



**Model Institute of Engineering
& Technology (Autonomous)**

NAAC "A" Grade Accredited

NBA

SELF ASSESSMENT

REPORT

Master of Business Administration

Current
Academic
Year **2022-23**

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PART A: INSTITUTIONAL INFORMATION

1	Name and address of the institution	Model Institute of Engineering & Technology (Autonomous) Kot Bhalwal, Jammu – 181122.
2	Name and address of the affiliating University, if applicable	University of Jammu Baba Saheb Ambedkar Road, Jammu Tawi (J&K)-180006
3	Year of establishment	1999

4. Types of the Institution:

Institute of National Importance	NA
University	NA
Deemed University	NA
Autonomous	Yes, Since 15 th July 2020 till July 2030
Affiliated Institution	
AICTE approved PGDM Institution	NA
Any other, please specify:	NAAC “A” Grade Accredited

Note: In case of Autonomous and Deemed University, mention the year of grant of status by the authority

5. Ownership Status:

Central Government	NA
State Government	NA
Government Aided	NA
Self-Financing	Yes
Trust	NA
Society	NA
Section 25 Company Act	Yes
Any other, please specify:	-

6. Vision of the Institution: To create a world class institution.

7. Mission of the Institution: To deliver exceptional value to students, industry and society.

8. Details of all the programs offered by the institution:

S.No	Program Name	Year of Start	Intake at the start of the program	Increase in intake, if any (From the start)	Year of increase	AICTE Approval	Accreditation Status*
1	BE (CSE)	1999	60	30 30 60	2008 2010 2019	Yes	Yes
2	BE (ECE)	1999	60	30 30	2008 2010	Yes	-
3	BE (EE)	1999	60	-	-	Yes	-
4	BE (CE)	2016	60	60	2020	Yes	-
5	MBA	2007	60	-	-	Yes	-
6	MCA	2004	60	-	-	Yes	-
7	M.Tech (CSE)	2020	18	-	-	Yes	-
8	B.E CSE (AI & ML)	2022	60	-	-	Yes	-
9	B.E CSE (Cyber Security)	2023	60	-	-	Yes	-

***Write applicable one:**

- Applying first time

9. Programs to be considered for Accreditation vide this application:

S. No.	Program Name	Current Year Sanctioned Intake	Current year admitted number
1	Master of Business Administration	60	60

10. Contact information of the Head of the institution and NBA coordinator, if designated:

a) Head of the Institution:

Name: Prof. Ankur Gupta
Designation: Director
Mobile No.: 9797522100
Email Id: ankurgupta@mietjammu.in

b) NBA coordinator, if designated

Name: Prof. Sahil Sawhney
Designation: Professor, School of Management
Mobile No.: 7006602692
Email Id: sahil@mietjammu.in

CRITERIA 1	VISION, MISSION, AND PROGRAM EDUCATIONAL OBJECTIVES	50
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1.1. State the Vision and Mission of the Department and Institute (5)

Vision of the Department

To create a world class Business School.

Mission of the Department

- To impart high-quality instruction and experiential learning in the domain of management using innovation, research, and technology.
- To equip students with fundamental knowledge, business, and functional skills to address real-world challenges in diverse domains.
- To drive excellence and create significant value with extensive outreach, industry engagement and consultancy.

Vision of the Institute

To create a world-class institution

Mission of the Institute

To deliver exceptional value to students, industry, and society

1.2. State the Program Educational Objectives (PEOs) (5)

Graduates from the Master of Business Administration at MIET are expected to attain or achieve the following four Program Educational Objectives (PEOs) within five years of graduation:

- PEO 1: Successfully apply business knowledge and functional skills to help create value for businesses.
- PEO 2: Build successful careers in diverse domains.
- PEO 3: Demonstrate professional growth and development in their chosen field.
- PEO 4: Build reputation for excellence, leadership, and ethics.

1.3. Indicate where the Vision, Mission and PEOs are published and disseminated among stakeholders (10).

Publication

The Department lays strong emphasis in the reinforcement of its stated Vision, Mission and PEOs by ensuring its visibility at prominent places in the campus and through digital dissemination. The following mediums have been adopted for their publication:

Department

- Office of the Head of Department
- Staff Rooms
- Laboratories and other prominent locations

Digital Presence

- Departmental Web Page on institutional website
- Institution ERP
- Social Media Channels
- Quality Analytics Framework- Performance Insight 360

Communication

The various channels adopted to disseminate the information regarding the vision, mission and the PEOs among different stakeholders including faculty, students, alumni, departmental advisory board (DAB) and industry partners are captured below in Table 1.1 below:

Stakeholder	Channel
Faculty	<ul style="list-style-type: none"> ● Faculty Induction Programs ● Prominent display in Staff Rooms and Labs etc. ● Performance-Insight 360, quality analytics framework which each faculty uses at MIET
Student	<ul style="list-style-type: none"> ● Student induction and orientation programs ● Institution website, ERP and social media channels ● Performance Insight 360, quality analytics framework which each student uses at MIET. ● Department Laboratories and Corridors
Alumni	<ul style="list-style-type: none"> ● E-mail Updates ● Alumni meets. ● Institutional website
Industry partners	<ul style="list-style-type: none"> ● Emails ● Placement Drives

Other Stakeholders	<ul style="list-style-type: none"> ● Website
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Table 1.3.1 Dissemination of Vision, Mission and PEOs

1.4. State the process for defining the Vision and Mission of the Department, and PEOs of the Program (15)

MIET is the part of the MIER group which has a glorious legacy of 86 years in the private education space in J&K. The processes of quality assurance are well ingrained within the institution's culture as the institute was ISO certified for 12 successive years under 9001:2008 and 9001:2015 standards from 2004-2016. The institution received NAAC "A" grade with 3.02 CGPA during the second cycle of accreditation held in Oct 2017 & received a further extension of 5 years in July 2020 till December 2025 after being conferred with the Autonomous status by the University Grants Commission. The vision and mission of the institution was streamlined in 2013 to make it simple, realistic, and more aligned with the ever-changing market dynamics. Since then, the institution has taken several initiatives including adoption of Strategic Management as a modern management tool to ensure the attainment of stated goals and objectives. The institution also published the institution-level strategy document capturing enabling and transformational strategies, long-term strategic and annual plans, departmental level annual plans along with risk management and financial plans to ensure the attainment of the mission, vision and PEOs defined in the first two sections. The broad process adopted for defining/refining the vision and mission statement of the program is defined below:

- A task force comprising the Head of Department and senior faculty members was constituted to propose the new vision, mission and PEOs for the department.
- A series of workshops were carried out by the leadership team at MIET to understand the process of creation of mission, vision, core values and program objectives.
- Inputs were sought from the Board of Studies (BoS) comprising senior academicians, industry experts, faculty members and alumni for creating a viable and future-oriented roadmap for the Master of Business Administration program at MIET.
- Secondary research was carried out to understand and evaluate the vision and mission statements of some of the best Master of Business Administration departments in the world.
- Several brainstorming sessions of the task team were held further to streamline the vision, mission and PEOs in line with institution core values.

- The inputs from the brainstorming session, workshops, secondary research, and feedback from stakeholders were presented to the senior leadership including the Director, who gave their inputs and finalized the statements, which were then issued for consumption to the various stakeholders.

1.5 Establish consistency of PEOs with Mission of the Department (15)

The consistency level of PEOs with the mission statements of the department is worked out as given in Table 1.5.1. The consistency levels are set as Substantial (High) (3), Moderate (Medium) (2) and Slight (Low) (1) depending upon the alignment of the PEOs with the different mission statements.

PEO Statements	Mission Statements		
	MS-1 To impart high-quality instruction and experiential learning in the domain of management using Innovation, research, and technology	MS-2 To equip students with fundamental knowledge, business, and functional skills to address the real-world challenges in diverse domains	MS-3 To drive excellence and create significant value with extensive outreach, industry engagement and consultancy
PEO-1 Successfully apply business knowledge and functional skills to help create value for businesses	3	3	1
PEO-2 Build successful careers in diverse domains.	3	3	3
PEO-3 Demonstrate professional growth and development in their chosen field.	2	2	3
PEO-4 Build reputation for excellence, leadership, and ethics	2	3	3

Table 1.5.1 Mapping of PEOs with Mission Statements

Correlational Levels

Note: 1: Slight (Low) 2: Moderate (Medium) 3: Substantial (High)

The PEO's of the department of Management at MIET, Jammu were designed to ensure congruence and high correlation with its mission statements (MS).

PEO-1 which talks about application of business knowledge and functional skills to help create value for businesses has a high correlation with **MS-1** which talks about imparting high quality instructional and experiential learning in the domain of management using research, innovation and technology. **PEO-1** further exhibits high correlation with **MS-2** enabling the students to devise solutions by applying their knowledge and skills for addressing real-world challenges in diverse domains. There exists a slight correlation between **PEO-1** and **MS-3** as core competence, leadership skills, maturity and deep understanding of the industry are required to drive excellence and create significant value.

PEO-2, which relates to building successful careers in diverse domains has a high correlation with **MS-1**. Fundamental domain knowledge in the field of management and skills enable students to explore different career paths with confidence and a resultant high degree of success. **PEO-2** demonstrates high correlation with **MS-2** as building successful careers in diverse domains with sustained professional growth through acquiring advanced degrees, requires an amalgamation of the foundational elements encapsulated in **MS-2**. Further **PEO-2** exhibits strong correlation with **MS-3** which talks about creating value through outreach, industry engagement and consultancy. The elements of **MS-3** when practiced at the program-level shall help management graduates gain exposure to diverse issues from different industries and potential solutions, helping them to contribute meaningfully during their professional careers.

PEO-3 talks about enabling graduates to demonstrate professional growth in industry which again exhibits moderate correlation to **MS-1** as fundamental knowledge and continuous learning is imperative to grow professionally in a rapidly changing business landscape. **PEO-3** demonstrates high correlation with **MS-2** as building successful careers in diverse domains with sustained professional growth, requires an amalgamation of the foundational elements encapsulated in **MS-2**. Further **PEO-3** is strongly correlated with **MS-3** as professional growth is directly dependent on your ability to drive business excellence and building partnerships and engagement with stakeholders.

Finally, **PEO-4** which talks about building a strong reputation and personal brand around excellence, leadership and ethics has a slight correlation with **MS-1** as excellence and leadership is based on strong fundamental knowledge and skills enabling one to “Know the way, Go the way

and Show the way”. **PEO-4** exhibits a strong correlation with **MS-2** as building professional reputation and exhibiting a flair for leadership is a longish-term outcome based on a multitude of factors combining business knowledge, functional skills, problem solving and innovation. Further **PEO-4** has a strong correlation with **MS-3** as developing business excellence by creating significant value will lead towards developing a reputation for excellence, leadership and ethics.

