and Modeling through MS Excel
2. Domain specific Analytics course like HR Analytics, Financial Analysis, Marketing Analytics, E-Commerce and Digital Marketing

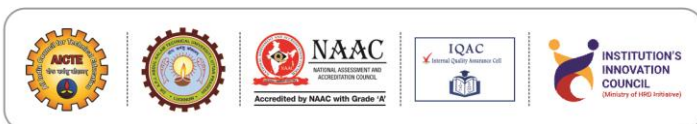
Basic skills

Basic digital skills enable us to function at a minimum level in society. They are foundational skills for performing basic tasks which cover-

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

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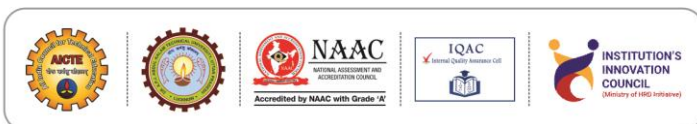
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Roadmap for Imparting Advance Level Digital Skills

Skill: Working on Emerging Technologies		Responsibility: Dr. Ajay Tripathi	
Objective: The objective is to provide in-depth hands-on experience on emerging technologies- Artificial Intelligence (AI) Blockchain Internet of Things (IoT) Mobile App Development Cybersecurity Digital Entrepreneurship Metaverse		Outcome: After completion of the course, students will be able to- Understand business application of AI, Blockchain, IoT Able to develop Mobile App from scratch. Awareness of business opportunities IT Sector	
Action Steps:		Time Line	Assessment Criteria
One day workshop will be conducted on Emerging Technologies like-Metaverse, AI and Blockchain One day Workshop will be conducted on AI and IoT One day workshop will be conducted on Mobile App Development One Day workshop will be conducted on Ethical Hacking and Cybersecurity One day Panel discussion will be organized on Digital Entrepreneurship by inviting young entrepreneurs from IT Sector.		Induction Program I Sem II Sem Induction Program III Sem	Group project Submission after completion of the workshop on Metaverse, AI, Blockchain and IoT Group project will be assigned to develop one mobile app. One-page report will be submitted by students after attending the panel discussion of Digital Entrepreneurship on their learning.

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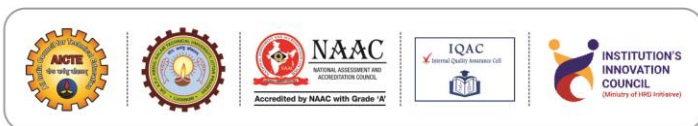
Roadmap for Imparting Intermediate Level Digital Skills

Skill: Data Analysis and Modeling through MS Excel	Responsibility: Dr. Ajay Tripathi	
Objective: The objective of this course is to provide hands on experience on data analysis and preparing models to solve real world problems.	Outcome: After completion of the course, students will be able to- Use three-dimensional formula Sensitivity Analysis and Goal Seek Using Solver for optimization Estimating Straight Line Relationships Modeling Exponential Growth Modeling Machine Life and Duration of a Project Making Probability Statements from Forecasts Inventory Modeling with Uncertain Demand Estimating a Demand Curve Pricing Products by Using Tie-Ins	
Action Steps:	Time Line	Assessment Criteria
A class of 3 Hrs. in a week will be scheduled in II Semester. Workshop will be organized in 2 nd semester on data analysis	II Sem	Quiz Assignment Group Project Work Completion Certificate of the workshop

Roadmap for Imparting Basic Level Digital Skills

Skill: Fundamentals of hardware and OS	Responsibility: Dr. Ajay Tripathi	
Objective: Give students an in-depth understanding of why computers are essential components in business. Introduce the fundamentals of computing devices and reinforce computer vocabulary, particularly with respect to personal use of computer hardware. Knowledge on Operating System and its role.	Outcome: Upon completion of this course, the student will be able apply technical knowledge and perform specific technical skills, including: Describe the usage of computers and why computers are essential components in business. Describe various Computer System components, devices and architecture. Understanding of Operating System.	
Action Steps:	Time Line	Assessment Criteria

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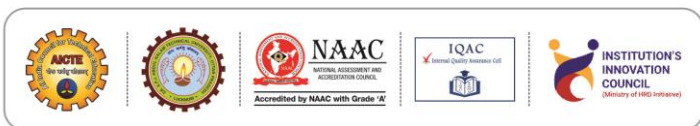
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The content on fundamentals of computer hardware detail are included in the first semester course syllabus of the university. The teaching pedagogy should be classroom teaching and hands on experience in computer lab.	I Sem (5 Hrs.)	Online Quiz Group presentation on preparation of Computer System / Architecture Models
Skill: Fundamentals of MS Office for Business	Responsibility: Dr. Ajay Tripathi	
Objective: Provide hands-on use of Microsoft Office applications Word, Excel, Access and PowerPoint.	Outcome: Recognize when to use each of the Microsoft Office programs to create professional and academic documents. Use Microsoft Office programs to create personal, and business documents.	
Action Steps:	Time Line	Assessment Criteria
Detailed structured syllabus of MS Office programs to be included in the university syllabus. Fundamentals will be covered during Induction Program. Focus should be on Practical and Hands on exposure.	I Sem (25 Hrs.)	Frequent online Quiz Assignment Group Project

Skill: Basic of Networking, Online / Internet Operations	Responsibility: Dr. Ajay Tripathi	
Objective: Introduce basics of networking To teach students to use and configure web browsers Use the Internet to locate, transfer, and publish information; To create a basic HTML document Use e-mail services	Outcome: Understand Networking, types and resources. Important features of the Web and Web browser software Use search engines effectively Use FTP and other services to transfer and store data Create HTML documents	
Action Steps:	Time Line	Assessment Criteria
The content will be incorporated in the university syllabus. More focus on Hands on experience in computer lab.	I Sem (6 Hrs.)	Online Quiz Web page development using HTML.

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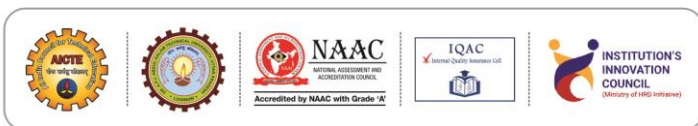
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Skill: Fundamentals of DBMS		Responsibility: Dr. Ajay Tripathi	
Objective: To provide fundamental of database management To understand database queries To work on database software like MS Access, Oracle, MySQL, etc.		Outcome: Students should be able to- Describe the fundamental elements of database management system Write database queries Work on Database Software like MS Access, Oracle or MySQL, etc.	
Action Steps:		Time Line	Assessment Criteria
The content will be incorporated in the university syllabus. More focus on Hands on experience in computer lab.		I Sem (4 Hrs.)	Online Quiz Assignment

Skill: Fundamentals of Python Programming		Responsibility: Dr. Ajay Tripathi	
Objective: The course is designed to provide Basic knowledge of Python		Outcome: Problem solving and programming capability	
Action Steps:		Time Line	Assessment Criteria
The course will be delivered during induction program The course will cover the topics like- Familiar with the Terminal Running Python Running a Python File Literals Python Comments Data Types Variables Constants Collecting user input Reading and writing to Files More focus should be hands on experience		Induction Program	Online Quiz Assignment

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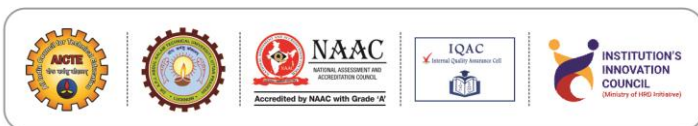
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Skill: Application of Metaverse & Future Technologies	Responsibility: Dr. Ajay Tripathi	
Objective: To aware the students on business application of Metaverse and other futuristic technologies	Outcome: Knowledge of business application of Metaverse	
Action Steps:	Time Line	Assessment Criteria
Workshop on application of Metaverse and future technologies will be conducted in association with Industry Sharing of related content with students on regular basis.	I Sem	Completion of Workshop

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2. IT Adoption Plan for Faculty

The technology adoption plan outlines 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.

Objectives:

- ≈ 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.

Initiatives:

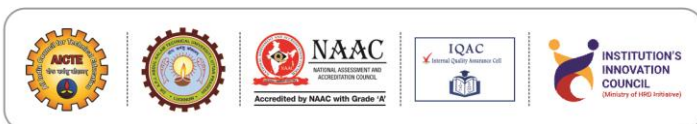
The Institute is planning to provide the training on following areas to inculcate the digital skills among all faculty members-

- ≈ 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

The detail structure is given below-

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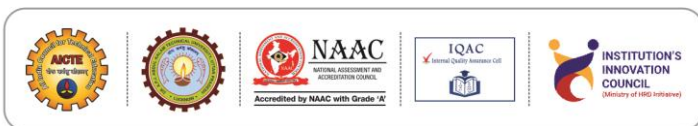
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Initiative: Design Thinking		
Objective: To provide hands on experience of design thinking to solve real world complex business problems.	Performance Indicator: 1. Solve complex business problems 2. understanding of the design thinking mindset 3. Understand core concepts of design thinking i.e. empathy, brainstorming, prototyping and storytelling	
Action Steps:	Time Line	Assessment Criteria
1. Three days' Workshop will be organized to get hands on design thinking in association with Industry	18 Hrs.	1. Completion certificate of the workshop

Initiative: Data Science Training on Mathematics, Statistics, Python, Advanced Statistics in Python, Machine & Deep Learning		
Objective: 1. Understand the mathematics behind Machine Learning 2. Perform linear and logistic regressions in Python 3. Use state-of-the-art Deep Learning frameworks using Google's TensorFlow	Performance Indicator: 1. Be able to create Machine Learning algorithms in Python, using NumPy, stats models and scikit-learn 2. solving tasks with big data 3. Start coding in Python and learn how to use it for statistical analysis 4. Apply your skills to real-life business cases	
Action Steps:	Time Line	Assessment Criteria
1. All faculty members will enroll in online course of Udemy: The Data Science Course 2020: Complete Data Science Bootcamp	30 Hrs.	1. Certificate of Completion will be submitted by the faculty members
2. Offline Faculty Development Program on Data Analysis with Python with external resource persons	30 Hrs.	2. Certificate of Completion will be submitted by the faculty members 3. Faculty members will share the inclusion of data analytics in their lesson plan.

