**Annual Evaluation Report for the year 2015-2016**

**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**

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**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, and 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 2015-2016.

# Autonomy

# IndSearch has successfully completed 9 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)
* Bachelor of Management Studies (BMS)
1. **ADMISSIONS**

In the Academic Year 2015-16, 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.

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| Course | No of students admitted |
| M.B.A. I | 56 |
| PGDBM I | 23 |
| PGDBM II | 55 |
| MMS | 31 |
| PGDHRM | 2 |
| PGDEM | 19 |
| PGDFS | 4 |
| MIB II | 0 |
| MHRD II | 5 |
| MHRD III | 4 |
| MFM II | 7 |
| MFM III | 2 |

1. **Orientation Programme-**

Orientation Programme for the fresh MBA batch 2015-16

The Orientation for the MBA batch 2015-16 commenced on Monday 27th of July 2015.

The day started with a tour of the campus. Director Dr. Ashok Joshi welcomed the students to the Institute. He gave them a brief introduction to the Institute and the pedagogy that was followed at the Institute. He emphasized the need for students to be technology savvy and urged them to explore and update themselves. He mentioned about the technological revolution which was driven by SMAC (Social Media, Mobile, Analytics and Cloud) and explained to them the need for technological up datedness. Capt. Ranadive then explained about house rules and campus conduct. Dr. Suwarna Shidore – COE, IndSearch giving students a briefing on the credit and grading system at IndSearch. The day ended with interactive session with the seniors under the guidance of faculty members.

1. **Seminars and Workshops:**

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| Seminar - Indian Banking - A Paradigm shift, A grand leap forward’ |
| IndSearch's Prof. Pramod Parkhi Centre for Banking, Finance & Insurance conducted an Inter Collegiate Research Paper Competition on the theme "Indian Banking - A Paradigm shift, A grand leap forward" on Saturday 27th February 2016 in the auditorium of IndSearch's Bavdhan Campus.The Chief Guest for the inaugural session was Mr. C.M.Dixit, the Director of Bandhan Bank Ltd. Mr. Dixit spoke about the clean up drive by the Reserve Bank of India and the present & future of the Indian Banking Sector.The Inter Collegiate Research Paper competition had enthusiastic participation from colleges all over Maharashtra. The winners of the competition were Aditya Shelar (BMCC, Pune), Akshay Peshave (KJ Somaiya Institute, Mumbai) and Pandurang Kasbe (Modern College, Pune), in that order.Mr. Prataprao Pawar, Chairman, Sakal Media Group was the chief guest for the valedictory function. He motivated the students by sharing his real life experiences. The prizes for the competition were given away by Mr. Pawar.  |

1. **Total Focus Workshop**

IndSearch, Bavdhan arranged a workshop, to educate the future MBA graduates about how best to achieve the level of focus and dedication that is vital for the students in order to gain a clear perspective of their future and to plan accordingly.

The workshop was conducted by Mr. Manjeet Singh, an alumnus of IndSearch, batch of 2004-06 MMM (Masters of Marketing Management). Mr. Singh has over 10 years of experience working in retail with numerous brands including Marks and Spencers, Amazon, Harvey Nichols and Thomson Reuters. He is also a licensed peak performance coach. He is currently the Director of his own company, Yoviva Ltd, where he works with professionals, entrepreneurs, and businesses to identify, define and maintain their peak performance state to achieve their set objectives.

Mr. Manjeet covered various issues like procrastination, goal setting, focus, absence of an action plan, preferred reality conditioning, commitment, to name a few. Mr. Singh conducted an interactive session with the students where he addressed the doubts, queries and urged them to make the best possible use of the facilities provided by the institute.

**c. Guest Lecture - Corporates welcome you…But then….**As an ingredient of imparting additional skills and knowledge to the future managers of IndSearch and to help them to face the corporate life effectively, we conducted -  " Corporate  Welcome you , but then ..."session on Saturday 12th Sept 2015 by  Mr Tikam Shekhawat , HR Manager with a well known Media Group. Mr.Shekhawat captured the minds of students by his innovative and interactive session where he elaborated the importance of various skills fresher’s needs to acquire before entering in to competitive corporate world. He also reiterated on the factors which affects student’s employability directly. Overall speech and presentation was very interactive and informative especially for fresh management graduates to improve their corporate awareness and also would add to their employ-ability factor directly.

1. **New FACULTY APPOINTMENT –**

The following faculty members have been appointed in the year 2015-16.