CRITERIA 2	GOVERNANCE, LEADERSHIP & FINANCIAL RESOURCES	100
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2.1. Governance and Leadership (60)

2.1.1. Governance Structure and Policies (30)

2.1.1.1. Governing Structure (10)

The structure of the MIER (parent body) was modified in the late 1970's, when it was registered as a section 25 company (not-for-profit) to help adhere to higher corporate governance standards. This required the creation of a formal Board of Directors comprising independent directors to govern the activities envisioned in the Memorandum of Articles of the incorporated entity. To ensure that the group receives the best possible leadership from the Board of Directors, eminent educationists including reputed Professors and former Vice Chancellor's and prominent citizens from diverse backgrounds have served on the BoD over the years. This has enabled the MIER group and its constituent colleges to remain true to their founding ideals, operate professionally and emerge as pioneers in the region.

At the college level decentralization and participative management has been practiced promoting shared responsibility and governance. This is achieved by encouraging faculty, staff and students to contribute through participation at various levels and forums such as:

- The Governing Body and the Academic Council are constituted as per UGC Regulations, 2018 for Autonomous Colleges. These bodies are prime examples of a truly decentralized and participative leadership model, where diverse opinions and expertise is collated to create value for stakeholders. All the Heads of Departments of the institution along with a few senior leaders are part of the Academic Council, whereas senior-most faculty members serve on the Governing Body of the college along with external and nominated experts.
- The Planning and Academic Affairs committee formulates all the operational plans for the institution to achieve its stated objectives. This committee comprises all Heads of Departments besides the leadership team and senior faculty members. All decisions are consensus-based.

- The finance committee including the finance officer of the University of Jammu and a Chartered Accountant and senior faculty members from the institution independently reviews the income, expenditure, balance sheets of the college on an annual basis and proposes the budgets, fee structures etc. to the Governing Body for approval.
- Twelve Committees overseeing different operational aspects of the institute functioning are the best example of participative management in action. At any given point in time almost 90% of the faculty and support staff is involved in at least one committee. These committees define their own plans and are completely responsible for executing them. Some of the committees have student representatives as well.

The details of the various major statutory bodies along with their membership details, functions, responsibilities, frequency of meetings are given below:

1. Board of Directors: The Board of Directors (BoD) is the apex management body of the institution and meets once a quarter to review its functioning. The BoD comprises top academicians including three former Vice Chancellors of State Universities besides other luminaries. The BoD accords approvals to all major policy decisions of the institute. The list of the Board of Directors and their details is given below in Table 2.1:

S. No	Name of the Member	Position
1	Dr. Renu Gupta Chairperson, MIER	Chairperson
2	Prof. R.G. Kothari Dean, Faculty of Education and Psychology, University of Baroda	Director
3	Dr. Arun Gopal Former Director, NIPCD	Non-Executive Director
4	Prof. I. K. Bhat Vice-Chancellor, Manav Rachna University, Faridabad	Non-Executive Director
5	Prof. Santosh Panda Director, STRIDE, IGNOU	Non-Executive Director
6	Prof. Adit Gupta Director, MIER	Whole Time Director
7	Prof. Ankur Gupta Director, MIER	Whole Time Director
8	Maj. Gen. S. K. Sharma (Retd.) Advisor to Chairperson, MIER	Non-Executive Director
9	Mrs. Rupa Gupta	Executive Director

	Joint Director, MIER	
10	Mrs. Ruchika Gupta Joint Director, MIER	Executive Director

Table 2.1 List of the Members of Board of Directors

2. Governing Body: The Governing Body is the Chief Executive Authority of the institution. The proposals/recommendations of the Academic Council and Finance Committee are approved by the Governing Body. The Governing Body also manages the recruitment of the teaching staff in accordance with the policies laid down by the UGC and J&K Govt./University of Jammu. The list of the current members serving on the Governing Body for MIET is given below in Table 2.2:

S. No	Members of Governing Body	Position
1	Dr. Renu Gupta Chairperson, MIER	Chairperson
2	Prof. Yasmeen Ashai Director, Colleges, Higher Education Department, J&K Government.	Nominee from State Government
3	Mr. Kuldeep Khoda Former DG, J&K Police & Chief Vigilance Officer	Member
4	Prof. Adit Gupta Director, MIER	Member
5	Prof. Savita Dixit Professor and HoD Department of Chemistry, MANIT, Bhopal	Nominee from UGC
6	Mrs. Ruchika Gupta Joint Director, MIER	Member
7	Prof. A. S. Jasrotia Registrar, University of Jammu	Nominee from University
8	Prof. Ashok Aima Former Vice Chancellor, Central University of Jammu	Prominent Educationist
9	Maj. Gen. S. K. Sharma (Retd.) Advisor to Chairperson, MIER	Senior Faculty Member from MIET
10	Prof. G.S. Sambyal Professor, MCA, MIET, Jammu	Senior Faculty Member from MIET
11	Prof. Ankur Gupta Director, MIET	Ex- Officio Member

Table 2.2 List of the Members of Governing Body

3. Academic Council: The Academic Council is solely responsible for all academic matters, such as, framing of academic policy, approval of the courses, regulations, and syllabi etc. The Council involves faculty at all levels and experts from outside, including representatives of the University and the Government. The list of the members serving on Academic Council is

given below in Table 2.3:

S. No.	Name of the Member	Position
1	Prof. Ankur Gupta Director, MIET	Chairperson
2	Dr. Sameru Sharma Dean, Faculty of Engineering, GCET	JU Nominee
3	Prof. S.S. Sambyal Head, Department of Physics, University of Jammu	JU Nominee
4	Prof. Vinod Sharma Department of Computer Science & IT, University of Jammu	JU Nominee
5	Prof. Ashok K. Ahuja Visiting Professor, Civil Engineering, IIT Jammu	Expert Member
6	Prof. Deepak Garg Professor CSE, Bennett University, UP	Expert Member
7	Dr. Mani Madhukar Program Manager, IBM	Expert Member
8	Mr. Basit M. Keng Advocate, J&K High Court	Expert Member
9	Prof. Arvind Dewangan Head of the Department, Civil Engineering Department, MIET	Member
10	Prof. Ashok Kumar Dean Academic Affairs, MIET	Member
11	Mr. Dharamveer Sharma Dean UG-Program, SoM, MIET	Member
12	Dr. Ankita Nanda Head of Department, SoM, MIET	Member
13	Mr. Vishal Gupta Head of Department, MCA, MIET	Member
14	Dr. Sunita Zalpuri Dean, MIET School of Law	Member
15	Ms. Surbhi Sharma, Head of Department, ECE, MIET	Member
16	Prof. B.C. Sharma Professor, SoM – MIET	Senior Teacher
17	Dr. Mekhla Sharma Sr. Assistant Professor, CSE, MIET	Senior Teacher
18	Prof. Sahil Sawhney Professor, SoM, MIET	Member Secretary

Table 2.3 List of the Members of Academic Council

- 4. Board of Studies:** The Board of Studies is the basic constituent of the academic system of the autonomous college. The Board of Studies performs framing the syllabi for course(s), reviewing, and updating syllabi from time to time, introducing new courses of study, determining details of continuous assessment, recommending panels of examiners under the

semester system etc. The List of Members of Board of Studies of MBA Department is given below in Table 2.4:

S. No.	Name of the Member	Position
1	Prof. Ankur Gupta Director, MIET	Chairperson
2	Prof. Vinay Chauhan Professor, The Business School, University of Jammu	VC, JU Nominee
3	Prof. A.K. Vashisht Professor, The Business School, Panjab University	Expert Member
4	Prof. A.S. Sidhu Professor, The Business School, Guru Nanak Dev University	Expert Member
5	Mr. Ajay Khajuria Marketing Head, Airtel	Corporate Member
6	Ms. Uvika Sudhran HR Specialist, Nissan	Corporate Member (Alumni)
7	All Faculty Members SoM, MIET	Members
8	Dr. Ankita Nanda Head of the Department, SoM, MIET	Member Secretary

Table 2.4 List of the Members of the Board of Studies

5. Finance Committee: The Finance Committee provides financial analysis, advice and oversight of the institution's budget and assists in the fee fixation of various programs. The list of the current members serving on the Finance Committee for MIET is given below in Table 2.5:

S. No.	Name of the Member	Position
1	Prof. Ankur Gupta Director, MIET	Chairperson
2	Sh. Sanjeev Mahajan Joint Registrar (Finance) University of Jammu	JU Nominee
3	Mr. Deepak Sehgal Chartered Accountant	Member
4	Prof. G.S. Sambyal Advisor to Chairperson, MIER	Member
5	Prof. Sahil Sawhney Professor, SoM, MIET	Member (Nominee Governing Body)

Table 2.5 List of the Members of Finance Committee

In addition to the above there are 12 more committees in the college which are headed by faculty members. These committees focus their attention on specific process/functional areas of the

college, plan activities and ensure its implementation. They keep meeting periodically and make suitable decisions for effective implementation. The brief description of some of the committees along with their members and meeting details as given below:

1. Planning and Academic Affairs Committee: It is headed by the Director, MIET, with all the HoD's and senior faculty as its members. Committee members meet at least two times a year to plan various academic activities including its annual/semester calendar. It oversees the functioning of the departments and takes vital decisions to meet the vision and mission of the college. The list of the current members serving on the Planning and Academic Affairs Committee for MIET is given below in Table 2.6:

S. No.	Name of the Member	Position
1	Prof. Ankur Gupta Director, MIET	Convener
2	Prof. Ashok Kumar Dean Academic Affairs, MIET	Member
3	Mr. Dharamveer Sharma Dean UG-Program, SoM	Member
4	Prof. Sunita Zalpuri Dean, MIET - School of Law	Member
5	Prof. Arvind Dewangan Head of the Department, CE	Member
6	Ms. Surbhi Sharma Head of Department, ECE	Member
7	Dr. Ankita Nanda Head of the Department, SoM	Member
8	Mr. Vishal Gupta Head of the Department, MCA	Member
9	Ms. Geetika Sehgal Head of Department, B.COM	Member
9	Prof. Sahil Sawhney Professor, SoM, MIET	Member Secretary

Table 2.6 List of the members of Planning and Academic Affairs Committee

2. Research and Innovation Committee (RIC): The committee encourages faculties and students to publish technical papers and articles, write textbooks, apply for support for project work, get grants for research, apply for patents, etc. The committee formulates all the relevant policy documents including Research Vision Document, IPR Policy, Research Incentive Scheme and organizes a series of activities for developing research skills among the faculty

members. The list of the current members serving on the Research and Innovation Committee for MIET is given below in Table 2.7:

S. No.	Name of the Member	Position
1	Prof. Ankur Gupta Director, MIET	Convener
2	Prof. S.K. Sharma Advisor to Chairperson, MIER	Member
3	Prof. Ashok Kumar Dean Academic Affairs, MIET	Member
4	Prof. Sunita Zalpuri Dean, MIET - School of Law	Member
5	Dr. Arvind Dewangan Head of the Department, CE	Member
6	Dr. Ankita Nanda Head of the Department, SoM	Member
7	Mr. Vishal Gupta Head of the Department, MCA	Member
8	Ms. Geetika Sehgal Head of Department. B.COM	Member
9	Dr. Mekhla Sharma Sr. Assistant Professor, CSE	Member
10	Ms. Surbhi Sharma Head of the Department, ECE	Member
11	Prof. Sahil Sawhney Professor, SoM, MIET	Member Secretary

Table 2.7 List of the Members of Research and Innovation Committee

3. Admission Committee: The Admission Committee is responsible for implementing the approved admission norms and processes for different programmes of study strictly as per the laid down Statutes/Regulations by the Academic Council and Governing Body of the College. The list of the current members serving on the Admission Committee for MIET is given below in Table 2.8:

S. No	Name of the Member	Position
1	Dr. Rajinder Sharma Associate Professor, Applied Sciences and Humanities	Convener
2	Prof. Ashok Kumar Dean Academic Affairs, MIET	Member
3	Prof. Sahil Sawhney Professor, SoM, MIET	Member
4	Mr. Rohin Sawhney Assistant Registrar, Director Office	Member Secretary

5	Mr. Dinesh Bargoitra Manager, IQAC	Member
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Table 2.8 List of the Members of Admission Committee

4. Sports Committee: The following faculty members, staff and students have been nominated by the Director, MIET, to serve on the sports committee for a duration of 2 years i.e., 2022-24. The list of the current members serving on the Sports Committee for MIET is given below in Table 2.9:

S. No.	Name of the Member	Position
1	Mr. Vishal Gupta Associate Professor, Department of MCA	Convener
2	Mr. Parveen Kumar Assistant Professor, Department of EE	Member
3	Mr. Saurabh Sharma Assistant Professor, Department of CSE	Member
4	Mr. Parveen Sharma Assistant Professor, Department of MBA	Member
5	Mr. Ramnik Bali Assistant Professor, School of Law	Member
6	Ms. Priti Dogra Student, MBA 3 rd Semester	Student Member
7	Ms. Madhavi Student, MBA 1 st Semester	Student Member
8	Mr. Sukomal Ganguly Sports Officer, MIET	Member Secretary

Table 2.9 List of the Members of Sports Committee

5. Examination & Evaluation Committee: Examination Committee is a body which is authorized to conduct examinations and make policy decisions in regard to organizing and holding examinations, improving systems of examinations, moderations, etc. and also preparing a schedule of examinations and declaring the results. The list of the current members serving on the Examination & Evaluation Committee for MIET is given below in Table 2.10:

S. No.	Name of the Member	Position
1	Prof. Ankur Gupta Director, MIET	Convener
2	Prof. Ashok Kumar Dean Academic Affairs, MIET	Member
3	Prof. Sunita Zalpuri Dean, MIET - School of Law	Member
4	Prof. Arvind Dewangan	Member

	Head of the Department, CE	
5	Dr. Mekhla Sharma Sr. Assistant Professor, CSE	Member
6	Dr. Ankita Nanda Head of the Department, SoM	Member
7	Mr. Vishal Gupta Head of the Department, MCA	Member
8	Ms. Geetika Sehgal Head of Department. B.COM	Member
9	Prof. Sahil Sawhney Professor, SoM, MIET	Member
10	Mr. Ashwani Kumar Padha Controller of Examination, MIET	Member Secretary

Table 2.10 List of the Members of Examination & Evaluation Committee

2.1.1.2. Service Rules (10)

The institution has well defined and comprehensive service rules for teaching and non-teaching staff members. These service rules are defined and issued by the parent body Model Institute of Education and Research. These rules were recently amended in April 2022. Further these service rules are readily available on the institution's website and in each department and administration section for reference and ready use. These service rules are also shared with all the faculty members through emails and faculty induction programs:

2.1.1.3. Policies (5)

The institution follows well-defined policies and procedures to ensure compliance with governance norms, drive operational efficiencies and align with global/national best-practices. These include:

- Frameworks for institutional growth and development
- Employee recruitment, development, welfare, and career progression.
- Teaching, learning and development.
- Financial management
- Environment and sustainability
- Information Technology and ICT adoption and promotion
- Student support and welfare
- Extension and outreach

- Research and Innovation
- Quality Assurance

These policies are approved by the Governing Body/BoD and updated as and when required.

2.1.1.4. Strategic Plan (5)

The institution has a strategic plan which specifies the core values of the institution besides outlines the transformational strategies for future growth and enabling strategies for deriving competitive advantage. This plan has been arrived through significant brainstorming at all levels and after considering a diverse set of elements which include:

- Environmental Analysis including socio-politico-economic scenario in J&K
- Stakeholder perceptions and expectations
- Competitive landscape analysis
- Regulatory framework provisions
- Market dynamics
- SWOT analysis of the institution
- Resource availability and mobilization

The institution realizes that the current period is a challenging one for the private sector especially in higher technical education. Hence, the strategic plan has been formulated to reflect these changed realities. The institution has reoriented itself towards quality and sustenance over expansion in the near term. The institution has promulgated a four-element framework for institutional sustenance and growth – SOUL or Strategy, Operations, Urgency and Leadership. Strategic planning is deeply practiced at the institution and is an area of expertise at the leadership level. All major decisions are evaluated on the strategy decision matrix developed. Case studies on the practice of strategic management at the college level have also been published. The Strategic Plan is displayed prominently in each staff room, HoD room, available on the website of the college and used as a reference in every induction and orientation program. A special position of General Manager, Strategic Initiatives has been created at MIET since 2013 which helps create institutional focus around the practice of Strategic Management.

2.1.2 Faculty Empowerment (15)

2.1.2.1. Faculty Development Policies (5)

The following research promotion schemes/policies have been put in place for creating an enabling environment for the faculty members at MIET:

- 1. Higher Education Support Policy:** The institution provides financial support to regular faculty members who are desirous of pursuing higher education along with associated study leave.
- 2. Seed Grant Policy:** A Seed Grant policy for faculty members has been formulated to provide financial support up to Rs. 5 Lakhs for faculty pet projects.
- 3. IPR Policy:** An extensive Intellectual Property policy was formulated and implemented to boost IP-related activities at MIET and provide a clear workflow for the generation, protection, and commercialization of IP.
- 4. Innovation and Start Up Policy:** This policy captures the guidelines and provides a framework for the faculty and students who are interested in starting their companies from the campus.
- 5. Consultancy Policy:** The institution has well-defined guidelines for the faculty members who are interested in offering consultancy to industry and other institutions.
- 6. Research Promotion Policy:** A Research Vision document was released along with a revised Research Incentive Scheme to provide financial support and incentives to MIET faculty for producing quality research output. This policy has helped institutionalize a culture of research and innovation.
- 7. Faculty Development Incentive Scheme:** The institution provides financial support of Rs 10,000 to faculty members for attending training/workshops and presenting research papers at conferences.
- 8. Membership of Professional Bodies:** The faculty members at MIET are also encouraged to become members of the professional societies like ACM, IEEE by reimbursing 50% of their membership fees.

All these policies and scheme documents are available on the institutional website and shared with the faculty members when they join the institution. Updates to the policies are communicated to all stakeholders through meetings, emails, orientation programs etc.

2.1.2.2. Decentralization, Delegation of Power and Collective Decision Making (10)

The institute practices the highest standards of corporate governance and transparency, complying with company law, income tax laws and other regulatory requirements. The governance structure as mandated by the UGC Regulations for Autonomous Colleges, 2018 is implemented in letter and spirit. With nominees from the UGC, J&K Govt. and the University of Jammu on the Governing Body, the highest academic and governance standards are ensured. Senior most Professors from the University of Jammu and outside experts nominated by the Hon'ble Vice Chancellor serve on the Academic Council and the Board of Studies which are statutory bodies for the college and help evolve academic frameworks aligned with NEP and stated academic objectives of the institution. The finance committee has complete oversight of the college finances and proposes forward-looking budgets to the Governing body which are aligned with the vision and mission of the institution. Hence, decentralized management is practiced by design and its implementation is institutionalized.

Accordingly, a delegation of powers has been made to the leadership team within the institution. The Director of the institution, who leads the finance committee and academic council besides being the member-secretary of the Governing Body is responsible for implementing the approved plans as per laid down norms and procedures. Further, delegation of powers to the second line of leadership is made to handle operational issues and implement academic plans formulated by the Planning and Academic Affairs Committee of the college. Thus, decision making is consensus-based and participative while individual leaders are tasked with implementation and execution without interference or micro-managing their areas of operation.

From a department-level perspective, the leaders who have been delegated powers for taking academic, administrative, and operational decisions are specified below in Table 2.11

S. No.	Faculty Members	Responsibility
1	Prof. Ashok Kumar Dean Academic Affairs, MIET	Academic Processes – resource planning, academic review, audits and quality improvement, assessment, and evaluation
2	Prof. Sahil Sawhney Professor, SoM, MIET	Responsible for strategy execution and implementing new initiatives to ensure that the department/institute remains ahead of the curve in higher technical education in the J&K State.
3	Dr. Ankita Nanda Head of the Department, School of Management	Overall responsibility for delivering the outcomes of the MBA program, ensuring quality delivery and managing day to day operations of the department.
4	Dr. Parul Sharma Coordinator, School of Management	Overseeing planning and execution of classwork in MBA and driving key initiatives such as ICT, quality assurance etc.
5	Prof. B.C. Sharma Dean Placements	To manage the activities under Training and Placement Cell and manage Alumni and Industry relations
6.	Mr. Vikas Passi Sr. Manager – IQAC	Responsible for development and application of quality benchmarks/parameters for various academic and administrative activities of the department/institution.

Table 2.11 List of faculty members who have been delegated powers.