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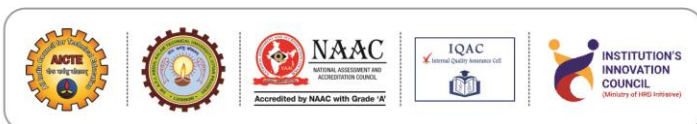
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Initiative: Business Analytics Function (Domain wise)		
Objective: 1. To enhance the practical aspects of business analytics in the domain specific expertise of the respective faculty members.	Performance Indicator: 1. Faculty can write small real-world case study in their domain area. 2. Faculty can write research papers on real-world business problems in their domain area.	
Action Steps:	Time Line	Assessment Criteria
1. Faculty members will enroll in online course in their domain like- <ul style="list-style-type: none"> The Complete Financial Analyst Course 2020: Excel, Accounting, Financial Statement Analysis, Business Analysis, Financial Math, PowerPoint: Everything is Included from Udemey People Analytics from Coursera and University of Pennsylvania Marketing Analytics from Coursera and University of Virginia 	10-15 Hrs.	1. Certificate of Completion will be submitted by the faculty members 2. Faculty members will share the inclusion of data analytics in their lesson plan.
Initiative: Awareness of IT Resources for Education		
Objective: To provide information of online resources available that can be used for teaching	Performance Indicator: 1. Using IT resources to manage the class. 2. Better student engagement and learning	
Action Steps:	Time Line	Assessment Criteria
One day workshop will be organized on- <ol style="list-style-type: none"> Using Google Classroom Using Google Forms for Survey and Quiz Using other online resources like- Animoto, Flipgrid, Kahoot, etc. 	6 Hrs.	1. Each Subject teacher will create Google Classroom for their course and class 2. A model Quiz/Form will be shared by each faculty

Initiative: Advance MS Excel

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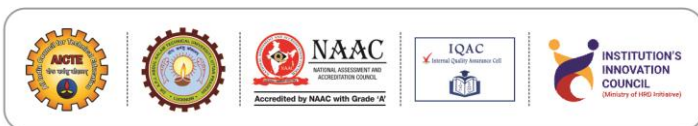


Objective: To provide information on how effectively MS Excel can be used in different domains	Performance Indicator: 1. Using MS Excel resources to manage the class. 2. Better student engagement and learning	
Action Steps:	Time Line	Assessment Criteria
1. All faculty members will enroll in online course of Udemy: Microsoft Excel - Excel from Beginner to Advanced 2. One day workshop will be organized on-Working with the environment of the MS Excel. Differentiate between an Excel workbook & worksheet. Using formatting options of MS Excel. Construct formulas to manipulate numeric data in an Excel Worksheet. Using Pivot Table in MS Excel. Using chart function of Excel to represent numeric data in multiple formats. Using Data analysis tool in MS Excel. Create simple & complex macros in Excel. Working with Templates in MS Excel. Designing Dashboard in MS Excel	18 Hrs. 8 Hrs.	1. Certificate of Udemy 2. Workshop 3. Group activity – submission of project

Initiative: PowerPoint Presentation		
Objective: To Prepare Interactive and Professional PPTs	Performance Indicator: The PPTs of the faculty should be interactive and well designed	
Action Steps:	Time Line	Assessment Criteria
All faculty members will enroll in online course of Udemy: Beginner to Pro in PowerPoint: Complete PowerPoint Training	14 Hrs.	All faculty members will submit-Certificate of Udemy

Initiative: Inclusion of Metaverse	
Objective:	Performance Indicator:

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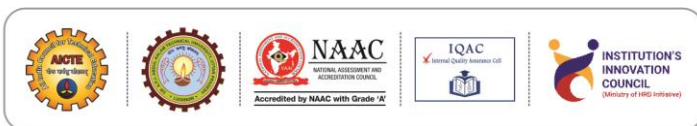
To aware the application of Metaverse in specific domain of the faculty	The knowledge on metaverse in the domain specific of the faculty.	
Action Steps:	Time Line	Assessment Criteria
All faculty members will participate in the workshop on Metaverse.	8 Hrs.	Completion of Certificate

Conclusion:

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 must 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.

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3. IT Adoption Plan for Staff

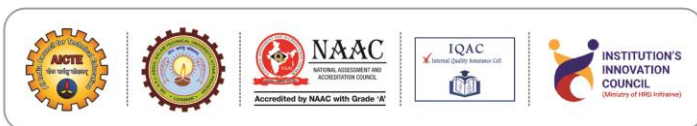
The Institute is focusing on the improvement of digital skills among the staff members and following initiatives will be taken-

Initiative: Workshop on MS Office		
Objective: To improve the IT Skill among the staff members of the institute	Performance Indicator: The IT Skill of the staff.	
Action Steps:	Time Line	Assessment Criteria
All staff members will participate in the workshop which will be conducted by internal resources.	Twice in a year	Completion of the workshop

Initiative: Workshop on Google Products		
Objective: To improve the knowledge on Google Products like Google Search, Gmail, Drive, etc.	Performance Indicator: The IT Skill of the staff.	
Action Steps:	Time Line	Assessment Criteria
All staff members will participate in the workshop which will be conducted by internal resources.	Once in a year	Completion of the workshop

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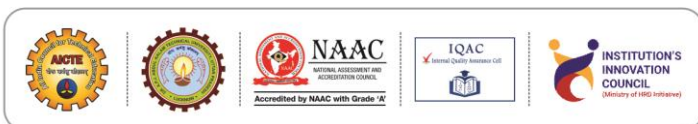
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4. Strengthening IT Skill & Infrastructure

SN	Initiative	2022-23	2023-24	2024-25	2025-26
1	Association with Industry Leaders Microsoft / Google / KPMG / EY/ through MoU, Guest Lectures, Workshops, and Certifications	MoU with Microsoft			
2	Upskilling MBA Students through Certification on New Age Technologies	Udemy, Microsoft, Google, Edx, NPTEL, etc.			
3	Workshops on Business Analytics, AI and Machine Learning, Metaverse	01	01	01	01
4	Training on MS Excel	01	01	01	01
5	Workshop on Prowess IQ Database	01	01	01	01
6	Workshop on MS SQL for MBA (Business Analytics)	01	01	01	01
7	Workshop on PowerBI / Tableau	01	01	01	01
8	Procurement of Anti-Plagiarism Software	01	01	01	01
9	Procurement of LED Projectors for classroom	05	-	-	-
10	Procurement of Interactive Panel for Classroom	01	01	01	01
11	Procurement of Firewall for network security	01	01	01	01
12	Procurement of Computer Systems for Library and classroom	12 (9 classroom + 3 Library)	-	-	-
13	Procurement of Audio system for new classrooms	03	-	-	-
14	Procurement of Library Software- Koha	01	01	01	01
15	Computer Lab with 60 Computer Systems and Networking	01	-	-	-

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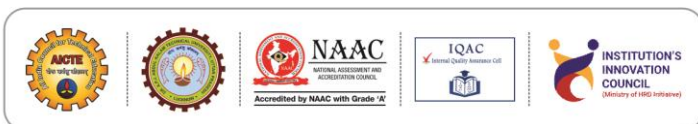
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Enhancement of Alumni Relationships

Alumni Development Plan			
2022-2023	2023-2024	2024-2025	2025-26
Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batchmates. **Annexure for Alumni Database	Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batchmates.	Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batchmates.	Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batchmates.
Organizing small get-togethers in 04 cities (Dubai, Lucknow, Patna, Varanasi) with faculties and Alumni and trying to introduce some of current students also to provide them a better platform to interact with students and bridge-in the distance to provide better opportunities and brand our Institute in stronger ways	Organizing small get-togethers in 04 cities with faculties and Alumni and trying to introduce some of current students also to provide them a better platform to interact with students and bridge-in the distance to provide better opportunities and brand our Institute in stronger ways	Organizing small get-togethers in 04 cities with faculties and Alumni and trying to introduce some of current students also to provide them a better platform to interact with students and bridge-in the distance to provide better opportunities and brand our Institute in stronger ways	Organizing small get-togethers in 04 cities with faculties and Alumni and trying to introduce some of current students also to provide them a better platform to interact with students and bridge-in the distance to provide better opportunities and brand our Institute in stronger ways
10 Alumni on Panel as Judges/ Guests in the various extra-curricular and co-curricular activities	10 Alumni on Panel as Judges/Guests in the various extra- curricular and co-curricular activities	15 Alumni on Panel as Judges/Guests in the various extra- curricular and co-curricular activities	15 Alumni on Panel as Judges/Guests in the various extra- curricular and co-curricular activities

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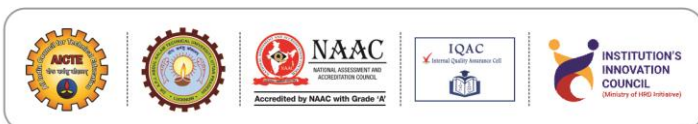
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40 Mentors to be allocated with students to guide them constantly through their career progression so as to prepare them in a better manner to face corporate	45 Mentors to be allocated with students to guide them constantly through their career progression so as to prepare them in a better manner to face corporate	50 Mentors to be allocated with students to guide them constantly through their career progression so as to prepare them in a better manner to face corporate	50 Mentors to be allocated with students to guide them constantly through their career progression so as to prepare them in a better manner to face corporate
Institution Level Alumni Gala Dinner	Institution Level Alumni Gala Dinner	Institution Level Alumni Gala Dinner	Institution Level Alumni Gala Dinner
Sharing of News Letter (Monthly), and trying to rope in more Alumni through Networking	Continuing with News Letter (Monthly), and trying to rope in more Alumni through Networking	Continuing with News Letter (Monthly), and trying to rope in more Alumni through Networking	Continuing with News Letter (Monthly), and trying to rope in more Alumni through Networking
Launch of Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma- mater. We are proposing to open this in coming Alumni meet planned in month of December 2022.	Continuing with Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma-mater, trying to promote it further for subsequent Batches.	Continuing with Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma- mater, trying to promote it further for subsequent Batches.	Continuing with Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma-mater, trying to promote it further for subsequent Batches.

