**Annual Evaluation Report for the year 2013-2014**

**Enclosure 1**

 **Of**

**Indian Institute of Cost and Management studies & Research (IndSearch)**

85/1, Law College Road, Erandvane, Pune – 411004, Maharashtra, India

(An Autonomous Institute under the statutory framework of the University of Pune)

**Accredited by NAAC with B++ Grade**

Website: indsearch.org; Email: search@indsearch.org

Phone: 020-25431972 / 020-25441524; Fax: 020-2543321

**Members of the Evaluation Committee**

 Dr. R. S. Mali, Former Vice-Chancellor, North-Maharashtra University

 Dr. Sunita Joshi, Associate Dean, Administration, IndSearch

 Dr. N.M. Vechalekar, Associate Dean, PGP, IndSearch

**Introduction:**

IndSearch established in 1973 conducts MBA in IT, HR and Marketing, diploma programs and Ph. D programs in management. It is permanently recognized by University of Pune in 1992. The institute is a self financed institute and all the courses are conducted under self financing basis. It is recognized by the UGC under 2(f) in August 2005 and under 12 B from March 2013. The autonomous status is granted to the institute by the UGC from the Academic year 2007-08. The institute has always been in the process of improving the quality of education. The institute had the trimester system for the Full time MBA programs and semester system for the Part time Master and diploma programs from the Academic year 2007-2008. To bring uniformity in teaching programmes the institute has introduced semester system for the full time MBA programmes from the academic year 2013-2014. The credit and grading system is common for the MBA as well as diploma programs. The institute has been strengthening their concurrent evaluation system which helps the weaker students for improving their academic career.

 The Annual evaluation committee during the visit to the Institute on 3rd March 2015 has interacted with the faculty members, staff and students. The committee has also seen all the infrastructural facilities such as class rooms, auditorium, seminar halls, library and computer laboratories. The committee has also gone through the reports of examination cell and finance unit. The committee has prepared the following report on the performance of the institute under autonomous status for the year 2014-2015.

# Autonomy

# IndSearch has successfully completed 8 years of autonomous status. Some of the achievements are:

1. The NAAC Committee visited IndSearch in December 2014. The Institute got a B grade in the assessment
2. Proposed New Courses – Considering the need for skill development IndSearch is introducing 3 new post graduate diploma programmes
* Post Graduate Diploma in Marketing Management (PGDMM)
* Post Graduate Diploma in Import Export Management (PGDIEM)
* Post Graduate Diploma in Computer Management (in Digital Business) (PGDCM)
1. A proposal for Bachelor of Management Studies (BMS) has been submitted to the the Government. Approvals awaited.
2. **ADMISSIONS**

In the Academic Year 2014-15, admission process for 80% of the seats of MBA was under the Directorate of Technical Education, Government of Maharashtra. That is for 80% seats students were allocated by theDirectorate of Technical Education, Government of Maharashtra and the Institute could conduct the admission process for 20% seats only.

|  |  |  |
| --- | --- | --- |
| **Course** | **Academic Year (2013-14)** | **Academic Year (2014-15)** |
| **Part-I** | **Part-II** | **Total** | **Part-I** | **Part-II** | **Total** |
| MBA (IT) | 15 | 24 | 39 | 11 | 14 | 25 |
| MBA (HRM) | 29 | 55 | 84 | 21 | 29 | 50 |
| MBA (Marketing Management) | 27 | 34 | 61 | 19 | 27 | 46 |
| M.F.M | 5 | 0 | 5 | 7 | 2 | 9 |
| M.I.B | 4 | 0 | 4 | 1 | 1 | 2 |
| M.H.R.D | 4 | 0 | 1 | 4 | 1 | 5 |
| MBS | 35 | 0 | 35 | 38 | 0 | 38 |
| PGDBM | 47 | 53 | 100 | 63 | 37 | 100 |
| PGDFS | 10 | 0 | 10 | 12 | 0 | 12 |
| PGDEM | 15 | 0 | 15 | 16 | 0 | 16 |
| PGDHRM  | 11 | 0 | 11 |  12 | 0 | 12 |
| **TOTAL** | **202** | **166** | **365** | **204** | **111** | **315** |