2.1.3 Effective Governance Indicators (15)

2.1.3.1 Grievance Redressal Mechanism (2)

Grievance Redressal Committee

The college has constituted a Grievance Redressal Committee comprising senior faculty and administrative staff as per the provisions of the All-India Council for Technical Education. The details of the members along with their email ids and phone numbers are disseminated among all the stakeholders through email and notices. These details are also available on the institution's website. The management is also sensitive to grievances of the staff and the students and accords the highest priority to resolving these grievances in a transparent and time-bound manner. The students can file their grievance through email or meeting in person. The list of the members serving on the Grievance Redressal committee is given as below in Table 2.12:

S. No.	Name of the Member	Position
1	Prof. Sahil Sawhney Professor, SoM, MIET	Convener
2	Dr. Rajinder Sharma	Co-convener

	Associate Professor, ASH, MIET	
3	Prof. Arvind Dewangan Head of Department, Civil Engineering Department, MIET	Member

Table 2.12 List of the Members of Grievance Redressal Cell

Anti-Ragging Committee

The Anti-Ragging committee was constituted as per UGC/AICTE guidelines. The details of the members in-charge of the anti-ragging cell are displayed on the notice boards & websites and are disseminated over email to all the students to create awareness. Anti-ragging posters are put up across the campus with helpline numbers to prevent any untoward incident. Periodic patrolling is done by committee members in the corridors to minimize ragging in the college premises. CCTV surveillance by the Security Officer and security guards also acts as a deterrent. The committee is very vigilant and safeguards the interest of the students. In the past five years no case has been registered. The list of the committee members is given below in the Table 2.13:

S. No.	Name of the Member	Position
1	Prof. Ashok Kumar Dean Academic Affairs, MIET	Convener
2	Prof. Arvind Dewangan Head of the Department, CE	Co-Convener
3	Dr. Ankita Nanda Head of the Department, SoM	Member
4	Mr. Vishal Gupta Head of the Department, MCA	Member
5	Dr. Ajit Viridi Associate Professor, ASH	Member
6	Dr. Sarabdeep Singh Assistant Professor, ECE	Member
7	Mr. Ramneek Bali Assistant Professor, SoL	Member
8	Mr. Muzaffar Ahmed Ganie Assistant Professor, CE	Member
9	Mr. Anil Gupta Assistant Professor, CSE	Member
10	Mr. Kaushik Dhar Assistant Professor, SoM-UG	Member
11	Ms. Geetika Sehgal Head of Department, SoM-UG	Member
12	Mr. Saurabh Sharma Assistant Professor, CSE	Member
13	Mr. Amol Sharma ECE 7 th Semester	Student Member

14	Mr. Harsh Singh ECE 7 th Semester	Student Member
15	Mr. Sajan Datta CE, 7 th Semester	Student Member
16	Mr. Nikhil Sharma MBA 3 rd Semester	Student Member
17	Ms. Akshita Sharma MBA 3 rd Semester	Student Member
18	Mr. Daljeet Singh Katoch BDO, Bhalwal	Member
19	Mr. AK Choudhary SI Police, Post Chinnor	Member

Table 2.13 List of the Members of Anti-Ragging Committee

Every year before the start of the session the committee, with the active participation of the local Police post and the Block Development Officer lays out a strategy to prevent ragging.

Committee against Sexual Harassment

The Institution abides by all regulations pertaining to the setting up of a Prevention of Sexual Harassment Committee and making all stakeholders aware of its existence. The committee organizes various seminars and orientation sessions on gender sensitization and various related topics. The committee organized seminars on “Sexual Harassment” and “Gender Sensitization” during last one year. The list of the committee members is given in the Table 2.14:

S. No.	Name of the Member	Position
1	Dr. Ankita Nanda Head of the Department, SoM	Convener
2	Dr. Parul Sharma Associate Professor, SoM	Co-Convener
3	Ms. Gitika Sehgal Head of the Department, B.Com (Hons.)	Member
4	Ms. Akanksha Dwivedi Assistant Manager, IQAC	Member
5	Ms. Apoorva Bhan Senior Manager, T&P Cell	Member
6	Ms. Surbhi Sharma Head of the Department, ECE	Member
7	Ms. Veena Tripathi Asst. Professor, CSE	Member
8	Dr. Rajinder Sharma Associate Professor, ASH	Member
9	Ms. Jasleen Mohial	External Member

	Coordinator-IQAC, MIER	
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Table 2.14 List of committee members of Sexual Harassment Committee

2.1.3.2. Transparency (5)

As part of the governance philosophy and structure of the institution, the highest level of transparency is practiced.

- a. Fees are received digitally only, and all institutional transactions are carried out digitally.
- b. The finances are audited by empaneled audit firms and the audit reports are submitted to the Ministry of Corporate Affairs and the Income Tax department on an annual basis.
- c. The audited statements are available in public domain and on the institution website.
- d. Faculty members serve on all important institutional bodies including the Board of Directors, Governing Body, Academic Council, Finance Committee, and the Boards of Studies where they are privy to all policy decisions, information presented and part of the deliberations.
- e. All decisions taken by the statutory bodies are made available in bound volumes of books for maximum transparency and uploaded on the institution website.
- f. Information on policies, rules, processes, and their dissemination are made available to the Stakeholders on the college website and through internal platforms.
- g. Students can access all their relevant information using the ERP and mobile application.
- h. The institution has developed its in-house data analytics framework which tracks student and faculty performance and outcomes attained in an open and transparent manner. The data is accessible by relevant stakeholders on-demand leading to a high degree of transparency.
- i. The institute has adopted the Facebook workplace platform to give a voice to all employees and chronicle their work and achievements, leading to an open-culture and transparency in the system.

2.1.3.3. Leader and Faculty Selection Process (5)

The faculty members in the Department of Management Studies are recruited as per the faculty qualification norms and other guidelines prescribed by All India Council for Technical Education (AICTE) from time to time. A selection committee as per the norms is constituted for the selection of faculty members at different positions. The faculty member with demonstrated leadership skills

and academic credentials is nominated as the Head of Department. A rotation policy for the HoDs is adopted to provide administration and leadership experience to all eligible faculty members. At the institution level the Director, Prof. Ankur Gupta, has been duly selected by a selection committee constituted under the auspices of the University of Jammu.

2.1.3.4. Stability of the Academic Leaders (3)

The Department of Management studies was headed by Prof. P. N Sharma from its inception from December 2007 to July 2020. The current Head of Department Dr. Ankita Nanda joined the institution in August 2014 as Assistant Professor and became the Head after the retirement of Prof. P. N Sharma in the year 2020. She is currently serving as Associate Professor. In addition to this Dr. Sahil Sawhney who joined the department in March 2013 as Assistant Professor has emerged as one of the leaders in the organization and is assisting the Director's office in managing Strategic initiatives at the institution level for the last 10 years. The three other senior faculty members, including Dr. Parul Sharma, Dr. Deeksha Singh and Dr. Ranju Katoch have been working in the institution for the last 5 years. Hence the department has demonstrated faculty retention and stability of academic leaders.

2.2 Financial Resources (40)

2.2.1 Budget Allocation, Utilization and Public Accounting at Institute level (40)

Summary of current financial year's budget and actual expenditure incurred (for the institution exclusively) is given below in the Table 2.14:

Financial Year	Income			Total Income
	Fee Received	Grant received from Govt.	Other Sources (specify) (Registration, Examination, Miscellaneous, Interest Income)	
CYF (2022-23)	14,34,88,103.00	0	3,41,36,842.00	17,76,24,945.00
CYF - 1 (2021-22)	11,20,30,650.00	7,62,667.00	2,82,01,110.00	14,09,94,427.00
CYF - 2 (2020-21)	9,89,14,010.00	7,66,667.00	2,76,26,500.00	12,73,07,177.00
CYF - 3 (2019-20)	8,57,26,196.00	38,07,760.00	3,20,35,511.00	12,15,69,467.00

Table 2.14 - Total Income at Institute level for CFY

The summary of budget and the actual expenditure incurred (for the stand-alone department/program) for three financial years is given below in the Table 2.15:

Items	Budgeted in CFY (2022-23)	Actual Expenses in CFY (2022-23)	Budgeted in CFYm1 (2021-22)	Actual Expenses in CFYm1 (2021-22)	Budgeted in CFYm2 (2020-21)	Actual Expenses in CFYm2 (2020-21)	Budgeted in CFYm3 (2019-20)	Actual Expenses in CFYm3 (2019-20)
Infrastructure	8,00,000	10,08,731	6,00,000	5,03,593	2,00,000	1,48,944	6,00,000	5,80,391
Library	3,00,000	2,31,458	2,00,000	1,12,731	2,00,000	1,64,386	2,00,000	1,02,909
Computer Labs and Software	8,00,000	6,74,544	7,00,000	6,88,667	5,00,000	4,31,808	5,00,000	4,82,340
Teaching and non-teaching Staff Salary	55,00,000	47,13,866	50,00,000	47,93,983	40,00,000	40,00,320	35,00,000	34,35,900
Research	2,00,000	95,731	1,00,000	72,097	1,00,000	21,565	1,00,000	68,396
Training and Travel	2,00,000	1,65,036	1,00,000	54,698	1,00,000	27,975	1,00,000	46,434
Placement Activities	3,00,000	1,08,204	2,00,000	1,51,601	1,00,000	72,940	3,00,000	1,47,821
Co-Curricular and Extra Curricular	2,00,000	3,39,102	1,00,000	98,345	1,00,000	90,666	3,00,000	2,39,673
Alumni Relations	1,00,000	94,577	0	70,800	1,00,000	0	0	0
Miscellaneous Expenses	2,00,000	3,05,204	1,00,000	83,277	1,00,000	38,807	1,00,000	56,964
Others, specify	12,00,000	14,51,370	10,00,000	9,20,071	10,00,000	7,76,893	15,00,000	13,07,213
Total	98,00,000	91,87,823	81,00,000	75,49,863	65,00,000	57,74,304	72,00,000	64,68,041

Table 2.15 - Summary of Budget and the Actual Expenditure incurred.

The institute follows all the norms of public accounting including timely publishing of income-expenditure statements, balance sheets and audited statements of accounts. These statements are vetted by the finance committee and approved by the Governing Body. Finally, the Board of Directors approves the statements from the group institutions, and these are submitted as part of annual compliance to the Registrar of Companies, Ministry of Corporate Affairs, and the Income Tax department where the statements are subjected to scrutiny as per law.

2.2.1.1 Adequacy of Budget Allocation (15)

S No	Assessment Year	Budget Allocated (In Rs)	Actual Expense (In Rs)	Adequate/Non-adequate
1	CYF (2022-23) as on	12,34,00,000	14,50,56,097	Non-Adequate
2	CYF - 1 (2021-22)	10,20,00,000	9,99,93,185	Adequate
3	CYF - 2 (2020-21)	8,00,00,000	7,59,92,016	Adequate
4	CYF - 3 (2019-20)	10,18,00,000	9,68,05,015	Adequate

Table 2.16 Adequacy of Budget Allocation

2.2.1.2. Utilization of Allocated Fund (15)

S No	Assessment Year	Budget Allocated (In Rs)	Actual Expense (In Rs)	% of Utilization
1	CYF (2022-23)	12,34,00,000	14,50,56,097	111.55
2	CYF - 1 (2021-22)	10,20,00,000	9,99,93,185	98.03
3	CYF - 2 (2020-21)	8,00,00,000	7,59,92,016	94.99
4	CYF - 3 (2019-20)	10,18,00,000	9,68,05,015	95.09

Table 2.17 Utilization of Allocated Fund

2.2.1.3. Availability of the audited statements on the Institute's website (10)

The Audited Statements are available on the institution website. The link to access audit statements is given below:

[Audited Balance Sheets for the Last 3 years](#)

CRITERIA 3	PROGRAM OUTCOMES AND COURSE OUTCOME	100
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3.1. Establish the linkage between the Course Outcomes, the Program Outcomes (POs) and Program Specific Outcomes (20)

a. List the Program Outcome (PO)

Graduates from the Master of Business Administration at MIET are expected to attain or achieve the following five Program Outcomes (POs) within two years of graduation:

- PO 1: Apply Knowledge of management theories and practices to solve business problems.
- PO 2: Foster Analytical and critical thinking abilities for data-based decision making.
- PO 3: Ability to develop value-based Leadership Ability.
- PO 4: Ability to understand, Analyze, and communicate global, economic, legal and ethical aspects of business.
- PO 5: Ability to lead themselves and others in the achievement of goals, contributing effectively to the team environment.