1. Prof. Sneha Patil
2. Prof. Dipti Dole

# Management Development Programmes during 2015-16

In all there were six Management Development Programmes were conducted during Academic Year 2015-16.

**Guest Sessions conducted by Faculty**

Dr N.M. Vechalekar – Dearn PGP and Research conducted four guest sessions on Research Methodology, Qualitative Research and Literature Review organized by various well-known institutions in Pune.

# 7. Faculty Awards

Dr. Ashok Joshi - Director General IndSearch receives the prestigious "Pride of BMCC" award at a glittering function held at the Brihan Maharashtra College of Commerce, Pune on Sunday 6th March 2016.

# Dr. Ashok Joshi - Director General IndSearch received the prestigious "Vocational Excellence Rotary Award" for his contribution in Management Education Field from Rotary Club of Pune East on Sunday 20th March 2016.

**8. 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.

# Ph.D. Awarded in 2015-16: Six students were awarded Ph.D. degree during the period under report

**New Registrations during 2015-16**

Thirteen students were enrolled for Ph.D programme in the year 2015-16

**9. 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.

**10. Community services:**

**a.** Women Entrepreneurship Development Programme –On October 1 & 2, 2015, a Training program was organised for ‘Empowering women through Enterprise’. This workshop is one of the activities of IndSearch, which helps in training of Women of the under-privileged group of the society. The women attending the workshop had a strong will to start / sustain their own tiny businesses. Jagruti Seva Sanstha (an NGO) and Rotary Club of Pune Metro supported this project.

The workshop was inaugurated by Rtn. KiranKumbhar, President, Rotary Club of Pune Metro. The workshop sessions included the subjects like Basic Management and Entrepreneurship Concepts, Quality &Time management, Finance &Accounts writing, Marketing Concepts, Stress Management, Bank Facilities for women. The classroom training was followed by an interactive session where three successful women entrepreneurs shared their experiences in building their own businesses. There were 26 participants from Janawadi and nearby area, belonging to lower income group, and they expressed that they were very happy to attend such a program and the training will help them in starting and carrying out their day-to-day business more effectively and profitably. They also expressed that IndSearch should conduct the advanced workshop, which will further enhance their capabilities.

**b** IndSearch organized a Campaign ~ **ANKUR** – in association with a Group of Young Enthusiasts called **MUKKAM POST PUNE** & an NGO **AASHNAA FOUNDATION**.

Under ANKUR money was collected from as many people as possible and are going to transfer it to **Nana Patekar's NGO** ~ **NAAM** Foundation which is working towards the revival of the Farmers.

As a part of the CSR activity at IndSearch, students of IndSearch are partnering with Aashnaa foundation in this endeavour. Ms. Aditi Bhand from Aashnaa addressed the students on Saturday 3rd October 2015. Also a street play was performed by Mukkam Post Pune on the occasion.

IndSearch also had a drive in association with the Aashnaa foundation, to collect reusable items like toys, clothes , bags etc for the underprivileged children . The drive was launched on 5th September 2015.

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

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| Total Books in Library- 26550 |
| Books Added during the Academic Year  2015-2016 – 466 |
| Cost of books added during the Academic Year  2014-2015 – Rs. 102546 |
| Total Journals in Library- 42 |
| National Journals – 36 |
| International Journals – 6 |
| Cost spend for subscription/ renewal of journal in academic Year 2015- 2016(Including E-database)- Rs.1,32,138 /- |
| Total Amount Spend on library during year 2015-2016 = 2,34,684/- |

**12. 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

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

**Alumni Meet: 17th Jan 2015**

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

Many IndSearch alumni attended the function.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.

**14. 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.

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

The events included the following Cricket, Volley Ball, Table Tennis, Carrom, Chess, Football, Kabaddi, Badminton and Cross Country.

**Sports 2015-16**

The sports activities for the academic year 2015-16 commenced in the form of Bio-Diversity Fest effective December 2015 and Indfest in January 2016

**Co-curricular Activities**

Two teams of four students each from IndSearch participated in the Marketing Strategy competition Grafitti 2016 organized by Symbiosis Centre for Information Technology (SCIT), Pune

The team of Joel Mathew, Shriram Kirtiwardhan, Saurabh Vekhande and Swapnil Darekar from MBA I, were adjudged the runners up in the competition.