Admissions for the Academic Year 2015-16 have commenced. This year the nomenclature of the functional MBA programmes in HR, Marketing and IT has been changed to General MBA

1. **Seminars and Workshops:**
2. **Interview with IIM A Student Ms Madhura Bhargave – 4th September 2014**

Ms. Madhura Bhargave of IIM A was interviewed by a panel of students from IndSearch. Ms. Madhura Bhargave has done her Bachelor in Engineering from Pune and is currently pursuing her Post Graduation from the country’s premier Institute IIM Ahemedabad. Through the interaction the students gained insights into the campus life at IIM A. The interview focused on several topics ranging from how to crack the CAT to the nature of a typical day at IIM, to coping with difficult subjects and future plans. It was an motivating session for the students emphasizing the importance of punctuality, academic rigor, and developing a holistic perspective.

**b. Workshop on Negotiations – 19th November 2014**

On the 19th of November 2014, the students of MBA I & II attended a workshop on Negotiation Skills. The workshop was conducted by Mr. Vimal Issarani - Senior Director – Network Power, Emerson Innovation Center – Pune and Ms. Rinita Laskar - Head - Human Resources, Emerson Innovation Center – Pune .

Both Mr. Issarani and Ms. Laskar discussed various aspects of Negotiation skills. Throwing light on the various types of Negotiations, they also spoke about knowing your BATNA, understanding the interests of the other party, inventing options and having objective criteria for successful negotiations.

**c. 29th SAARC Charter Day Celebrations**

The South Asian Association for Regional Co-Operation (SAARC) 29th Charter Day was celebrated at IndSearch on Monday, 8th December 2014. Dr. Ashok Joshi, President, AMDISA (Association of Management Development Institutions in South Asia)- a SAARC recognized body and Director (IndSearch) gave the opening remarks. He provided insights on past and current happenings in the member nations of the SAARC.

A poster competition was organised to mark the occasion and the topic was **“Differences and Synergies amongst the SAARC countries”**(minimum 2 countries to be compared). Large number of MBA students of IndSearch participated in the competition.

**d. IndSearch signs an MoU with G G Poy Raiturcar College of Commerce and Economics, Ponda, Goa**

As a part of the celebration of successful completion of four decades in higher education, IndSearch decided to conduct workshops to impart training to faculty teaching in Undergraduate colleges for using the case pedagogy. it was decided to provide the case base learning pedagogy to reduce the ever-widening gap between theory taught in the classroom and the application of the same at the workplace and bring in Industry Connect. The first workshop in this series was conducted on the theme “Using Case Method for teaching Undergraduate Programmes” in March 2014 in Goa at the G. G. Poy Raiturcar College of Commerce and Economics, Ponda, Goa.

As a culmination of these efforts and with a view to facilitate training on a continuous basis and ensure better teaching learning methodology, on 19th March 2015, IndSearch signed a Memorandum of Understanding with the G. G. Poy Raiturcar College of Commerce and Economics, Ponda, Goa. A team from Goa comprising of Principal Dr. P. M. Bhende, Vice Principal Dr. M M Chikodikar and Mr. Dalal visited IndSearch for the MoU signing ceremony.

**e.IndSearch Pramod Parkhi Centre for Insurance Banking and Finance presents a seminar on ‘Analysis of Union Budget 2015’ –14th March 2015**

As a part of Pramod Parkhi Centre for Insurance Banking and Finance to develop the analytical ability amongst the undergraduate college students in the area of finance the centre organized an analytical research paper competition on Union Budget 2015, on 14th March 2015. The Seminar was inaugurated by Mr.Waman Parkhi, Partner at KPMG and alumnus of IndSearch. Speaking on the occasion Mr. Parkhi emphasized the need for the student fraternity to understand the budget and its importance to the common man. The seminar saw 19 colleges from across the state participate and present papers at the Seminar.

**f**. **Seminar on “Impact on Brands: Traditional Vs Digital Media” – 27th March 2015**

IndSearch organized a seminar on “Impact on Brands: Traditional Vs Digital Media” on Friday, 27th March 2015. Mr. Devdatta Mandore Founder Webclincher Technologies , a digital Marketing Firm and Ms. Jeenal Hemnaney-Manager Ad sales at MaXposure Media India Pvt. Ltd. were the guest speakers.