The list of the POs along with their correlations with the various courses offered to the batches enrolled from July 2021 on scale of High (H), Medium (M) and Low (L) across semesters is given below in the Table 3.1:

Program Outcomes (POs)	Courses*
PO1. Apply Knowledge of management theories and practices to solve business problems.	<ol style="list-style-type: none"> 1. Managerial Economics (M) 2. Marketing Management-I (H) 3. Legal and Business Environment (M) 4. Management Practices & Organizational Behavior (H) 5. Financial Analysis & Reporting (M) 6. Business Statistics & Research Methods (M) 7. Business Analytics (M) 8. Marketing Management-II (H) 9. Operation Research (H) 10. Human Resource Management (M) 11. Financial Management (M) 12. Operations Management (H) 13. Research Methods for Management (M) 14. Strategic Management (M) 15. Summer Internship (H) 16. Simulation Lab (M) 17. Consumer Behavior (H) 18. Distribution and Sales Management (H)

	<ol style="list-style-type: none"> 19. Digital Marketing (H) 20. Security Analysis & Portfolio Management (M) 21. Management of Financial Services (H) 22. Banking and Financial System (H) 23. Strategic Human Resource Management (H) 24. Performance and Compensation Management (M) 25. Team Dynamics at Work (M) 26. E-Commerce Management (M) 27. Introduction to Cloud Computing and Big Data (M) 28. Project Management (H) 29. Service Marketing (M) 30. Retail Management (H) 31. Customer Relationship Management (H) 32. International Financial Management (H) 33. Financial Derivatives (H) 34. Corporate Finance (H) 35. Human Resource Development: System and Strategies (H) 36. Industrial Relations and Labour Laws (H) 37. Human Resource Analytics (M) 38. Business Intelligence & Its Applications (M) 39. AI for Business Managers (M)
<p>PO2. Foster Analytical and critical thinking abilities for data-based decision making</p>	<ol style="list-style-type: none"> 1. Managerial Economics (M) 2. Marketing Management-I (H) 3. Legal and Business Environment (M) 4. Financial Analysis & Reporting (H) 5. Business Statistics & Research Methods (M) 6. IT for Business Managers (H) 7. Business Analytics (H) 8. Marketing Management-II (M) 9. Operation Research (H) 10. Human Resource Management (M) 11. Financial Management (H) 12. Operations Management (H) 13. Research Methods for Management (M) 14. Strategic Management (H) 15. Summer Internship (H) 16. Simulation Lab (M) 17. Consumer Behavior (M) 18. Distribution and Sales Management (H) 19. Digital Marketing (H) 20. Security Analysis & Portfolio Management (H) 21. Management of Financial Services (H) 22. Banking and Financial System (M) 23. Strategic Human Resource Management (H) 24. Performance and Compensation Management (M) 25. Team Dynamics at Work (M) 26. E-Commerce Management (M) 27. Introduction to Cloud Computing and Big Data (M) 28. Project Management (H) 29. Service Marketing (M) 30. Retail Management (H) 31. Customer Relationship Management (H)

	<ul style="list-style-type: none"> 32. International Financial Management (H) 33. Financial Derivatives (H) 34. Corporate Finance (H) 35. Human Resource Development: System and Strategies (M) 36. Industrial Relations and Labour Laws (M) 37. Human Resource Analytics (H) 38. Business Intelligence & Its Applications (M) 39. AI for Business Managers (M)
<p>PO3. Ability to develop value-based Leadership Ability</p>	<ul style="list-style-type: none"> 1. Managerial Economics (M) 2. Marketing Management-I (M) 3. Legal and Business Environment (H) 4. Management Practices & Organizational Behavior (H) 5. Business Statistics & Research Methods (H) 6. Business Analytics (M) 7. Marketing Management-II (M) 8. Operation Research (H) 9. Human Resource Management (M) 10. Financial Management (H) 11. Operations Management (M) 12. Research Methods for Management (M) 13. Strategic Management (M) 14. Summer Internship (H) 15. Simulation Lab (M) 16. Consumer Behavior (H) 17. Distribution and Sales Management (H) 18. Digital Marketing (M) 19. Security Analysis & Portfolio Management (H) 20. Management of Financial Services (H) 21. Banking and Financial System (M) 22. Strategic Human Resource Management (H) 23. Performance and Compensation Management (H) 24. Team Dynamics at Work (H) 25. Introduction to Cloud Computing and Big Data (M) 26. Project Management (H) 27. Retail Management (H) 28. Customer Relationship Management (H) 29. International Financial Management (H) 30. Financial Derivatives (H) 31. Corporate Finance (H) 32. Human Resource Development: System and Strategies (H) 33. Industrial Relations and Labour Laws (H) 34. Human Resource Analytics (M) 35. Business Intelligence & Its Applications (M)
<p>PO4. Ability to understand, Analyze, and communicate global, economic, legal and ethical aspects of business</p>	<ul style="list-style-type: none"> 1. Managerial Economics (H) 2. Marketing Management-I (M) 3. Legal and Business Environment (H) 4. Management Practices & Organizational Behavior (M) 5. Financial Analysis & Reporting (M) 6. Business Statistics & Research Methods (H) 7. IT for Business Managers (M) 8. Business Analytics (H) 9. Marketing Management-II (M)

	<ol style="list-style-type: none"> 10. Operation Research (M) 11. Human Resource Management (M) 12. Financial Management (H) 13. Operations Management (H) 14. Research Methods for Management (M) 15. Strategic Management (M) 16. Summer Internship (H) 17. Simulation Lab (M) 18. Consumer Behavior (H) 19. Distribution and Sales Management (M) 20. Digital Marketing (M) 21. Security Analysis & Portfolio Management (M) 22. Management of Financial Services (H) 23. Banking and Financial System (H) 24. Strategic Human Resource Management (H) 25. Performance and Compensation Management (M) 26. Team Dynamics at Work (H) 27. E-Commerce Management (H) 28. Introduction to Cloud Computing and Big Data (M) 29. Project Management (H) 30. Service Marketing (M) 31. Retail Management (H) 32. Customer Relationship Management (M) 33. International Financial Management (H) 34. Financial Derivatives (M) 35. Corporate Finance (H) 36. Human Resource Development: System and Strategies (H) 37. Industrial Relations and Labour Laws (H) 38. Human Resource Analytics (M) 39. Business Intelligence & Its Applications (M) 40. AI for Business Managers (M)
<p>PO5. Ability to lead themselves and others in the achievement of goals, contributing effectively to the team environment</p>	<ol style="list-style-type: none"> 1. Managerial Economics (H) 2. Marketing Management-I (M) 3. Legal and Business Environment (H) 4. Management Practices & Organizational Behavior (H) 5. Financial Analysis & Reporting (M) 6. Business Statistics & Research Methods (H) 7. IT for Business Managers (H) 8. Business Analytics (H) 9. Marketing Management-II (H) 10. Operation Research (H) 11. Human Resource Management (M) 12. Financial Management (M) 13. Operations Management (H) 14. Research Methods for Management (M) 15. Strategic Management (H) 16. Summer Internship (H) 17. Simulation Lab (M) 18. Consumer Behavior (H) 19. Distribution and Sales Management (H) 20. Digital Marketing (H) 21. Security Analysis & Portfolio Management (H)

	22. Management of Financial Services (H) 23. Banking and Financial System (H) 24. Strategic Human Resource Management (H) 25. Performance and Compensation Management (H) 26. Team Dynamics at Work (M) 27. E-Commerce Management (H) 28. Introduction to Cloud Computing and Big Data (M) 29. Project Management (H) 30. Service Marketing (M) 31. Retail Management (H) 32. Customer Relationship Management (H) 33. International Financial Management (H) 34. Financial Derivatives (H) 35. Corporate Finance (H) 36. Human Resource Development: System and Strategies (H) 37. Industrial Relations and Labour Laws (H) 38. Human Resource Analytics (M) 39. Business Intelligence & Its Applications (M)
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Table 3.1 List of the Program Outcomes along with their correlations with offered courses.

3.1.1 Course Outcomes (COs) (5)

Each course is designed with five specific course outcomes. The Course Outcome of one course from each Semester is shown in Table 3.1.1.1, Table 3.1.1.2, Table 3.1.1.3, and Table 3.1.1.4, respectively.

Semester: 1 Course Name: Management Practices & Organizational Behavior			
S.No.	Course Code	CO	Statement
1	MBA-104	CO1	Illustrate the nature and skills required for managerial work.
		CO2	Understand the Management Functions: Planning, Organizing, Staffing, Directing and Controlling.
		CO3	Analyze individual and group behaviour and its implications on organizational behaviour.
		CO4	Evaluate the appropriateness of various leadership styles and conflict management strategies used in organizations
		CO5	Develop the knowledge of management process and different motivational theories in the organizational settings.