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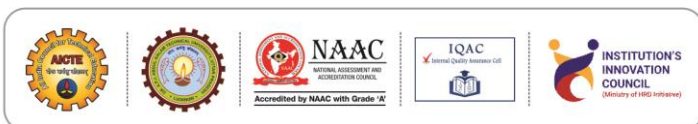
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Summer Internship Opportunities with at least 15 Alumni Companies or their associates so that the students are connected to their seniors and they can take advantage to be shaped as better professionals with the intervention of their seniors already working in those companies.	Summer Internship Opportunities with at least 20 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.	Summer Internship Opportunities with at least 25 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.	Summer Internship Opportunities with at least 30 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.
Final Placement Opportunities with at least 20 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/running those companies.	Final Placement Opportunities with at least 25 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/running those companies.	Final Placement Opportunities with at least 30 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/running those companies.	Final Placement Opportunities with at least 35 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/running those companies.

Annexure - One	
Total Number of Batches Passed out	18
Total Alumni which have passed out	20382
Total Alumni contacts on portal	1521
Total Active Alumni	643

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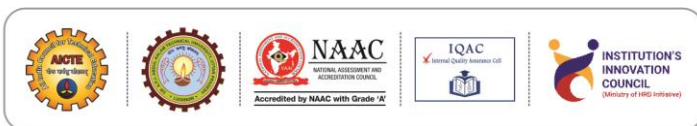
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Alumni Development Action Plan 2022-23

Alumni Initiative	Description	Outcome	Timeline / Execution	Person Responsible
Increase the database of Alumni	Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batch mates. Target is to add at least 150 Active Alumni every year.	•Database increment	Yearly	Alumni Team Dr. Ajay Dr. Anubha Dr. Govind Dr. Devi
Alumni Get-togethers in different cities	Organizing small get-togethers in 03 cities with faculties and Alumni	•Increased Interaction with Alumni	In accordance with GD/PI Schedule Three Cities in a year	Alumni Team & Admission Team
Guest Lecture	Organizing formal Guest Lectures/ Talk sessions with Alumni for students and faculties	•Industry exposure •Enhanced Domain Knowledge	04 (Two per Semester)	Alumni Team
Panel as Judges/ Guests	Alumni to be invited to campus as Guests in Panel Discussions and as jury in various extra-curricular and co-curricular activities	•Increased Interaction with Industry •Practical Exposure to real corporate culture •Increased integrative learning	10	Alumni Team
Alumni Mentor	Alumni to be allocated as mentors with students to guide them constantly through their career progression	•Increased corporate understanding Familiarity with corporate culture	40	Alumni Team
Alumni Meet	Organizing the Annual Alumni meet in the Institute for the get-together of Alumni and their families.	• Social Networking • Employment Opportunity Increased interaction	01	Alumni Team

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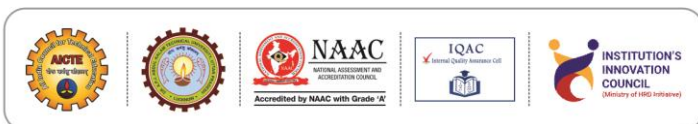
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Alumni News Letter (Monthly)	Publication of e-News Letter Twice in a year	Increased integrative learning	Every Month	Alumni Team All Faculties
Alumni Achievers Award	Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma-mater.	Increased Corporate interaction	To be launched in Alumni Meet	Alumni Team
Summer Internship Opportunities	Efforts to place current students for their Summer Internship in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced • Domain Knowledge	15 Companies	Alumni Team & Placement Team
Final Placement Opportunities	Efforts to place current students in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced • Career Progression	20	Alumni Team & Placement Team

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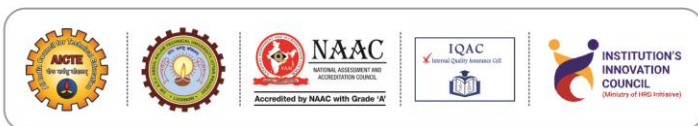
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Alumni Development Action Plan 2023-24

Alumni Initiative	Description	Outcome	Timeline / Execution	Person Responsible
Increase the database of Alumni	Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batch mates. Target is to add at least 150 Active Alumni every year.	•Database increment	Yearly	Alumni Team Dr. Ajay Dr. Anubha Dr. Govind Dr. Devi
Alumni Get-togethers in different cities	Organizing small get-togethers in 04 cities with faculties and Alumni	•Increased Interaction with Alumni	In accordance with GD/PI Schedule Three Cities in a year	Alumni Team & Admission Team
Guest Lecture	Organizing formal Guest Lectures/ Talk sessions with Alumni for students and faculties	•Industry exposure •Enhanced Domain Knowledge	10	Alumni Team
Panel as Judges/ Guests	Alumni to be invited to campus as Guests in Panel Discussions and as jury in various extra-curricular and co-curricular activities	•Increased Interaction with Industry •Practical Exposure to real corporate culture •Increased integrative learning	10	Alumni Team
Alumni Mentor	Alumni to be allocated as mentors with students to guide them constantly through their career progression	•Increased corporate understanding Familiarity with corporate culture	45	Alumni Team
Alumni Meet	Organizing the Annual Alumni meet in the Institute for the get-together of Alumni and their families.	• Social Networking • Employment Opportunity Increased interaction	01	Alumni Team

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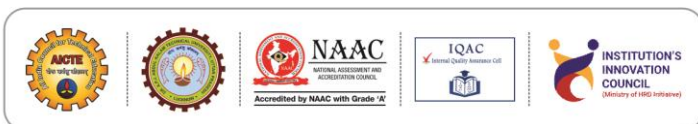
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Alumni News Letter (Monthly)	Publication of e-News Letter Twice in a year	Increased integrative learning	Every Month	Alumni Team All Faculties
Alumni Achievers Award	Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma-mater.	Increased interaction Corporate	During Alumni Meet	Alumni Team
Summer Internship Opportunities	Efforts to place current students for their Summer Internship in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced • Domain Knowledge	20 Companies	Alumni Team & Placement Team
Final Placement Opportunities	Efforts to place current students in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced • Career Progression	25 Companies	Alumni Team & Placement Team

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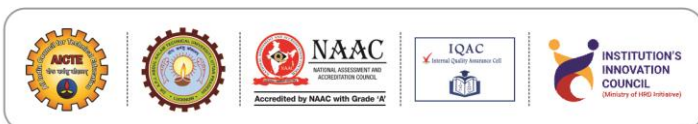
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Alumni Development Action Plan 2024-25

Alumni Initiative	Description	Outcome	Timeline / Execution	Person Responsible
Increase the database of Alumni	Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batch mates. Target is to add at least 150 Active Alumni every year.	•Database increment	Yearly	Alumni Team Dr. Ajay Dr. Anubha Dr. Govind Dr. Devi
Alumni Get-togethers in different cities	Organizing small get-togethers in 04 cities with faculties and Alumni	•Increased Interaction with Alumni	In accordance with GD/PI Schedule Three Cities in a year	Alumni Team & Admission Team
Guest Lecture	Organizing formal Guest Lectures/ Talk sessions with Alumni for students and faculties	•Industry exposure •Enhanced Domain Knowledge	15	Alumni Team
Panel as Judges/ Guests	Alumni to be invited to campus as Guests in Panel Discussions and as jury in various extra-curricular and co-curricular activities	•Increased Interaction with Industry •Practical Exposure to real corporate culture •Increased integrative learning	15	Alumni Team
Alumni Mentor	Alumni to be allocated as mentors with students to guide them constantly through their career progression	•Increased corporate understanding Familiarity with corporate culture	50	Alumni Team

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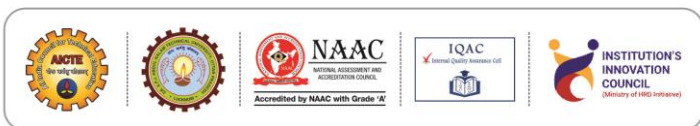
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Alumni Meet	Organizing the Annual Alumni meet in the Institute for the get-together of Alumni and their families.	<ul style="list-style-type: none"> Social Networking Employment Opportunity Increased interaction	01	Alumni Team
Alumni News Letter (Monthly)	Publication of e-News Letter Twice in a year	Increased integrative learning	Every Month	Alumni Team All Faculties
Alumni Achievers Award	Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma-mater.	Increased interaction	Corporate During Alumni Meet	Alumni Team
Summer Internship Opportunities	Efforts to place current students for their Summer Internship in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced <ul style="list-style-type: none"> Domain Knowledge 	25 Companies	Alumni Team & Placement Team
Final Placement Opportunities	Efforts to place current students in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced <ul style="list-style-type: none"> Career Progression 	30 Companies	Alumni Team & Placement Team