Both the speakers gave a brief introduction about the topic. The Speakers highlighted on the importance of having a synergy between both the media formats rather than sticking to one format. Both media had their own pros and cons and a synergy was the best way for an organization to increase its reach and be cost effective.

1. **Special Lectures –** The Following Guest Lectures were delivered from July 2014 to June 2015

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Sr. No | Topic | Resource Person | Organization | Date |
| 1. | Consumer Insights and understanding the Indian Consumer | Mr. Kishore Chakraborti | Vice President, Consumer Insight and Human Futures Development for Mc Cann Erickson India | 18th of August 2014 |
| 2. | Ancient Indian technology and the contribution of India towards modern science and technology | Dr. Sivathanu Pillai | Chief Controller of research & development at DRDO | 21st August 2014 |
| 3. | Sustained Career Growth | Mr. Nitin Deshpande | Chief Financial Officer D.S.Kulkarni Developers Ltd, Pune | 11th December 2014 |
| 4 | Career opportunities in Africa | Mr. Nachiket Patankar | Head Finance & AdminSecurex Agencies (U) Limited | 30th December 2014 |
| 5. | Bottom of the pyramid | Mr.Ashish Gawade | CEO and Co-Founder at Bottom of Pyramid Energy and Environmental Innovations, India (BoPEEI) | 24th of January 2015 |
| 6. | Digital Marketing | Mr. Robin Abhyankar | Head- Amigos , a venture of EFL | 3rd April2015 |

1. **ADD-On**

Add-On Modules given to students of IndSearch in 2014-15 are

|  |  |  |  |
| --- | --- | --- | --- |
| **Sr.** **No** | **Topic** | **Resource Person** | **Date** |
| 1. | Advanced Excel | Mr. Vivek Marathe | 5th Jan to 9th Jan 2015 |
| 2. | Strategic Corporate Social Responsibility | Prof.Michele Gee – UW Parkside USA | 12th Jan to 16th Jan 2015 |
| 3. | Business Analytics | Prof.Priti Patil | 5th Feb to 28th March 2015 |
| 4. | Mock Interviews | Mr. Siddhartha Gosavi, Mr.Sourabh Dutt, Ms.Radhika Kulkarni, Ms.Kirti Khole, Mr.Pradip Kharade,Mr. Rohan Shedbalkar | 15th February 2015 |

1. **New FACULTY APPOINTMENT –**

The following faculty members have been appointed in the year 2014-15

1. Prof. Nilesh Joglekar
2. Prof. Anand Wagh
3. Prof. Priti Patil

**7. FACULTY PUBLICATIONS**

**Books Written by Faculty**

|  |  |  |
| --- | --- | --- |
|  |  |  |
| **Name of the Book** | **Publisher** | **Author/Editor** |
| Strategic Management | Nirali Publication | Dr. N. M. Vechalekar |
| Managing for sustainable development | Nirali Publication | Dr. N. M. Vechalekar |

# MANAGEMENT DEVELOPMENT PROGRAMS

In all Four programs were conducted during the academic year 2014-15 on Financial Literacy & investment Planning

**9. Details of Research Scholars**

IndSearch is permanently affiliated to the University of Pune for carrying out research leading to the Ph.D. degree of the University of Pune.

1. **Ph.D. Awarded in 2014-15:** 13 students have been awarded Ph.D. degree during the period of report
2. **New Registrations during 2014-15:** 10 students have been registered for Ph.D. during the year.

**10. Internal Resources Generated:**

The main source of income to the Institute is the fees collected from the students. The faculty members also provide consultancy services and executive education program to various organizations and generate some amount of revenue.

5 prizes are being awarded every year for a period of five years to the meritorious students from the endowment received from Dr. Subhash Bhave, Dr. (Capt) C. M. Chitale and Dr. Milind Phadtare.