**16. 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”

Annual Prize Sponsored by Dr.(Capt.) C.M.Chitale for five years from the year April 2014 to April 2018 (both years inclusive) – Late Mrs. Sushama Chandrashekhar Chitale Award (Rs.2,000/- per year) – For a girl student of M.B.A. (H.R.M.) (Final Year) of the Institute who stands First amongst all the successful girls’ students, awarded this year to Madhura Khaladkar

## 17. INDFEST

The annual cultural festival of IndSearch, IndFest was celebrated with great fervor on 29th and 30th January 2016. It began with the IndFest Sports Competitions. Treasure hunt and dry cooking competition were held on 29th January and had enthusiastic participation from students. 30th January was a day for all the cultural performances and the alumni meet. Students exhibited their talents through dances, and singing. Alumni members interacted with their faculty, classmates, batch mates and enjoyed the evening.

The meritorious students of the batches of 2014-15 were given prizes on the occasion by the Chief Guest Prof. Vikas Peshave. The event was followed by dinner.

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**18. Scholarships 2015-16**

In the academic year2015-16, following scholarships were awarded

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| No | Type of scholarships | Total Number of students | Total Amount |
| 1 | Government Scholarships(including Freeships/EBC) | 6 | 2,89,938/- |
| 2 | Merit –cum-means by the Institute | 16 | 3,13,625/- |

**19. 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.

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

## PLACEMENT as on 20th June 2015

Total registered – 41 Total placed – 36

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| **COURSE** | **NO OF STUDENTS IN PLACEMENT GROUP** | **NO OF STUDENTS PLACED** |
| **MBA (IT)** | 08 | 07 |
| **MBA (HR)** | 19 | 15 |
| **MBA (Marketing)** | 14 | 14 |

**21. Summer Placement – Activity started in 2013-14**

The Career Development Cell approaches various industries and helps students to get summer placement for about two months. This activity is to expose the students to the real life business organizations and their way of working. After completing their summer placement programme students prepare a report of their work and submit the same to the business organization as well as to IndSearch. This report is a part of the evaluation of the student in the respective subject, carrying 2 full credits. For the Summer Placement in 2011-2012 for MBA – IT 30 students had registered and 05 students got placed, for MBA – HR 48 students had registered and 48 students got placed and MBA – Marketing 47 students had registered and 47 students got placed. Summer projects are not mandatory for the MBA- IT students.

**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, 3 students from IndSearch Mr.Pranav Lawate of MBA IT, Mr.Mohit Pantawne of MBA IT and Mr. Rohan Panse of MBA-Marketing have visited University of Wisconsin Parkside for the Summer exchange programme
2. Dr. Ashok Joshi and Dr. Sunita Joshi visited the University of Wisconsin Parkside USA in the May 2016 to further strengthen the ties.
3. Under the Memorandum of Understanding that IndSearch has with the University of Wisconsin –Parkside, 5 students and a faculty member from the University of Wisconsin-Parkside visited IndSearch from the 19th December to the 22nd of December 2015. The itinerary included local sightseeing and an Industrial visit to Vishay Components along with IndSearch students, where the students got an opportunity to look at manufacturing processes and also learn the various aspects of management in the organization.

**24.Evaluation & Tutorial System:**

**a. Evaluation System**

The MBA – I students evaluation for the Internal and External examination was 50:50 for the academic year 2010 – 11 as per the decision of the Academic Council. For MBA – II the weightage for internal and external assessment was 40:60.

**b. Review of Tutorial System**

To test level of understanding and assimilation of the students, concurrent assessment in the form of Tutorials were conducted. A total of six tutorials for a full credit subject and three tutorials for a half credit subject were taken. The aim was to assess whether the student has understood the subject base in the preceding sessions was evaluated for the subject. The tutorials were in the form of Quizzes, Group Discussion/Role play or written test.

**25. Others:**

**Other initiatives at IndSearch**

1. **ISAP 2016 – London 31st March 2016 to 5th April 2016**

IndSearch Study Abroad Program was conducted from the 31st of March to the 5th of April, 2016 to UK. The group comprised of fourteen students from the MBA programme and two faculty members The journey began from the IndSearch Law College Road Campus on the 30th of March to board an early morning flight on 31st March 2016. The group visited the Cambridge Judge Business School as well as the University of Oxford. At Cambridge, Prof. Tracey Horn, Head of Marketing and Events at CJBS and her team had arranged a very warm welcome. She briefed the students about their courses, pedagogy and showed the campus. A guide (Janet) arranged to take the students around Cambridge town, took the group back in time to the various important events and people associated with Cambridge.