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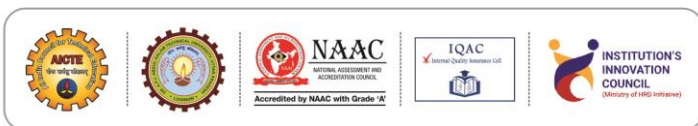
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Alumni Development Action Plan 2025-26

Alumni Initiative	Description	Outcome	Timeline / Execution	Person Responsible
Increase the database of Alumni	Increment in Alumni Database by constant follow-up with the current Alumni in touch and motivating them to connect more of their Batch mates. Target is to add at least 150 Active Alumni every year.	•Database increment	Yearly	Alumni Team Dr. Ajay Dr. Anubha Dr. Govind Dr. Devi
Alumni Get-togethers in different cities	Organizing small get-togethers in 03 cities with faculties and Alumni	•Increased Interaction with Alumni	In accordance with GD/PI Schedule Three Cities in a	Alumni Team & Admission Team
Guest Lecture	Organizing formal Guest Lectures/ Talk sessions with Alumni for students and faculties	•Industry exposure •Enhanced Domain Knowledge	15	Alumni Team
Panel as Judges/ Guests	Alumni to be invited to campus as Guests in Panel Discussions and as jury in various extra-curricular and co-curricular activities	•Increased Interaction with Industry •Practical Exposure to real corporate culture •Increased integrative learning	15	Alumni Team
Alumni Mentor	Alumni to be allocated as mentors with students to guide them constantly through their career progression	•Increased corporate understanding Familiarity with corporate culture	50	Alumni Team

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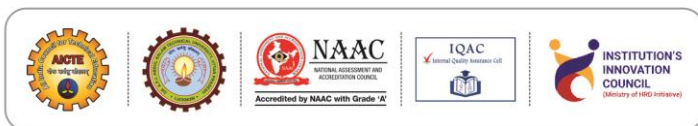
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Alumni Meet	Organizing the Annual Alumni meet in the Institute for the get-together of Alumni and their families.	<ul style="list-style-type: none"> Social Networking Employment Opportunity Increased interaction 	01	Alumni Team
Alumni News Letter (Monthly)	Publication of e-News Letter Twice in a year	Increased integrative learning	Every Month	Alumni Team All Faculties
Alumni Achievers Award	Alumni Achievers Award to provide them with a feeling of pride to be rewarded by their Alma-mater.	Increased Corporate interaction	During Alumni Meet	Alumni Team
Summer Internship Opportunities	Efforts to place current students for their Summer Internship in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced <ul style="list-style-type: none"> Domain Knowledge 	30 Companies	Alumni Team & Placement Team
Final Placement Opportunities	Efforts to place current students in the companies / associates of Alumni so that the Alumni can help to shape the career of the current students by mentoring them and helping them in their current assignment.	Industry exposure Enhanced <ul style="list-style-type: none"> Career Progression 	35 Companies	Alumni Team & Placement Team

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IIC - Institutional Development Plan- (2022-2026)

About IIC, JIM Ghaziabad

Ministry of Education (MoE), Govt. of India has established 'MoE's Innovation Cell (MIC)' to systematically foster the culture of Innovation amongst all Higher Education Institutions (HEIs). The primary mandate of MIC is to encourage, inspire and nurture young students towards an ecosystem of entrepreneurship and innovation. In line with this, IIC at Jaipuria Institute of Management, Ghaziabad envisions towards start-ups and entrepreneurship opportunities and leveraging the potential of student's problem solving & entrepreneurial mind-set while promoting a strong intra and inter-institutional partnerships. The council intends to adopt Innovation and Start-up Policy for students and faculty. In first year of its establishment, IIC (JIM) has earned two-star rating and constantly striving to expand its horizon while signing MoUs with Incubation centres, with various organisations. The IIC at the institute has availed many Government schemes like Mentor Mentee, Impact Lecture, Innovation Ambassador.

Vision of IIC at JIM Ghaziabad

Promote innovation and entrepreneurship activities in the Institution through multitudinous modes leading to an innovation promotion ecosystem in the campus and to encourage, inspire and nurture young students by supporting them to work with new ideas and transform them into prototypes while their informative years.

Mission of IIC established at the Institute

The mission is to conduct various Innovation, IPR and entrepreneurship-related activities prescribed by MIC in time bound fashion. To envision institute towards start-ups and entrepreneurship opportunities, to prepare institute for Atal Ranking on innovation achievements framework and to encourage the students as well as faculty to register their original ideas and innovative projects in YUKTI –NIR. We also intend to adopt Innovation and Start-up Policy for students and faculty so as to establish functional ecosystem for scouting ideas and pre-incubation of ideas in the institution.

Objective

- To establish functional ecosystem for scouting ideas and to set up an incubation centre for promoting innovation
- To file increasing number of IPR, Patent and Copyright
- To develop entrepreneurial mind-set and promoting a strong intra and inter-institutional partnerships.

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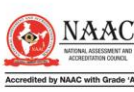
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- To organize periodic workshops/ seminars/ interactions with entrepreneurs, investors, professionals and create a mentor pool for student innovators.
- To organize Hackathons, idea competition, mini-challenges, B Plan competitions etc. with the involvement of industries.
- To meet/Interact renowned Business Leaders and top-notch academicians and mentoring by industry Professionals.



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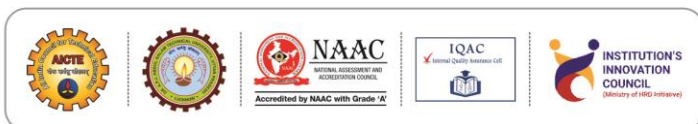
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Way Ahead:

Sl No	Types of Activities	Mode	2022-23	2023-24	2024-25	2025-26
1	Panel Discussion	Online/ Offline	03 Panel Discussion on IPR and patent policy, NEP, Entrepreneurship Ecosystem	04 Panel Discussions on Startup Ecosystem	05 Panel Discussions (Youth and Entrepreneurship)	05 Panel Discussions (Women Entrepreneurs)
2	Expert Talk, Demo Day	Online/ Offline	02 Expert talks on “Entrepreneurship and Innovation” as Career Opportunity	05 Expert Talks on topics like Technology and Entrepreneurship	07 Expert Talks on topics like (TRL level in Entrepreneurship)	08 Expert Talks on topics like (Idea generation, IPR)
3	Mentoring Session and Impact lectures	Online/ Offline	04 (B Plan, Creativity and Ideas)	05 (Problem solving, Ideation)	06	07
4	Student Centric Activities	Offline	16 (Activities like Poster Presentation, Design Thinking Workshop etc)	20 (Activities like Poster Presentation, Design Thinking Workshop etc)	25 (Activities like Poster Presentation, Design Thinking Workshop etc)	30 Activities like Poster Presentation, Design Thinking Workshop etc)
5	Idea generation in YUKTI	Online	150	175	200	225
6	Entrepreneurship Conclave	Offline	01	01	01	01
7	Exposure Visits	Offline	04 (MSME, Industry)	04 (MSME, Industry, Incubation centre)	04 (Trade fair, MSME Fair)	05 (Industry visits, Trade fair)
8	IIC Calendar Activities	Online/ Offline	10 Inter-college Idea competitions and other Celebration activities	15 Inter-college Idea competitions and other Celebration activities	15 Inter-college Idea competitions and other Celebration activities	18 Inter-college Idea competitions and other Celebration activities

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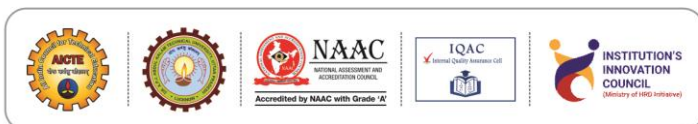
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9	Patent and Copy Right in KAPILA, NISP	Online	Target to Filing for patent and copyright of more than 20 ideas	Target to Filing for patent and copyright of more than 20 ideas	Target to Filing for patent and copyright of more than 20 ideas	Target to Filing for patent and copyright of more than 20 ideas
10	Self Driven Activities	Online/ Offline	5	7	8	10

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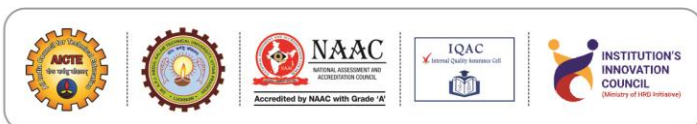
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IIC Development Action Plan 2022-23

Activities	Description	Outcome/Thrust Area	Number of Activities	Person Responsible
Panel Discussion	Panel Discussion on IPR and patent policy, NEP, Entrepreneurship Ecosystem	Knowledge sharing with students, idea dissemination	03	IIC Team
Expert Talk, Demo Day	Expert talks on “Entrepreneurship and Innovation” as Career Opportunity Expert Talk on Entrepreneurship as a Tribe	Enlightening discussion that motivates students to think, ponder	02	IIC Team
Mentoring Session and Impact lectures	Topics like B Plan, Creativity and Ideas	Industry exposure Enhanced Domain Knowledge	04	IIC Team
Student Centric Activities	Activities like Poster Presentation, Design Thinking Workshop etc	Increased integrative learning	16	IIC Team
Idea generation in YUKTI Repository	Mini project ideas will be revamped and fitted into YUKTI	Students will be motivated to think creatively and a start up culture will be promoted	150 ideas	IIC Team
Entrepreneurship Conclave	Invitation to founders, angel investors, entrepreneurs for a conclave	Social Networking Employment Opportunity, Increased interaction	01	IIC Team
Exposure Visits	MSME, Industry	Increased Interaction with Industry,	04	IIC Team
IIC Calendar Activities	Inter-institution Idea competition and other celebration activities	Facilitate promotion of Innovation ecosystem	10	IIC Team
NISP, KAPILA	Patent and Copy Right in KAPILA, NISP	Target to Filing for patent and copyright of more than 20 ideas	N/A	IIC Team
Self Driven Activities	Celebrating Innovation Day, Women's' Day	Promotion of team spirit and ecosystem for innovation	05	All Faculty Members