**11. Community services:**

Students visitedthe Zilla Parishad Schools in Andeshe & Mandede in Mulshi Taluka and the Jagruti Seva Sanstha, Janwadi, Gokhalenagar

**12. Improvements in the Library Services:**

Total Books in Library- 26084

Total Volumes- 6659

Books Added during the Academic Year 2014-2015 – 326

Cost of books added during the Academic Year 2014-2015 – Rs. 45893/-

Total Journals in Library- 96

National Journals – 52

International Journals – 44

Cost spend for subscription/ renewal of journal in academic Year 2013- 2014(Including E-database)- Rs. 1,04,050/-

**13. Student feedback:**

The student feedback is collected from the students from the MBA – HR, IT and Marketing class From. we have introduced Online collection of feedback using www.surveymonkey.com. In this system analysis as well as graphical representation is done immediately. The report on the analysis of the feedback is submitted to the director on the

**14. The Alumni Meets held in the Academic year 2014-15**

**Alumni Meet: 17th Jan 2015**

IndSearch had organised an alumni meet on 17th Jan 2015 at the Institute’s Biodiversity Campus.

Many IndSearch alumni attended the function. Dr. Ashok Joshi, Director IndSearch, and other faculty members interacted with the alumni.

The alumni were happy reconnecting with classmates, batch-mates and faculty members. It was a homecoming for the alumni, nostalgic moments shared, making the evening memorable. The alumni meet was coordinated by Prof.Aparna Tembulkar and Prof. Manjari Lal.

**15. Distinguished Alumni Award –**

**Distinguished Alumni Award –**

IndSearch announced the Distinguished Alumni Award for the year 2015. The name and brief profile of the Distinguished Alumni felicitated with the award for the year 2015 is as follows:

**Dr. Sadanand Date**

Dr. Sadanand Date is an IPS officer of 1990 batch, presently working as Joint Commissioner of Police (Crime), Mumbai. He is a Ph. D. Alumnus of 2003 batch of IndSearch.As a Fulbright scholar in 2005-06; he visited the USA to study investigation and prosecution of White-collar crimes cases. He has received several commendations for his work from Director CBI and DGP Maharashtra. He valiantly fought terrorists when they attacked Mumbai city on 26/11/2008; recognizing his bravery the President of India has conferred on him Presidents Police Medal for Gallantry on the occasion of Republic Day 2009. He was honoured with Parakram Padak in 2013. He was awarded President’s Police Medal for Distinguished services in year 2014.

**Mrs. Shubhalakshmi Panse**

Ms. Shubhalakshmi Panse has done her **D.B.M**.( Diploma in Business Management) & **MMS** (Masters in Management Sciences with specialization in Financial Management ) from IndSearch and also **M.B.A.** ( Masters in Business Administration with specialization in Bank Management ) Drexel University, USA. She has more than 38 years of professional experience in all areas of banking, right from Retail banking to Corporate Banking at various levels of management. She has worked as Executive Director of a public sector bank-Vijaya Bank and later was Chairman & Managing Director of Allahabad Bank.

After 38 years of career in Banking Mrs. Panse has retired from Allahabad Bank and has been appointed as Chairperson of the Quality Review Board of Institute of Acturies of India. She has also been appointed as Independent Director on the Board of Federal Bank from June 2014.

**16. Sports Co- and extra-curricular & other activities:**

The sports activities for the academic year 2014-15 commenced in the form of Bio-Diversity Fest effective 6th November 2014. and Indfest on 17th January 2015. The events included the following: Cricket , Volley Ball, Table Tennis, Carrom, Chess, Football, Kabaddi, Badminton, Cross Country

 **17. Awards and prizes to encourage students**

The Institute encourages meritorious students by giving prizes to the first two rank holders in the final examination of various courses. These prizes are given in the Annual cultural event “IndFest”

## 18. INDFEST

On 16th and 17th January 2015, students of IndSearch celebrated the Annual Cultural Programme ‘IndFest’. Various competitions like photoshoot, painting-tatoo, treasure hunt, business & logo quiz, debate and sports had enthusiastic participation by the students.

The cultural programme was held in the bio-diversity campus of IndSearch. The Chief Guest for the function was Prof. Dr. Michele Gee, Associate Dean, University of Wisconsin, USA.

Different cultural programmes were organized on the occasion, which was attended by guests, faculty, alumni and students of IndSearch. The event was followed by dinner.