Table 3.1.1.1 Course Outcome for Management Practices & Organizational Behavior

Semester: 2 Course Name: Business Analytics			
S.No.	Course Code	CO	Statement
1	MBA-201	CO1	Understand the basics of Business Analytics and Data Science.
		CO2	Articulate importance of data management concepts

		CO3	Apply the data management techniques to derive meaningful insights from the given data
		CO4	Understand the applications of AI in different industries and appreciate its applicability to address specific business problems.
		CO5	Appreciate the applications of Digital Media Analytics across the social and web platforms

Table 3.1.1.2 Course Outcome for Business Analytics

Semester: 3 Course Name: Strategic Management			
S.No.	Course Code	CO	Statement
1	MBA-301	CO1	Understand various perspectives and concepts in the field of Strategic Management.
		CO2	Analyze the competitive situation and strategic dilemma in dealing with dynamic global business environments
		CO3	Develop knowledge in strategy formulation and implementation in organizations
		CO4	Articulate the knowledge of strategic evaluation and control.
		CO5	Apply strategic management concepts in solving case studies

Table 3.1.1.3 Course Outcome for Strategic Management

Semester: 4 Course Name: Project Management			
S.No.	Course Code	CO	Statement
1	MBA-401	CO1	To analyze and evaluate appropriate business strategies, practices, and theories that informs and guide organizations to ensure sustainability.
		CO2	To develop a marketing plan for a new or existing product or service by integrating marketing concepts, strategies, research and also by monitoring the environment, Market and Demand Analysis, Technical Analysis and Economic Analysis.
		CO3	To understand the feasibility analysis in Project Management based on the principles of capital budgeting, capital structure, cost of capital, corporate financing, and asset valuation
		CO4	To analyze and understand the techniques for Project planning, scheduling and Execution Control
		CO5	To develop strategies to initiate, plan, execute, monitor and control, and close projects in business environments

Table 3.1.1.4 Course Outcome for Project Management

3.1.2. CO-PO matrices of courses selected in 3.1.2 (one matrix to be mentioned for each semester/trimester) (5)

The Course-PO Mapping matrix, illustrating the alignment of Course Outcomes (CO) with Program Outcomes (PO) of one course from each semester is shown in Table 3.1.2.1, Table 3.1.2.2, Table 3.1.2.3, and Table 3.1.2.4:

S.No.	Course Code & Course Name	Semester	CO	PO1	PO2	PO3	PO4	PO5
1	MBA-104 – Management Practices & Organizational Behavior	1	CO1	3	-	2	2	3
			CO2	3	-	3	2	3
			CO3	3	-	2	2	3
			CO4	-	-	3	3	3
			CO5	2	-	3	2	3

Table 3.1.2.1 CO-PO Matix for Management Practices & Organizational Behavior

S.No.	Course Code & Course Name	Semester	CO	PO1	PO2	PO3	PO4	PO5
1	MBA-201 - Business Analytics	2	CO1	2	2	-	2	3
			CO2	-	2	-	-	3
			CO3	2	3	2	2	3
			CO4	-	3	2	3	3
			CO5	-	3	2	3	3

Table 3.1.2.2 CO-PO Matix for Business Analytics

S.No.	Course Code & Course Name	Semester	CO	PO1	PO2	PO3	PO4	PO5
1	MBA-301 – Strategic Management	3	CO1	2	2	2	2	3
			CO2	2	3	2	3	3
			CO3	3	3	3	2	3
			CO4	-	2	2	-	3
			CO5	-	3	2	-	3

Table 3.1.2.3 CO-PO Matix for Strategic Management

S.No.	Course Code & Course Name	Semester	CO	PO1	PO2	PO3	PO4	PO5
1	MBA-401 – Project Management	4	CO1	3	3	3	3	3
			CO2	3	3	3	3	3
			CO3	2	3	2	3	3
			CO4	3	3	3	3	3
			CO5	3	3	3	3	3

Table 3.1.2.4 CO-PO Matix for Project Management

3.1.3. Course-PO Mapping matrix of all courses in the program (10)

The comprehensive Course-PO Mapping matrix, illustrating the alignment of Course Outcomes (CO) with Program Outcomes (PO) for each course within the program, is provided in Table 3.1.3.

S.No.	Course Code	CO-PO Matrices for Each Course					
1	MBA-101	Managerial Economics					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	3	2	3	3
		CO2	2	3	-	2	3
		CO3	2	2	2	3	3
		CO4	2	2	2	2	3
CO5	3	2	3	3	3		
2	MBA- 102	Marketing Management-I					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	3	-	-	-
		CO2	3	-	2	2	2
		CO3	3	3	2	2	2
		CO4	2	2	-	2	-
CO5	2	2	-	-	-		
3	MBA- 103	Legal and Business Environment					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	-	3	3	3
		CO2	-	-	3	3	3
		CO3	2	2	2	3	3
		CO4	2	-	3	3	2
CO5	3	-	3	3	3		
4	MBA- 104	Management Practices & Organizational Behavior					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	-	2	2	3
		CO2	3	-	3	2	3
		CO3	3	-	2	2	3
		CO4	-	-	3	3	3
CO5	2	-	3	2	3		
5	MBA- 105	Financial Analysis & Reporting					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	3	-	2	2
		CO2	2	3	-	2	2
		CO3	2	3	-	2	2
		CO4	2	3	-	2	2
CO5	3	3	-	2	2		
6	MBA- 106	Business Statistics & Research Methods					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	-	2	2	3	3
		CO2	2	2	3	3	3
		CO3	-	2	3	3	2
		CO4	2	3	3	3	3
CO5	-	3	3	3	3		
7	MBA- 107	IT for Business Managers (Lab)					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	-	-	-	-	3
CO2	-	-	-	-	3		

		CO3	-	3	-	2	3
		CO4	-	3	-	2	3
		CO5	-	3	-	-	3
8	MBA-201	Business Analytics					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	2	-	2	3
		CO2	-	2	-	-	3
		CO3	2	3	2	2	3
		CO4	-	3	2	3	3
		CO5	-	3	2	3	3
9	MBA-202	Marketing Management-II					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	2	-	2	3
		CO2	3	3	2	2	3
		CO3	-	-	-	2	3
		CO4	-	2	2	3	3
10	MBA- 203	Operation Research					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	3	-	2	-
		CO2	3	3	3	3	3
		CO3	3	3	3	2	-
		CO4	3	3	-	3	-
11	MBA-204	Human Resource Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	-	2	2	-
		CO2	2	2	-	2	2
		CO3	2	2	-	2	2
		CO4	-	-	2	2	2
12	MBA-205	Financial Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	3	-	3	2
		CO2	2	3	3	3	2
		CO3	3	3	3	3	3
		CO4	2	2	-	2	2
13	MBA-206	Operations Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	1	1	-	3
		CO2	3	3	3	3	2
		CO3	3	3	2	2	3
		CO4	3	3	3	3	2
14	MBA- 207	Research Methods for Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5

		CO1		2			
		CO2			2		
		CO3					2
15	MBA-301	Strategic Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	2	2	2	3
		CO2	2	3	2	3	3
		CO3	3	3	3	2	3
		CO4	-	2	2	-	3
		CO5	-	3	2	-	3
16	MBA-311	Consumer Behaviour					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	-	3	3	3
		CO2	-	2	-	3	3
		CO3	2	2	-	2	3
		CO5	-	-	3	-	3
17	MBA-313	Distribution & Sales Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	3	3	2	3
		CO2	2	2	2	-	3
		CO3	3	3	3	2	3
		CO5	3	3	3	2	3
18	MBA-315	Digital Marketing					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	2	1	2	3
		CO2	2	2	2	1	3
		CO3	3	3	3	3	3
		CO5	3	3	2	2	3
19	MBA-322	Management of Financial Services					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	2	-	3	3
		CO2	3	3	2	3	2
		CO3	3	3	3	3	3
		CO5	3	3	3	3	3
20	MBA-324	Banking and Financial System					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	2	-	3	3
		CO2	3	2	2	3	3
		CO3	3	2	2	3	3
		CO5	3	2	3	3	3
21	MBA-331	Strategic Human Resource Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5

		CO1	3	3	2	3	2
		CO2	3	3	3	3	3
		CO3	3	3	3	2	2
		CO4	3	3	3	3	3
		CO5	2	3	3	3	3
22	MBA-332	Performance & Compensation Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	-	3	2	3
		CO2	2	-	2	2	3
		CO3	-	2	2	2	3
		CO4	-	-	-	-	3
		CO5	-	2	3	2	3
23	MBA-335	Team Dynamics at Work					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	2	-	2	-
		CO2	2	2	-	3	-
		CO3	2	2	-	-	-
		CO4	2	1	3	-	-
		CO5	-	-	-	-	2
24	MBA-342	E-Commerce Management					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	-	-	3	3
		CO2	2	-	-	2	3
		CO3	2	2	-	-	3
		CO4	2	2	-	3	3
		CO5	2	2	-	3	3
25	MBA-343	Introduction to Cloud Computing and Big Data					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2			2	2
		CO2	2			2	2
		CO3	2	2		2	2
		CO4	2		2	2	2
		CO5	2			2	2
26	MBA-302	Internship					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	2	2	3	3
		CO2	2	3	3	3	3
		CO3	3	3	3	3	3
		CO4	3	2	2	3	3
		CO5	2	3	3	3	
27	MBA-303	Simulation Lab					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	3	2	2	2
		CO2	2	3	2	2	2
		CO3	2	2	2	2	3
		CO4	2	2	2	2	2
		CO5	2	2	2	2	2

28	MBA-321	Security Analysis and Portfolio Management									
		CO	PO 1	PO 2	PO 3	PO 4	PO 5				
		CO1	2	3	-	2	3				
		CO2	-	3	-	2	3				
		CO3	-	3	-	2	3				
		CO4	-	3	-	2	3				
						CO5	-	2	3	2	3
29	MBA-401	Project Management									
		CO	PO 1	PO 2	PO 3	PO 4	PO 5				
		CO1	3	3	3	3	3				
		CO2	3	3	3	3	3				
		CO3	2	3	2	3	3				
		CO4	3	3	3	3	3				
						CO5	3	3	3	3	3
30	MBA-412	Service Marketing									
		CO	PO 1	PO 2	PO 3	PO 4	PO 5				
		CO1	2	-	-	2	-				
		CO2	2	2	-	2	-				
		CO4	2	-	-	2	2				
		CO5	2	-	-	2	-				
						CO3	2	2	-	2	-
31	MBA- 413	Retail Management									
		CO	PO 1	PO 2	PO 3	PO 4	PO 5				
		CO1	-	-	-	-	3				
		CO2	-	3	-	3	3				
		CO3	3	2	3	3	3				
		CO4	3	3	3	3	3				
						CO5	-	2	2	2	3
32	MBA-414	Customer Relationship Management									
		CO	PO 1	PO 2	PO 3	PO 4	PO 5				
		CO1	3	-	-	2	3				
		CO2	3	2	3	2	3				
		CO3	-	2	2	2	3				
		CO4	2	3	3	3	3				
						CO5	2	3	2	2	3
33	MBA-421	International Financial Management									
		CO	PO 1	PO 2	PO 3	PO 4	PO 5				
		CO1	2	2	-	2	3				
		CO2	3	3	-	3	3				
		CO3	3	3	3	3	3				
		CO4	3	3	3	3	3				
						CO5	3	3	2	3	3
34	MBA-422	Financial Derivatives									
		CO	PO 1	PO 2	PO 3	PO 4	PO 5				
		CO1	3	3	-	2	3				
		CO2	3	2	2	3	3				
						CO3	3	3	3	2	2