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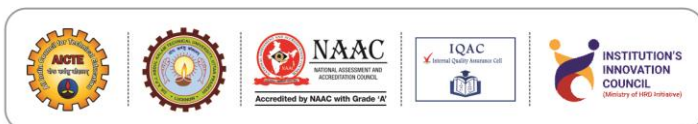
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IIC Development Action Plan 2023-24

Activities	Description	Outcome/Thrust Area	Number of Activities	Person Responsible
Panel Discussion	Panel Discussion on IPR and patent policy, NEP, Entrepreneurship Ecosystem	Knowledge sharing with students, idea dissemination	04	IIC Team
Expert Talk, Demo Day	Expert talks on “Entrepreneurship and Innovation” as Career Opportunity Expert Talk on Entrepreneurship as a Tribe	Enlightening discussion that motivates students to think, ponder	05	IIC Team
Mentoring Session Impact lectures	Topics like B Plan, Creativity and Ideas	Industry exposure Enhanced Domain Knowledge	04	IIC Team
Student Centric Activities	Activities like Poster Presentation, Design Thinking Workshop etc.	Increased integrative learning	20	IIC Team
Idea generation in YUKTI Repository	Mini project ideas will be revamped and fitted into YUKTI	Students will be motivated to think creatively and a start up culture will be promoted	175 ideas	IIC Team
Entrepreneurship Conclave	Invitation to founders, angel investors, entrepreneurs for a conclave	Social Networking Employment Opportunity Increased interaction	01	IIC Team
Exposure Visits	(MSME, Industry)	Increased Interaction with Industry,	04	IIC Team
IIC Calendar Activities	Inter-institution Idea competition and other celebration activities	Facilitate promotion of Innovation ecosystem	15	IIC Team
NISP, KAPILA	Patent and Copy Right in KAPILA, NISP	Target to Filing for patent and copyright of more than 20 ideas	N/A	IIC Team
Self Driven Activities	Celebrating Innovation Day, Women’s’ Day	Promotion of team spirit and ecosystem for innovation	07	All Faculty Members

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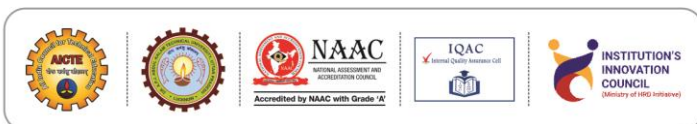
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IIC Development Action Plan 2024-25

Activities	Description	Outcome/Thrust Area	Number of Activities	Person Responsible
Panel Discussion	Three Panel Discussion on IPR and patent policy, NEP, Entrepreneurship Ecosystem	Knowledge sharing with students, idea dissemination	05	IIC Team
Expert Talk, Demo Day	Expert talks on “Entrepreneurship and Innovation” as Career Opportunity Expert Talk on Entrepreneurship as a Career	Enlightening discussion that motivates students to think, ponder	07	IIC Team
Mentoring Session and Impact lectures	Topics like B Plan, Creativity and Ideas	Industry exposure Enhanced Domain Knowledge	06	IIC Team
Student Centric Activities	Activities like Poster Presentation, Design Thinking Workshop etc	Increased integrative learning	25	IIC Team
Idea generation in YUKTI Repository	Mini project ideas will be revamped and fitted into YUKTI	Students will be motivated to think creatively and a start up culture will be promoted	200 ideas	IIC Team
Entrepreneurship Conclave	Invitation to founders, angel investors, entrepreneurs for a conclave	Social Networking Employment Opportunity Increased interaction	01	IIC Team
Exposure Visits	MSME, Industry	Increased Interaction with Industry	04	IIC Team
IIC Calendar Activities	Inter-institution Idea competition and other celebration activities	Facilitate promotion of innovation ecosystem	15	IIC Team
NISP, KAPILA	Patent and Copy Right in KAPILA, NISP	Target to Filing for patent and copyright of more than 20 ideas	N/A	IIC Team
Self Driven Activities	Celebrating Innovation Day, Women’s Day	Promotion of team spirit and ecosystem for innovation	08	All Faculty Members

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IIC Development Action Plan 2025-26

Activities	Description	Outcome/Thrust Area	Number of Activities	Person Responsible
Panel Discussion	Three Panel Discussion on IPR and patent policy, NEP, Entrepreneurship Ecosystem	Knowledge sharing with students, idea dissemination	05	IIC Team
Expert Talk, Demo Day	Expert talks on “Entrepreneurship and Innovation” as Career Opportunity Expert Talk on Entrepreneurship as a Tribe	Enlightening discussion that motivates students to think, ponder	07	IIC Team
Mentoring Session and Impact lectures	Topics like B Plan, Creativity and Ideas	Industry exposure Enhanced Domain Knowledge	08	IIC Team
Student Centric Activities	Activities like Poster Presentation, Design Thinking Workshop etc.	Increased integrative learning	30	IIC Team
Idea generation in YUKTI Repository	Mini project ideas will be revamped and fitted into YUKTI	Students will be motivated to think creatively and a start up culture will be promoted	225 ideas	IIC Team
Entrepreneurship Conclave	Invitation to founders, angel investors, entrepreneurs for a conclave	Social Networking Employment Opportunity eased interaction	01	IIC Team
Exposure Visits	(MSME, Industry)	Increased Interaction with Industry,	05	IIC Team
IIC Calendar Activities	Inter-institution Idea competition and other celebration activities	Facilitate promotion of Innovation ecosystem	18	IIC Team
NISP, KAPILA	Patent and Copy Right in KAPILA, NISP	Target to Filing for patent and copyright of more than 20 ideas	N/A	IIC Team
Self Driven Activities	Celebrating Innovation Day, Women’s’ Day	Promotion of team spirit and ecosystem for innovation	10	All Faculty Members

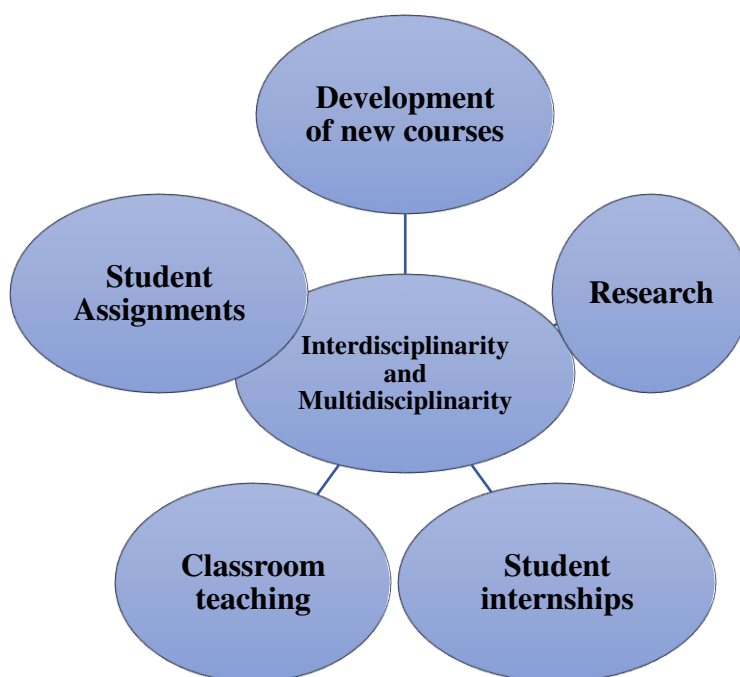
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Promoting Interdisciplinarity and Multidisciplinarity

JIM, Ghaziabad is focusing on several initiatives to promote Interdisciplinarity and multidisciplinary. These initiatives are being practiced with regard to *Development of New Courses, Class Room Teaching, Student Assignments, Research and Student Internship projects.*

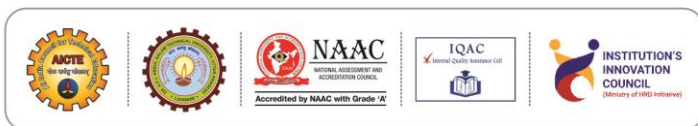
Fig 9: Interdisciplinarity and Multidisciplinarity



Interdisciplinarity analyses, synthesizes and harmonises links between disciplines into a coordinated whole. Multidisciplinarity draws upon knowledge from the different disciplines while remaining within the boundaries of the discipline. Multidisciplinary approach is of great significance in Management Education as it is vital to teach young managers about the mutually cohesive relationship between the world of business and the larger society including its environmental and economic systems. It is vital to ensure a thorough linkage between social and behavioral sciences, humanities, liberal arts and business studies and promote innovations and opportunities.

Some examples of Interdisciplinary and multidisciplinary activities activities at JIM are listed below.

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Development of new courses

Following are few examples where new subjects have been developed by analyzing, synthesizing and harmonizing concepts from diverse disciplines.