**19. Scholarships 2014-15**

 In the academic year 2014-15, following scholarships were awarded

|  |  |  |  |
| --- | --- | --- | --- |
| No | Type of scholarships | Total Number of students | Total Amount |
| 1 | Government Scholarships (including Freeships/EBC) | 26 | Rs. 13,42,655/- |
| 2 | Merit –cum-means by the Institute | 16 |  Rs.3,46,060/- |

**20. Activities of the Guidance and Counseling Cell:**

The Institute has constituted a Counseling Cell consisting of Dr. Ashok Joshi, Chairman, Prof. Aparna Tembulkar, Member Secretary and 17 Members drawn from academics. The Counseling Cell organizes programmes on personality development, communication skills and career opportunities with the help of eminent personalities in the field.

**21. Placement services provided to students:**

Total registered – 68 Total placed – 50

|  |  |  |
| --- | --- | --- |
| **COURSE** | **NO OF STUDENTS IN PLACEMENT GROUP** | **NO OF STUDENTS PLACED** |
| **MBA (IT)** | 13 | 9 |
| **MBA (HR)** | 29 | 20 |
| **MBA (Marketing)** | 26 | 21 |

**22. Best practices of the Institution:**

1. Orientation Programme for newly admitted students
2. Financial help to needy and deserving students
3. Efficient concurrent evaluation system
4. Encouragement to faculty for research activity
5. Encouragement to faculty for participating in workshops, seminars and conferences.
6. Public Awareness Lecture Series (PALS)
7. Publication of Research newsletter
8. Efficient Collaboration program with University of Wisconsin, Parkside

**23. Linkages Developed with National/International, academic/research bodies**

1. Under the Memorandum of understanding signed by the University of Wisconsin Parkside and IndSearch for students and faculty exchange, Dr. Michele Gee- Interim Associate Dean, and Director of Graduate Programs, College of Business, Economics, and Computing at the University of Wisconsin, Parkside USA, visited IndSearch.

Professor Gee was at IndSearch from 12th January 2015 to18th January 2015. During the course of her stay Professor Michele Gee conducted sessions for a single credit (15 clock hours) on “Strategic Corporate Social Responsibility” for students of the MBA programme.

38 students completed the course successfully and were awarded certificates.

Dr. Gee was also the Chief Guest at IndFest Annual Cultural event on the 17th of January 2015

1. Dr. Ashok Joshi and Dr. Sunita Joshi visited the University of Wisconsin Parkside USA in the May 2015

**24. Others:**

**Other initiatives at IndSearch**

**a.** **Inauguration of the Entrepreneurship Cell (e-Cell) at IndSearch – 9th August 2014**

The inauguration of the Entrepreneurship Cell (e-Cell) was held on 9th August 2014

Dr. Joshi gave the introductory remarks on the occasion. He explained the importance of developing an entrepreneurial mindset to succeed in a job as well as at building an enterprise.

Speaking on the occasion Mr. Vikas Peshave, Sr. Project Manager at Zubair Furnishings encouraged students to develop the three qualities of tenacity, passion and conviction for becoming an entrepreneur. He emphasized that people are not born entrepreneurs but can develop themselves to become entrepreneurs. He gave students a roadmap right from starting the activities of the e-Cell , structuring the e-Cell and various initiatives that can be taken under the e-Cell.

**b. Anubhav – Gather, Gossip and Grow - A student initiative- 5th September 2014**

On the occasion of teachers day i.e. 5th September 2014, the students of IndSearch launched a unique initiative “Anubhav”. The inauguration was done by Director IndSearch Dr. Ashok Joshi.

Anubhav is a platform for students to express their views and ideas on a given subject from several perspectives. The “Anubhav” initiative has a 3 G approach with the punch line “Gather, Gossip and Grow”. Students form teams, gather and have a gossip session on the given subject and through peer learning they grow.

To enhance their creativity, students are then asked to represent these ideas in the form of charts that are displayed on campus. Students also performed a flash mob offering prayers to Lord Ganesha and expressing their gratitude towards the teachers

**c.** **Industrial Visit to Reliance Industries Nagothane – 14th November 2014**

On the 14th of November 2014, 40 students of the MBA first and 15 students of second year accompanied by the Director and faculty members. Students were taken to the new state of the art Learning and Development Centre.At the L&D Centre students were given an overview of all the operations at the Nagothane Manufacturing Division and the functioning of the plant and the adjoining township.