		CO4	3	3	3	3	3
		CO5	2	2	3	2	3
35	MBA-425	Corporate Finance					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	2	-	3	3
		CO2	3	3	2	3	2
		CO3	3	3	3	3	3
		CO4	3	-	3	3	3
		CO5	3	3	3	2	3
36	MBA-431	Human Resource Development: System and Strategies					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	-	3	3	3
		CO2	2	-	3	3	3
		CO3	3	2	2	3	3
		CO4	-	2	2	2	3
CO5	-	-	-	2	3		
37	MBA- 433	Industrial Relations and Labour Laws					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	-	-	3	3
		CO2	-	2	3	2	3
		CO3	-	-	-	3	-
		CO4	2	-	-	3	3
CO5	-	-	-	3	3		
38	MBA-435	Human Resource Analytics					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	-	3	2	2	2
		CO2	2	3	-	2	2
		CO3	-	3	-	2	2
		CO4	-	3	-	2	2
CO5	-	3	-	2	2		
39	MBA- 441	Business Intelligence & Its Applications					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	2	2	-	2	-
		CO2	2	2	2	2	2
		CO3	2	2	-	-	2
		CO4	2	2	2	-	-
CO5	-	2	2	2	2		
40	MBA-443	AI for Business Managers					
		CO	PO 1	PO 2	PO 3	PO 4	PO 5
		CO1	3	2	--	3	--
		CO2	2	3	--	2	--
		CO3	1	2	--	1	--
		CO4	2	2	--	2	--
CO5	2	2	--	2	--		

Table 3.1.3 CO-PO Mapping Matrices for all courses in the program

3.2. Course Outcomes (40)

3.2.1. Describe the assessment tools and processes used to gather the data upon which the evaluation of Course Outcome is based (10)

The institution has adopted the following Direct Assessment and Indirect Assessment tools for the calculation of the attainment levels of the Program Outcomes:

A. Direct Assessment Tools

The following assessment tools and processes mentioned in table 3.2.1 below are being incorporated by the institution to carry out the evaluation of the course outcomes for each course:

Assessment Tool	Assessment Process	Frequency per semester
Assignments, Mid Semester Test and Snap Test	The assignments and class tests are designed as per OBE evaluation methodology with each question mapped to a specific course outcome. This allows determination of target attainment levels at the level of each defined course outcome and the overall course. Subsequently program outcomes are computed using the collated course outcome values based on the defined mapping.	One mid semester test, one snap test and one assignment during a semester.
Lab Evaluation	The performance of the students in the laboratories is reviewed on a continuous basis and once at the end of the semester. The students are reviewed on assigned experiment execution, record writing and viva-voce questions as per pre-defined Rubrics. The Rubrics are prominently published in the Lab Record books which are given to the student for each laboratory	Once
Presentations/Group Discussions/Seminars	Conducted as part of various courses to evaluate assimilation and articulation of concepts by the students.	At the discretion of the faculty members.
Internship	The performance of the students in the internship is evaluated based on the well-defined rubrics. The students are reviewed on feedback by the employer, viva-voce, internship report and attendance during the internship.	Mid-term and at the end of the internship specified in the curriculum.
Final Examination	Conducted by the institution at the end of the semester.	Once at the end of the semester.

Table 3.2.1 Direct assessment tools and processes for evaluation of Course Outcomes

B. Indirect Assessment Tools: The following surveys are being carried out as part of the Indirect Assessment tools for calculation of the attainment level of Program Outcomes:

- Program Exit Survey: The Program exit surveys are published and disseminated among the students of the graduating batches to gauge the student’s understanding and perception towards the attainment of the program objectives/graduate attributes. The questionnaire for the surveys is designed on the Likert scale to get deeper insights and the inputs form a strong basis to improve the overall levels of student satisfaction and PO attainment levels.
- Alumni Surveys: The alumni surveys are designed to measure the perception of alumni on the attainment of POs including the level of preparation and exposure imparted by the program.
- Employer Surveys: The employer is sought to understand their perception on the preparation levels of the graduates and curricular gaps if any.

The process of feedback collection and analysis is completely automated by the Performance Insight 360 quality analytics framework which has been conceived and developed in-house at MIET.

3.2.2. Record the attainment of Course Outcomes of all courses with respect to set attainment levels (30)

As per the requirements of calculation of attainment level at the course level, target marks and target attainment levels are set up for each course before the assessment. The Table 3.2.2.1 given below captures the courses from 2021-23 batch categorized as per the management specialization along with Target Marks and Target Attainment percentage for the mid semester exams:

Subject Category	Course Name	Target Set (Marks) Stated in terms of number of students scoring greater than or equal to the respective marks in the internal assessment for a maximum mark of 30	Target Attainment Level (Percentage) Respective percentage of the students scoring greater than or equal to the respective marks in the internal assessment is set as an attainment level and if the targets are achieved then all the course outcomes of the respective subject are attained for that year
	Managerial Economics (MBA-101)		

General Management	Legal and Business Environment (MBA-103)	>=18	60%
	Business Statistics & Research Methods (MBA-106)		
	Strategic Management (MBA-301)		
	Project Management (MBA-401)		
Marketing	Marketing Management-I (MBA-102)	>=18	60%
	Marketing Management-II (MBA-202)		
	Consumer Behavior (MBA-311)		
	Distribution and Sales Management (MBA-313)		
	Digital Marketing (MBA-315)		
	Service Marketing (MBA-412)		
	Retail Management (MBA-413)		
	Customer Relationship Management (MBA-414)		
Finance	Financial Analysis & Reporting (MBA-105)	>=18	60%
	Financial Management (MBA-205)		
	Security Analysis & Portfolio Management (MBA-321)		
	Management of Financial Services (MBA-322)		
	Banking and Financial System (MBA-324)		
	International Financial Management (MBA-421)		
	Financial Derivatives (MBA-422)		
	Corporate Finance		

	(MBA-425)		
Human Resource	Management Practices & Organizational Behavior (MBA-104)	≥18	60%
	Human Resource Management (MBA-204)		
	Strategic Human Resource Management (MBA-331)		
	Performance and Compensation Management (MBA-332)		
	Team Dynamics at Work (MBA-335)		
	Human Resource Development: System and Strategies (MBA-431)		
	Industrial Relations and Labour Laws (MBA-433)		
	Human Resource Analytics (MBA-435)		
IT & Operations	IT for Business Managers (MBA-107)	≥18	60%
	Business Analytics (MBA-201)		
	Operations Research (MBA-203)		
	Operations Management (MBA-206)		
	E-Commerce Management (MBA-342)		
	Introduction to Cloud Computing and Big Data (MBA-343)		
	Business Intelligence and Its Applications (MBA-441)		
	AI for Business Managers (MBA-443)		

Project Work	Summer Internship (MBA-302)	>=40	60%
Skill Enhancement	Research Methods for Management (MBA-207)	>=30	60%
	Simulation Lab (MBA-303)	>=30	60%

Table 3.2.2.1 Target Marks and Target Attainment percentage for the mid semester exams

The target and attainments levels for mid semester examination for all the courses from 2021-23 batch are recorded in the table 3.2.2.2 below:

Semester	Subject Code/Course Names	Internal Assessment									
		Target Attainment Percentage					Attainment Percentage				
		C01	C02	C03	C04	C05	C01	C02	C03	C04	C05
1st	MBA-101-Managerial Economics	60	60	60	60	60	40	53	53	100	100
	MBA-102-Marketing Management - I	60	60	60	60	60	92	100	100	90	100
	MBA-103-Legal & Business Environment	60	60	60	60	60	100	97	93	100	100
	MBA-104-Management Practices & Organization Behaviour	60	60	60	60	60	93	100	95	95	93
	MBA-105-Financial Analysis & Reporting	60	60	60	60	60	95	100	100	100	100
	MBA-106-Business Statistics & Research Methods	60	60	60	60	60	100	100	98	100	100
	MBA-107-IT For Business Managers	60	60	60	60	60	97	97	97	100	100
2 nd	MBA-201-Business Analytics	60	60	60	60	60	60	77	67	100	90
	MBA-202-Marketing Management-II	60	60	60	60	60	55	78	83	98	95

	MBA-203- Operation Research	60	60	60	60	60	98	90	90	100	70
	MBA-204- Human Resource Management	60	60	60	60	60	95	87	87	100	100
	MBA-205- Financial Management	60	60	60	60	60	53	60	55	100	100
	MBA-206- Operations Management	60	60	60	60	60	88	77	90	87	97
	MBA-207- Research Methods for Management	60	60	60	60	60	97	97	97	100	100
3 rd	MBA-301- Strategic Management	60	60	60	60	60	80	75	75	90	88
	MBA-311- Consumer Behaviour	60	60	60	60	60	75	81	75	63	81
	MBA-313- Distribution & Sales Management	60	60	60	60	60	80	82	76	98	76
	MBA-315- Digital Marketing	60	60	60	60	60	82	82	90	73	71
	MBA-322- Management of Financial Services	60	60	60	60	60	98	88	88	100	93
	MBA-321- Security Analysis and Portfolio Management	60	60	60	60	60	61	96	91	100	100
	MBA-324- Banking and Financial System	60	60	60	60	60	93	93	93	98	93
	MBA-331- Strategic Human Resource Management	60	60	60	60	60	56	44	44	94	94
	MBA-332- Performance & Compensation Management	60	60	60	60	60	81	81	81	100	81
	MBA-335-Team Dynamics at Work	60	60	60	60	60	100	86	100	86	71
	MBA-342-E- Commerce Management	60	60	60	60	60	100	100	100	100	100

	MBA-343- Introduction to Cloud Computing and Big Data	60	60	60	60	60	100	100	89	100	100
	MBA-302- Internship	60	60	60	60	60	78	70	82	55	55
	MBA-303- Simulation Lab	60	60	60	60	60	98	100	100	78	100
4 th	MBA-401- Project Management	60	60	60	60	60	90	93	88	98	93
	MBA-412- Service Marketing	60	60	60	60	60	96	96	94	90	83
	MBA-413-Retail Management	60	60	60	60	60	63	81	70	96	85
	MBA-414- Customer Relationship Management	60	60	60	60	60	56	60	58	73	79
	MBA-421- International Financial Management	60	60	60	60	60	67	84	72	100	100
	MBA-422- Financial Derivatives	60	60	60	60	60	52	78	57	100	74
	MBA-425- Corporate Finance	60	60	60	60	60	48	59	55	100	84
	MBA-431- Human Resource Development: System and Strategies	60	60	60	60	60	65	76	76	100	100
	MBA-433- Industrial Relations and Labour Laws	60	60	60	60	60	87	67	67	93	100
	MBA-435- Human Resource Analytics	60	60	60	60	60	75	83	92	75	75
	MBA-441- Business Intelligence & Its applications	60	60	60	60	60	100	100	100	100	100
	MBA-443-AI for Business Managers	60	60	60	60	60	89	100	89	100	100

Table 3.2.2.2 Target Marks and Target Attainment percentage for the Mid Semester exams