- While teaching Marketing, topics several faculty members combine concepts from the Information Technology and Computer Science Discipline. This specifically happens when the courses of *Digital Marketing* and Technology Marketing are taught. To cite another example, faculty members combine concepts from Marketing and the domain of Sustainability Management to teach *Green Marketing*. Similarly, concepts from the domain of Analytics are drawn to teach the course on *Marketing Analytics*.
- While Teaching the course on *Behavioral Finance*, faculty members integrate topics from Consumer Behavior (a Marketing Concept) and Finance.
- JIM is also working towards opportunities for exploring new arenas like *Music Certifications from Spic Macay* and courses on *Sculpture, Pottery, Painting etc.*

Classroom Teaching and Pedagogical Practices

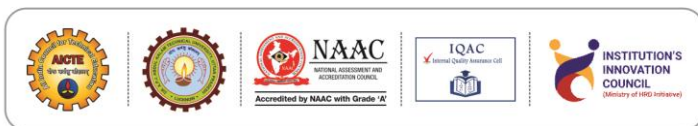
- As faculty members teach courses like *Design Thinking*, they amalgamate in their teaching examples across industry verticals and functional domains.
- In the course on *Managerial Economics*, faculty discusses the economic condition in a post covid scenario with examples and case studies from the disciplines of *Sustainability* and *Finance*.
- In the course on Business Statistics, quantitative data is used for effective decision making. Several concepts like Project Management, Production Planning, Marketing, Finance, Purchase, Inventory etc. make use of several statistical tools including Regression Analysis, Linear Programming, Datamining etc.
- As part of the institutional academic practices, students are given exposure to the concepts of problem-solving, creative writing, entrepreneurship and Research Methodology
- Faculty members make it mandatory for students to enroll for MOOCs to develop self- directed lifelong learning and to gain advanced interdisciplinary knowledge
- Industrial visits and club activities also promote interdisciplinary learning.

Research

Research Groups of faculty members have been set up where Faculty members of one stream are tying up with faculty members from another stream. Each individual contributes to the research project/manuscript which is jointly being published (possibly in another stream) and subsequently returns back to their own streams. This approach enables faculty from different domains to incorporate perspectives from diverse disciplines to create

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a comprehensive understanding of complex issues and acquire insights into different disciplines. This leads to identification of new research areas, tackle complex problems by opening the use of knowledge, tools, methodology and solutions generated in one discipline to other discipline helps setting and exploring new ideas and investigating neglected areas.

JIM also lays emphasis on research across the Sustainable Development Goals, as defined by United Nations. With a holistic agenda in mind, JIM is integrating problems areas pertaining to poverty, hunger, education, equality, well-being, economic growth, responsible consumption etc. and conducting research from a Management perspective to arrive at feasible solutions which will be relevant to both, society as well as industry.

Student Assignments

The assignments given to the students involve use and integration of methods and analytical frameworks from more than one domain. The students have to analyse a real time business problem and find a solution for the same. The student views the problem with various perspectives like Marketing, Finance and Human Resources and Economics to create a feasible solution. It provides a platform to explore and integrate multiple perspectives for deeper understanding, a balanced judgement and a viable solution or product creatively accommodating different perspectives. These activities hone their decision making skills in finding solutions for contemporary business issues.

Additionally several assignments dealing with a diverse set of contemporary issues like Organic Agriculture activities, dealing with garden waste and composting, rainwater harvesting, best out of waste also find their way into the student curriculum.

Student Internships

Multidisciplinary projects ranging from market entry strategies, operations challenges or testing of innovative thinking across NGOs, Technology Startups, Banks, Real estate firms, or consumer packaged goods suppliers provide significant exposure to students. Students engage in Summer Internships across diverse sectors, industry and function and learn about the various dimensions of corporate activities and functions. They learn how cross functional teams function together to achieve a common goal.

Extracurricular and Cultural activities

The Indian way of learning and acquiring knowledge has always been liberal and multidisciplinary.

While JIM is focusing on several aspects of incorporating Multidisciplinary and Interdisciplinarity in its Teaching and Research practices, it will further focus on these in detail and move forward with a greater consciousness to the suggestions of NEP 2020 in this regard.

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Human-Values Cell

The Human Value Cell at JIM enables students and faculty to

1. Develop Right Understanding by sharing the understanding of what to do (Value Education)
2. Develop Right Skills by teaching how to do (Technical Education)
3. Practice Right living during the period of education.
 - a. Living in relationship with human being leading to mutual happiness
 - b. Living in relationship with rest-of-nature leading to mutual prosperity
4. Inculcate in themselves the culture, traditions and values specified by the Indian Knowledge system



Source: PPTs of UHV Cell of AKTU

Indian Knowledge System

Under Ministry of Education, Government of India has established IKS division in AICTE in 2020 with a vision to promote interdisciplinary and transdisciplinary research on all aspects of IKS, and disseminate IKS knowledge for further research & innovations and societal applications. The IKS division promotes research and critical studies in various IKS domains aiming at original, serious, and deep scholarly research in IKS and rejuvenate IKS research in India. IKS division includes traditional knowledge in mathematics and astronomy;

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chemical and material science; health, wellness, and consciousness studies; political and economic thoughts; arts, traditions, and rich culture etc. In order to become the Knowledge power in this century, it is imperative that the students understand our heritage and teach the world the 'Indian way' of doing things.

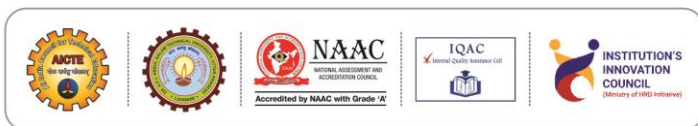


Source: <https://www.iiitb.ac.in/indian-knowledge-system>

“Cultural awareness and expression are among the major competencies considered important to develop in children, in order to provide them with a sense of identity, belonging, as well as an appreciation of other cultures and identities. It is through the development of a strong sense and knowledge of their own cultural history, arts, languages, and traditions that children can build a positive cultural identity and self-esteem. “In order to incorporate these elements in a scientific manner, **JIM, Ghaziabad** has formulated the policy to adopt/ implement different provisions of the IKS research, education, and outreach activities under wide categories of subjects like Human Values and Professional Ethics, Management, Administration, Business Environment Intellectual Property Rights (IPR) in Indian traditions and Indian Classical Music, Drama arts Yoga like Other-

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Curricular Activities (OCA). JIM draws from the Indian Knowledge Management system for imparting basic principles of thought process, reasoning and inference to identify the roots and details of some of the contemporary issues and challenges faced by our nation and tries to locate possible solutions to these challenges by digging deep into our past. Rays of hope are imminent in this NEP2020 through which we can aim at augmenting and contributing towards enhancing cultural literacy and sensitivity amongst our impressionable minds which was earlier happening in an unorganized manner through western way of education. Our teaching practices at JIM will include knowledge from ancient India and modern India, and a clear sense of India's future aspirations with regard to value education, health, environment, etc. These elements will be incorporated in an accurate and scientific manner throughout our course curriculum.

The principal objectives of inclusion of IKS are-

- Imparting awareness and sensitizing the students about traditional knowledge and practises towards issues related to 'Indian' culture, tradition and its composite character.
- To protect our traditional wisdom, intellect and cultural heritage through protecting IPRs.
- to instil in faculty and students an inter-disciplinary and cross-disciplinary approach to knowledge acquisition to help in their creative endeavour in both their personal and professional life.
- to recognise the contribution of Indian females in the past towards national development thereby removing the discrimination they face in the historical narrative,
- showcasing the significance of IKS for sustainable environment, love for nature and holistic ways of living.
- Additionally, the institution hopes to make students aware of holistic life styles and holistic health consciousness that ultimately leads to quality life for everyone.

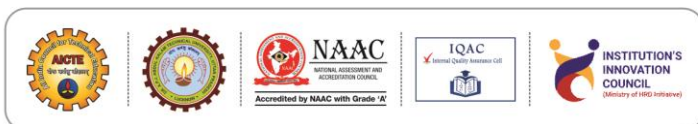
Activities to be conducted under Indian Knowledge management system are-

1. Introduction to students on Indian Knowledge system in the Induction Programme.
2. Visit to places of cultural heritage
3. Book review on Indian Traditional Culture
4. Group discussions on Indian Culture
5. Student Presentation and Case Study Discussion.