The other places visited were Madam Tussaud's wax Museum, St Marylebone Parish Church, Regent's Park, Sherlock Holmes Museum, Bodleian Library at Oxford, Hyde Park, Buckingham Palace, Trafalgar Square, Downing Street, Parliament House, Big Ben, Canary Wharf, Greenwich, London Eye and a cruise on the river Thames. The visit to Lord's, the home of cricket was an experience made more interesting by the Guide who while showing the dressing room and the pavilion told stories of the cricketers, especially Sachin Tendulkar. The Museum at Lords also had a story to tell.

Wimbeldon, where the finest matches between the world's greatest tennis players are played has many courts besides the centre court and each has a story to tell.

Besides trying out the different food options available in London, there was some shopping also to be done!! The students enjoyed every bit of the experience….

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b**.Teaching Learning Methods at Harvard Business School**

The students of IndSearch had a great opportunity to listen to and interact with Ms. Anita Gokhale on her journey to Harvard, life at Harvard and how her time there is shaping her to meet the challenges posed by the modern global business.

In the hour long interaction, coordinated by Dr. Sharad Joshi- Distinguished Professor at IndSearch, Ms.Anita shared several facets of the learning experience in Harvard. From the case study approach which is central to Harvard's pedagogy, classroom discussions and presence of cohorts from across the globe who come from diverse academic and professional backgrounds, everything works in tandem to enhance the learning experience and immensely adds to classroom takeaway. It was also interesting to know that along with the academic pursuits one also has to make time for club activities and social interactions which go hand in hand. At Harvard, it was wonderful to know that it is the peers that add value to classroom discussion and the faculty acts as a facilitator to the entire process leading into a wholesome discussion; nonetheless the faculty spend most of their time preparing well in advance to moderate and lead the class to required conclusion. Along with classroom learning, students are also exposed to real world challenges through field learning programs from across the world.

**c. Maggi Event:** It could be sometime before you get to see the 2 Minute Noodles Maggi back on retail shelfs again, but the marketing students of Indian Institute of Cost Management Studies and Research(IndSearch), Pune have already re-launched Maggi as a part of their academic exercise. With an all new jingle which reminds you of your old association with product in a brand new light, a brand new packaging and most importantly a simple 2 minute test for consumers that could be performed at home to cast out their doubts about products safety.

The students were asked to develop a re-launch strategy, to bring back the 30 year old brand that got banned and then got completely removed from the market. The relaunch covered a well-tailored strategy to address the concerns of all the stakeholders involved in bringing back the product. They also covered integrated marketing communication that leverages all available media vehicles to get the message out strong and clear about the products safety and loyalty to all its stakeholders.

The students wrote and gave music to a song to bring back maggi. They recalled the emotional value attached to the brand maggi to gain the trust back of its customers and other stakeholders. The students also interacted with the audience to understand their perception about maggi post the ban.

When asked if they would try the new Maggi, it was a thunderous yes by everyone in the auditorium where the re-launch was showcased as an event. The chief guest for the event was Mr.Ameya Bhate, Marketing Manager Grofers, Pune.

d**. SAARC Charter day celebrations**

The South Asian Association for Regional Co-Operation (SAARC) 30th Charter Day was celebrated at IndSearch on Monday, 28th December 2015. Dr. Ashok Joshi, President (2013-15) AMDISA (Association of Management Development Institutions in South Asia)- a SAARC recognized body and Director General, IndSearch provided insights on the goals of AMDISA, past and current happenings in the member nations of the SAARC.

An elocution competition was organised to mark the occasion and the topic was "Can SAARC emulate Euro for political and economic alliance within the sub-continent". Large number of MBA students of IndSearch participated in the competition. The first prize of Rs. 1500 was won by Mr. Lithin John (MBA II), the second prize of Rs. 1000 was won by Mr. Pranav Lawate (MBA I) and the third prize of Rs. 600 was shared by Ms.Kajal Narkhede, Mr.Ganesh Tekale and Mr.Mukul Labade (MBA I).

**e.Srujananubhav: An alliance with creativity’**

Srujananubhav is an IndSearch cultural event which was held on 24th Oct 2015 in the Institute's Auditorium at the Bavdhan Campus. It is one of the most awaited events at IndSearch. It is a platform for students to showcase their talent. The Theme of this year's Srujananubhav was "Retro". Students performed dances and sang different songs from the 90's.

Parents and alumni were also invited for the event. There was an interaction between parents and faculty regarding the overall growth and development of students. The program was highly praised by all those present.

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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 |