Mr. Hrishikesh Yelgaonkar Manager HR gave a presentation on HR practices and policies at Reliance Nagothane, Mr. Hulyalkar Head Marketing and Logistics provided useful insights into the Marketing practices and logistics activities that were conducted at Nagothane plant.Mr. Prathamesh Gujare Manager IT presented on the role of IT at the the Nagothane plant and the implementation and usage of SAP for all systems and procedures.

The visit was very informative helping students to connect their classroom learning with corporate realities.

**d.IndSearch launches the Society for CAM-ERA 20th November 2014**

On the 20th of November 2014, Director IndSearch, Dr. Ashok Joshi inaugurated the Society for CAM-ERA.

Launched with the aim of helping students develop their photographic abilities, the Society for CAM-ERA proposes to conduct workshops in photography enabling students to handle advanced high end photographic equipments; the society is a platform for all photography enthusiasts.

Students of MBA I, Sayeel Talaulikar, Mayur Mistry and Harshvardhan Potabatti hosted the event and proposed the vote of thanks.

**e.Shabd – IndSearch Students Newsletter**

 The students of IndSearch launched the IndSearch Newsletter “Shabd” in December 2014. The Editorial Team comprised of Lithin John, Ashwini Shah and Sayeel Talaulikar with faculty facilitator Prof. Aparna Tembulkar.

The Newsletter contained news articles contributed by students and faculty members.

**f. Industry visit to Vishay Components Pvt ltd.Loni Kalbhor, Pune – 13th Dec 2014**

Vishay components, an electronic company situated in the outskirts of Loni Kalbhor, Pune, is into manufacturing and processing of semiconductors and passive components that has applications in computers, automobiles consumer and industrial sectors. The Industry visit to Vishay components was held on 13th December 2014. Around 30 students both from Ist and II nd year MBA visited the factory.

The HR manager and his Fellow Associate Ms. Akanksha gave the students a detailed briefing about the evolution of Vishay, its growth over the years, the components it produces, its market reach, competitors etc. Few Students also raised their concerns about the sustainability issues of the company and career opportunities available for MBA graduates.

Later, the HR manager himself took all the students to the shop floor to view the actual manufacturing and operations of the factory. As a mandate rule, all had to wear safety masks. Students were very enthusiastic to see the high ended robotic machines and processing of components at each stage. After the visit to shop floor, tea and refreshments were arranged for all of us. Overall, it was a great experience and a good learning opportunity for the students and the faculty coordinators.

**g. ISAP 2015 – Sri Lanka 22nd Jan to 27th Jan 2015**

 The IndSearch Study Abroad Programme aims to educate students about the business practices of different countries, the cultures of those countries and their impact on the Business in the respective country. The IndSearch Study Abroad Programme (ISAP) 2015 was conducted from 22nd January to 27th January 2015 to Sri Lanka

The group comprised of ten students from the MBA programme and two faculty members

The ISAP 2015, included visits to two organizations Brandix , an apparel manufacturing company and Global Rubber Industries, a tyre manufacturer. At both the units students were given information about the organizations as well as taken on a tour to visit the plant and the manufacturing operations. The group also visited the Tea factory, the Spice Garden, and a Gems Museum gaining information about the different types of Industries in Sri Lanka.

The highlight of the ISAP programme was the Tea Auctions at the Ceylon Chamber of Commerce and presentations by the members of the Chamber.

The students also visited the all night Pirith Chanting ceremony and also got a glimpse of the cultural dance form of Sri Lanka.

The 6 days programme also had the group shopping and sightseeing at Nuwara Eliya, visiting Seetha Eliya, and a visit to Kandy and also a visit to the Elephant Orphanage at Pinnawela.

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| Dr. R. S. Mali, Former Vice-Chancellor, North-Maharashtra University  | Dr. Sunita Joshi, Associate Dean, Administration, IndSearch | Dr. N.M. Vechalekar, Associate Dean, PGP, IndSearch |