Action Plan

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The Human -Values Cell strives to build a humane society and the proposed activities of the cell include-

		2022-23	2023-24	2024-25	2025-2026	Actioning Responsibility
1.	FDPs	<p>*5-Day Online AICTE-UGC Sponsored FDP for New Faculty of the Subject.</p> <p>*Paricharcha- The Quarterly discussion forum for all faculty members</p>	<p>*08-Day AICTE sponsored FDP- Level 1</p> <p>*Paricharcha- The Quarterly discussion forum for all faculty members</p>	<p>*08-Day AKTU sponsored FDP- Refresher Workshop.</p> <p>*Paricharcha- The Quarterly discussion forum for all faculty members.</p>	<p>*08-Day AICTE sponsored FDP- Level 2</p> <p>*Paricharcha- The Quarterly discussion forum for all faculty</p>	Dr.Raj and Dr.Nidhi and other faculty members
2.	Student-Club Activities	<p>*Human-Values Sessions for identified students on weekly basis.</p> <p>*One Documentary on “An inconvenient Truth”.</p> <p>*A Debate Competition for the students.</p>	<p>*Human-Values Sessions for identified students on weekly basis.</p> <p>*Video- “Story of the Stuff”.</p> <p>*Case-Study on Hiwde Bazar”</p>	<p>*Human-Values Sessions for identified students on weekly basis.</p> <p>*Visit to A Biodiversity Parkto understand the role of Nature in Human life.</p> <p>*Practice Sessions by Dr. Raj Kumari& Dr. NidhiMathur to initiate Self-Exploration activity in the students.</p>	<p>*Human-Values Sessions for identified students on weekly basis.</p> <p>Essay writing competition on – “Needs of the Self & Body are Different”.</p>	Dr.Raj and Dr.Nidhi and other faculty members
3.	Students’ Certification		3-Day Students’ workshop (Online/offline)		5-Day Students’ workshop (Online/offline) sponsored by AICTE	Dr.Raj and Dr.Nidhi and other faculty members

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			sponsored by AICTE			
4.	Community Activity			Social Awareness Camp in Nearby Slum Area.	Distribution of Essentials to the BPL families.	Dr.Raj and Dr.Nidhi and other faculty members
5.	Workshop for Non-Teaching	01-Day workshop by Dr. Nidhi Mathur & Dr. Raj Kumari		03-Day workshop by External Resource Person		Dr.Raj and Dr.Nidhi and other faculty members
6.	Indian Knowledge Management Related Activities	*Group discussions on Indian Culture	*Group discussions on Indian Culture. *Visit to a of cultural heritage	*Group discussions on Indian Culture. Book review on Indian Traditional Culture	*Group discussions on Indian Culture. *Visit to places of cultural heritage	All Faculty Members

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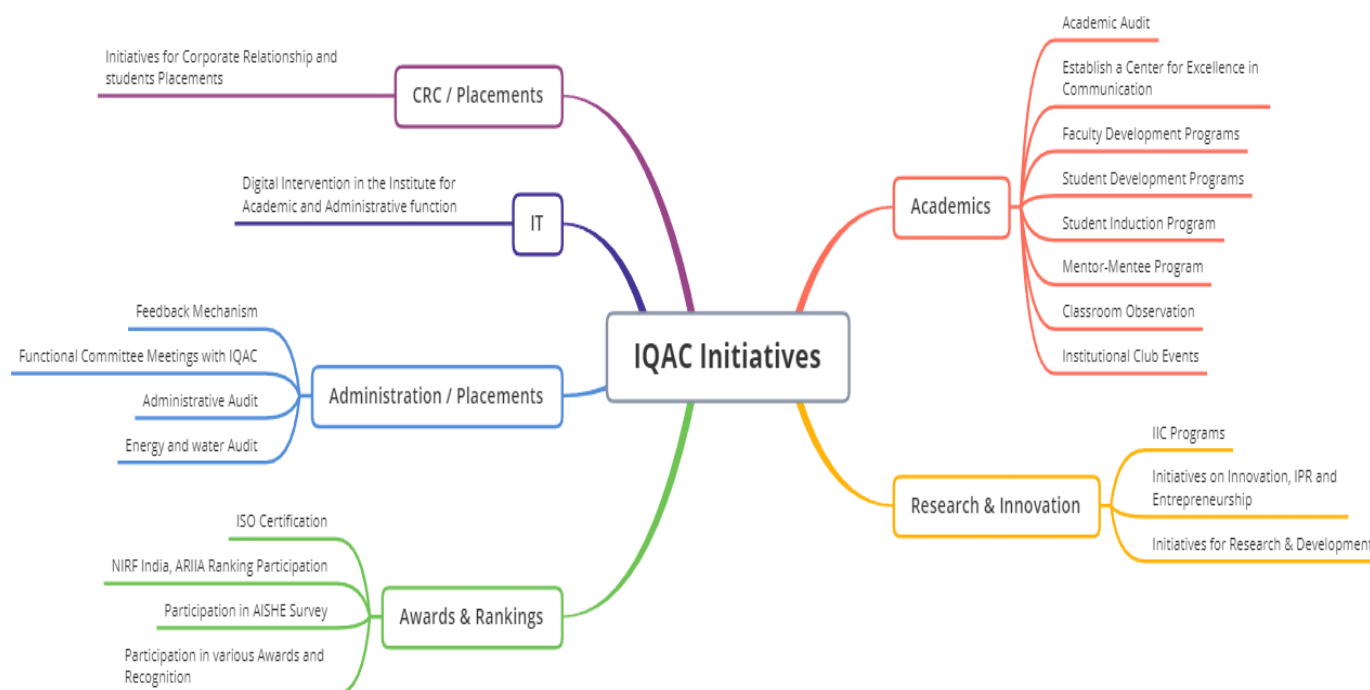
Quality Enhancement in Institutional Functioning

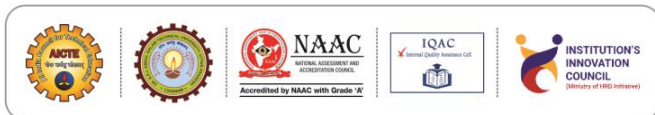
In recent years, we have taken a number of initiatives to enhance Innovation and creativity, Teaching excellence, Research quality, Alumni and Benefactors, Student quality, Programme and resource planning.

At the beginning of the 2022, the institute committed itself to five strategic accelerators designed to increase the quality and reputation of its MBA program. The plan called for the institute to increase intake and student quality; increase market share (through Students enrollment/ FDPs/MDPs/Conferences); promote quality management research, significantly improve facilities and technology.

These activities will provide a valuable focus for Institute decisions and allocation of resources, yield

Strong results despite the challenging circumstances for higher education in recent years, and will Continue to serve as the foundation upon which the institute embarks on its next phase of growth. The IQAC of the Institute is conducting the following activities round the year to improve the effectiveness of academic and non-academic activities in the Institute-





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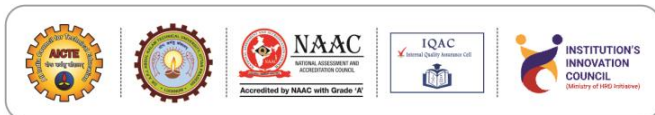
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SN	Initiative	Description	Responsibility
1	Quality assurance and improvisation in academic activities	<p>Implementation of 21 days Induction program for MBA and MBA (Business Analytics) programs as per the latest AICTE guidelines.</p> <p>Domain specific Curriculum enrichment sessions by inviting external experts</p> <p>IIMs/ICFAI Case study in Every subject</p> <p>Industry based Assignments/Quizzes/Tutorials in every subject</p> <p>Regular session on Ted Talks/News Analysis/Group Discussion/Mock Interviews for effective curriculum delivery.</p> <p>Value Addition, NPTEL and MOOCs Courses</p> <p>One session on Ethics in lesson plan of every subject</p> <p>Students Assessment from Industry CoCubes and TCSiON</p> <p>Classroom Observation by External Expert, Director and Deans</p>	<p>Dean (Academics)</p> <p>Dean (student welfare)</p>
2	Academic Audit	Academic Audit should be conducted at the end of every semester and a report should be submitted to IQAC by Dean Academics at the end of each semester.	Head IQAC, Director, Dean Academics
3	Establish a Center for Excellence in Communication.	<p>Success in business is dependent on having the right interpersonal skills as well as the ability to critically evaluate information and present ideas in a clear, precise, and compelling manner.</p> <p>To ensure that our students graduate with these skills and capabilities, JIM will establish a Center for Excellence in Communication, which will launch an assessment programme that will be mandatory for all first-year students.</p> <p>Each student will be given an individual communication development plan that includes specific development goals. The Center will serve as a central location for resources, expertise, and advice on improving JIM students' oral and written communication skills, as well as their interpersonal skills.</p>	Ms Sanandi and Dr Devi Archana
3	Emphasize students' critical Thinking Skills	Critical thinking is an important shortfall of our students. Management education has many dimensions and we have several learning objectives that will also be pursued, but we will strive to improve students' critical thinking skills.	Ms Sanandi and Dr Devi Archana

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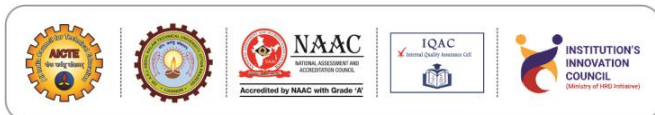
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		Profiling of students will be done through psychometric tests and simulation games that will help in developing critical thinking of students.	
4	Faculty Development Programs	At least one Faculty Development Program is to be conducted in the year on trending topic to improve the research, domain knowledge, etc. among the faculty members of the Institute.	All Faculty
5	Student Development Programs	A separate document to be submitted by the Faculty in-charge to IQAC covering a holistic development of the students. Head IQAC will monitor the execution of the plan.	Faculty in-charge, Head IQAC
6	Student Induction Program	A comprehensive student induction plan to be prepared for the newly admitted students.	All Faculty
7	Mentor-Mentee Program	A well-planned Mentor-Mentee session will be executed to council, and guide the students. Corporate members, Alumni can be rope-in for the Mentorship.	All Faculty
8	Classroom Observation	Dean Academics, Dean Students Welfare, and Director will observe the classroom teaching in a structured manners and Dean Academics will submit the report to IQAC.	Head IQAC, Dean Academics, Director
9	Institutional Club Events	New students Club to be introduced in the area of Data analytics / Design thinking and Innovation .Club in-charge will submit the report at the end of the event to IQAC.	Club in-charge
10	IIC Programs	The Head IIC will prepare yearly plan of IIC activities and execute on time. At the end of the activities, a report will be submitted to IQAC	Head IQAC, Head IIC
11	Digital Intervention in the Institute for Academic and Administrative function	Head IT will prepare the IT adoption plan and ensure the execution of the plan. The plan should cover the upskilling on the digital tools and technologies for students, faculty and administrative staffs. It may cover to acquire, maintain, training, etc. of IT/ITES.	Head IT, Head IQAC, Director
12	Initiatives on Innovation, IPR and Entrepreneurship	The Head IIC in cooperation will take steps on increasing Innovations, IPR and Entrepreneurship activities in the Institute. The	Head IQAC, Head IIC

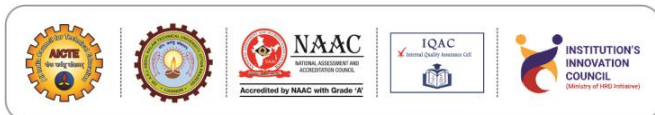
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		target should be at least 3 IPRs should filed in a year, along with 1 start-up.	
13	Initiatives for Research & Development	<p>Dean Academics will implement the research policy. The target should be at least 10 quality research papers should be published in Scopus/ABDC Journals.</p> <p>Monthly meeting should be organized to review the progress of Research Activities.</p>	Director, Dean Academics, All Faculty
14	Improvisation of Placement practices	<p>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. Initiating Empanelment Procedure with the companies that require the same.</p> <p>Continuous involvement of the alumni placed in Grade A Companies.</p> <p>Inviting the HR Heads / Senior officials for Guest lecture.</p> <p>Continuous follow up with the Corporate for Summer Internships / student involvement in their events / live projects.</p> <p>Involvement of Industry Experts in Mock Interview.</p> <p>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. Inclusion of certifications like, HR Analytics, E-Commerce and Digital Marketing, Financial Derivatives and Risk Analysis, Supply Chain Management, Import/Export.</p> <p>Inclusion of workshops on Artificial Intelligence, Design Thinking, Big Data.</p> <p>Individual development plan for students for best placements</p> <p>Workshop on Resume writing</p> <p>SIP Workshop</p>	Placement Chair and Placement team
15	Review of Institutional Feedback system – Faculty , students , Alumni and Recruiters	<p>Student feedback survey analysed for improvising student development activities.</p> <p>Alumni feedback analysed for introducing sector specific certificate courses for students</p>	Faculty In charge

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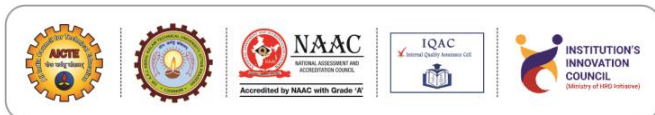
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		Recruiters feedback analysed for improvising the communication module keeping in view the current placement scenario	
16	Functional Committee Meetings with IQAC	All committee chairman will conduct their meeting on time and submit their report to IQAC.	Head IQAC
17	Administrative Audit	External experts/External Auditor will audit the administrative activities i.e. Finance/Maintenance/ Fire/Water etc. in a structured manner and Director Admin will submit the report of Audit to IQAC	Director Admin, Head IQAC
18	Review of audit reports of financial budgets for improvisation	Quarterly and yearly conduction of financial audit by internal and external members	Director Admin, Head IQAC
19	ISO Certification	The Dean Admin will ensure to get the ISO Certification on time.	Dean Admin, Head IQAC
20	NIRF India, ARIIA Ranking, AISHE Participation	The Head IQAC will look after the participation in NIRF, ARIIA, AISHE survey on time.	Head IQAC
21	Energy and water Audit	The Dean Admin will ensure to get the Energy, water audit on time.	Dean Admin
22	Participation in various Awards and Rankings	The Head IQAC will look after the participation in various awards and rankings on time with the prior approval from Director.	Head IQAC, Director
23	ERP Implementation- Upgraded and Automation as per the Institute Functioning	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	Head IT

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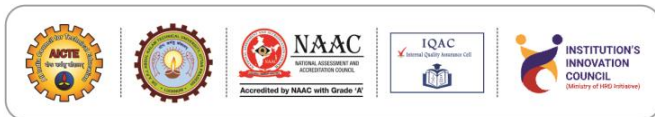
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		ESIM App	
24	Improvisation in Admission process	<p>Conducted Online Interview Process for admissions</p> <p>Improvement in the enrollment of students from technical background i.e. BTECH, BSC, BCA through the strategic positioning and refinements in our MBA admission process.</p> <p>Aggressively implementing 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, Innovative Teaching pedagogy, Brand image(legacy) and various Events.</p> <p>Exhaustive and engaging Online campaign used through social media platforms like Facebook, YouTube, LinkedIn, Instagram and Twitter for MBA aspirants.</p>	

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INFRASTRUCTURE DEVELOPMENT PLAN

1. **Two Class Rooms:** Jaipuria Institute of Management has added one new course i.e. MBA (Banking and Financial Services) from the current academic session (2022-23). Institute is planning to create two new class rooms at the First Floor above Library. These two classrooms will cater the additional intake of students.
2. **New Mess & Cafeteria:** Management is planning to dismantle the existing Guest rooms in the hostel building and create a new modern mess with Kitchen for hostellers. The existing mess will be converted to cafeteria to cater the requirement of the day Scholars.
3. **Beautification of the Campus:** Management is planning to make a platform with a sheet roof for connecting MBA buildings outside the reception and open a new Gate in the middle. The purpose is to create a passage for the visitors to commute from one building to other.
4. A renovation of the reception area is also being planned to ensure that parents and students are more comfortable when they visit the campus.
5. JIM intends to invest in expansion of infrastructure by construction of new building premises for providing space for commencing new courses.
6. JIM has made significant investments in IT infrastructure. Complete details have already been shared earlier.

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Human Resources and Employee Retention

The Jaipuria Group firmly believes that *the HR practices of an institution influence the organizational behavior and individual performance*. The group further believes in creating value for all stakeholders through empowerment, innovation and sustainable growth.

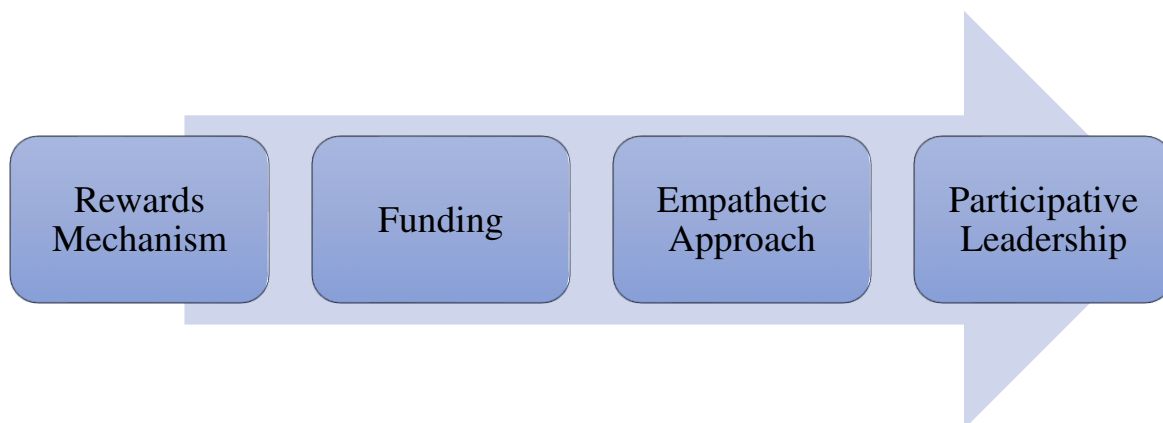
JIM is proud of its Human Resources and strives continuously to achieve excellence through teamwork.

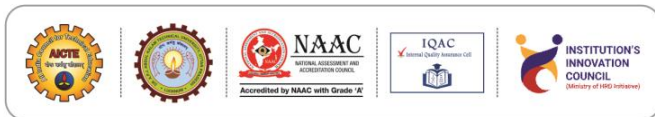
Some of the strengths of the HR policy of JIM include-

- The institution has well defined norms in place for its faculty members as well as non teaching staff members.
- The roles and responsibilities of the members are clearly delineated and the code of conduct expected from them is shared with them.
- A streamlined onboarding and induction procedure ensures a seamless inclusion of the employees. A probation and confirmation process ensures long term association between the institution and individuals.
- Well defined processes for maintaining employee attendance, staff dress code and attire, leave and holidays policy and salary disbursement rules make JIM a nice place to work.
- JIMs policy of reimbursement of expenses etc. and policy on Information Technology security have made it Business School to reckon with.
- The policy on protection from sexual harassment at the workplace has made JIM a congenial place to work, for women employees.

Employee Retention Policies

Fig. 10: Employee Retention at JIM





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- The institution has a Rewards and Recognition mechanism in place and Research Awards, Outstanding contribution awards and Long Service Awards recognize the commitment of the employees.
- A well-defined Term Insurance plan and medical policy further demonstrate JIM's commitment towards the welfare of its employees.

JIM firmly believes in retaining good performers and its **employee retention policies** are testimony to its endeavors towards the same.

- The *Rewards mechanism* comprising the Long Service Awards is a strong indication of JIMs commitment to reward resilient individuals which have stayed with the group for long.
- JIM supports faculty members for their intellectual development by *funding* their participation in selected workshops, conferences etc.
- An *empathetic* approach towards all faculty and non-teaching staff members has created a participatory environment where individuals are free to voice their opinions.
- JIM maintains a *participative leadership* style where all members are allowed to share their thoughts for the improvement of the institution. The core team of Director, Dean-Academics and Dean-Student Welfare, then sit together and decide which of the suggestions will serve well in the long-term interest of the institution. An *open-minded, collaborative and encouraging* ecosystem ensures that all stakeholders think for the long-term growth of the institution and contribute to further enhancing the brand image and brand identity of JIM.

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