The target & attainment level set for final assessment for batch 2021-23 are mentioned below in Table 3.2.2.3:

Subject Category	Course Name and Code	Target Set (Marks) Stated in terms of number of students scoring greater than or equal to the respective marks in the internal assessment for a maximum mark of 70	Target Attainment Level (Percentage) Respective percentage of the students scoring greater than or equal to the respective marks in the internal assessment is set as an attainment level and if the targets are achieved then all the course outcomes of the respective subject are attained for that year
General Management	Managerial Economics (MBA-101)	>=42	60%
	Legal and Business Environment (MBA-103)		
	Business Statistics & Research Methods (MBA-106)		
	Project Management (MBA-401)		
	Strategic Management (MBA-301)		
Human Resource	Management Practices and Organizational Behaviour (MBA-104)	>=42	60%
	Human Resource Management (MBA-204)		
	Strategic Human Resource Management (MBA-331)		
	Performance and compensation management (MBA-332)		
	Team Dynamics at work (MBA-335)		
	Human Resource Development: System and Strategies (MBA-431)		
	Industrial Relations and Labour Laws (MBA-433)		
	Human Resource Analytics (MBA-435)		
Marketing	Marketing Management -I (MBA-102)	>=42	60%
	Marketing Management-11 (MBA-202)		
	Consumer Behavior		

	(MBA-311)		
	Digital Marketing (MBA-315)		
	Distribution and Sales Management (MBA-313)		
	Retail Management (MBA-413)		
	Service Marketing (MBA-412)		
	Customer Relationship Management (MBA-414)		
Finance	Financial Analysis & Reporting (MBA-105)	>=42	60%
	Financial Management (MBA-205)		
	Security Analysis & Portfolio Management (MBA-321)		
	Management of Financial Services (MBA-322)		
	Banking and Financial System (MBA-324)		
	International Financial Management (MBA-421)		
	Financial Derivatives (MBA-422)		
	Corporate Finance (MBA-425)		
IT and Operations	IT for Business Managers (MBA-107)	>=42	60%
	Business Analytics (MBA-201)		
	Operations Research (MBA-203)		
	Operations Management (MBA-206)		
	E-Commerce Management (MBA-342)		
	Introduction to Cloud Computing and Big Data (MBA-343)		
	Business Intelligence and Its Applications (MBA-441)		
	AI for Business Managers (MBA-443)		

Table 3.2.2.3 Target and Attainment Level of COs for External Assessment

The course wise target and attainment levels of course outcomes based upon the assessment process and targets mentioned above are listed below in table 3.2.2.4:

Semester	Subject Code/Course Outcomes	External Assessment									
		Target					Attainment Percentage				
		C01	C02	C03	C04	C05	C01	C02	C03	C04	C05
1 st	MBA-101-Managerial Economics	60	60	60	60	60	95	80	97	97	82
	MBA-102-Marketing Management-I	60	60	60	60	60	100	92	88	92	88
	MBA-103-Legal & Business Environment	60	60	60	60	60	97	97	83	100	58
	MBA-104-Management Practices & Organization Behaviour	60	60	60	60	60	95	100	60	60	85
	MBA-105-Financial Analysis & Reporting	60	60	60	60	60	98	98	92	55	93
	MBA-106-Business Statistics & Research Methods	60	60	60	60	60	100	98	100	100	97
	MBA-107-IT For Business Managers	60	60	60	60	60	NA	NA	NA	NA	NA
2 nd	MBA-201-Business Analytics	60	60	60	60	60	100	98	92	98	98
	MBA-202-Marketing Management-II	60	60	60	60	60	50	58	63	52	45
	MBA-203-Operation Research	60	60	60	60	60	70	62	70	70	62
	MBA-204-Human Resource Management	60	60	60	60	60	20	23	32	18	38
	MBA-205-Financial Management	60	60	60	60	60	65	70	70	62	65
	MBA-206-Operations Management	60	60	60	60	60	38	15	0	42	22
	MBA-207-Research Methods for Management	60	60	60	60	60	NA	NA	NA	NA	NA
	MBA-301-Strategic Management	60	60	60	60	60	72	90	85	90	83

3 rd	MBA-311-Consumer Behaviour	60	60	60	60	60	34	28	22	22	13
	MBA-313-Distribution & Sales Management	60	60	60	60	60	7	91	72	56	56
	MBA-315-Digital Marketing	60	60	60	60	60	79	92	92	88	75
	MBA-321-Security Analysis and Portfolio Management	60	60	60	60	60	61	57	61	27	35
	MBA-322-Management of Financial Services	60	60	60	60	60	67	26	19	58	63
	MBA-324-Banking and Financial System	60	60	60	60	60	41	57	52	61	57
	MBA-331-Strategic Human Resource Management	60	60	60	60	60	75	50	50	50	38
	MBA-332-Performance & Compensation Management	60	60	60	60	60	75	69	69	38	38
	MBA-335-Team Dynamics at Work	60	60	60	60	60	71	50	43	29	36
	MBA-342-E-Commerce Management	60	60	60	60	60	100	100	100	100	89
	MBA-343-Introduction to Cloud Computing and Big Data	60	60	60	60	60	100	100	100	100	100
	MBA-302-Internship	60	60	60	60	60	NA	NA	NA	NA	NA
	MBA-303-Simulation Lab	60	60	60	60	60	NA	NA	NA	NA	NA
4 th	MBA-401-Project Management	60	60	60	60	60	22	3	22	27	31
	MBA-412-Service Marketing	60	60	60	60	60	35	63	63	65	65
	MBA-413-Retail Management	60	60	60	60	60	41	74	81	78	78
	MBA-414-Customer Relationship Management	60	60	60	60	60	94	88	96	92	94
	MBA-421-International Financial Management	60	60	60	60	60	33	65	70	51	56

MBA-422- Financial Derivatives	60	60	60	60	60	60	48	74	83	78	70
MBA-425- Corporate Finance	60	60	60	60	60	60	23	59	66	41	66
MBA-431-Human Resource Development: System and Strategies	60	60	60	60	60	60	71	53	71	65	65
MBA-433- Industrial Relations and Labour Laws	60	60	60	60	60	60	33	73	73	47	53
MBA-435-Human Resource Analytics	60	60	60	60	60	60	83	100	100	92	75
MBA-441-Business Intelligence & Its Applications	60	60	60	60	60	60	78	89	100	100	100
MBA-443-AI for Business Managers	60	60	60	60	60	60	100	100	100	89	89

Table 3.2.2.4 Course wise Target & Attainment Levels CO based upon the assessment process and targets

The overall course outcome attainment level including internal attainment level and external attainment level for the batch 2021-23 is given below in Table 3.2.2.5:

Subjects	Attainment of Co's for Internal Assessment					Attainment of COs for External Assessment					CO Attainment
	CO1	CO2	CO3	CO4	Co5	CO1	CO2	CO3	CO4	CO5	All CO's
MBA-101-Manual Economics	1	2	2	3	3	3	3	3	3	3	3
MBA-102-Marketing Management – I	3	3	3	3	3	3	3	3	3	3	3
MBA-103-Legal & Business Environment	3	3	3	3	3	3	3	3	3	2	3
MBA-104- Management Practices & Organization Behaviour	3	3	3	3	3	3	3	3	3	3	3
MBA-105- Financial Analysis & Reporting	3	3	3	3	3	3	3	3	2	3	3
MBA-106-Business Statistics & Research Methods	3	3	3	3	3	3	3	3	3	3	3
MBA-201-Business Analytics	3	3	3	3	3	3	3	3	3	3	3
MBA-202-Marketing Management-II	2	3	3	3	3	2	2	3	2	1	1.4
MBA-203-Operation Research	3	3	3	3	3	3	3	3	3	3	3

MBA-204-Human Resource Management	3	3	3	3	3	0	0	0	0	0	0.6
MBA-205-Financial Management	2	3	2	3	3	3	3	3	3	3	3
MBA-206-Operations Management	3	3	3	3	3	0	0	0	1	0	0.6
MBA-207-Research Methods for Management	3	3	3	3	3	NA	NA	NA	NA	NA	3
MBA-301-Strategic Management	3	3	3	3	3	3	3	3	3	3	3
MBA-311-Consumer Behaviour	3	3	3	3	3	0	0	0	0	0	0.4
MBA-313-Distribution & Sales Management	3	3	3	3	3	0	3	3	2	2	3
MBA-315-Digital Marketing	3	3	3	3	3	3	3	3	3	3	3
MBA-321-Security Analysis and Portfolio Management	3	3	3	3	3	3	2	3	0	0	1.4
MBA-322-Management of Financial Services	3	3	3	3	3	3	0	0	2	3	0.6
MBA-324-Banking and Financial System	3	3	3	3	3	1	2	2	3	2	2.2
MBA-331-Strategic Human Resource Management	2	1	1	3	3	3	2	2	2	0	2.2
MBA-332-Performance & Compensation Management	3	3	3	3	3	3	3	3	0	0	1.4
MBA-335-Team Dynamics at Work	3	3	3	3	3	3	2	1	0	0	0.6
MBA-342-E-Commerce Management	3	3	3	3	3	3	3	3	3	3	3
MBA-343-Introduction to Cloud Computing and Big Data	3	3	3	3	3	3	3	3	3	3	3
MBA-302-Internship	3	3	3	2	2	NA	NA	NA	NA	NA	3
MBA-303-Simulation Lab	3	3	3	3	3	NA	NA	NA	NA	NA	3
MBA-401-Project Management	3	3	3	3	3	0	0	0	0	0	0.6
MBA-412-Service Marketing	3	3	3	3	3	0	3	3	3	3	3
MBA-413-Retail Management	3	3	3	3	3	1	3	3	3	3	3
MBA-414-Customer Relationship Management	2	3	2	3	3	3	3	3	3	3	2.8

MBA-421-International Financial Management	3	3	3	3	3	0	3	3	2	2	2.2
MBA-422-Financial Derivatives	2	3	2	3	3	1	3	3	3	3	3
MBA-425-Corporate Finance	1	2	2	3	3	0	2	3	1	3	1.2
MBA-431-Human Resource Development: System and Strategies	3	3	3	3	3	3	2	3	3	3	3
MBA-433-Industrial Relations and Labour Laws	3	3	3	3	3	0	3	3	1	2	3
MBA-435-Human Resource Analytics	3	3	3	3	3	3	3	3	3	3	3
MBA-441-Business Intelligence & Its Applications	3	3	3	3	3	3	3	3	3	3	3
MBA-443-AI for Business Managers	3	3	3	3	3	3	3	3	3	3	3

Table 3.2.2.5 Overall COs attainment level including internal attainment level and external attainment level

3.3. Attainment of Program Outcomes and Program Specific Outcomes (40)

3.3.1. Describe the assessment tools and processes used to gather the data to evaluate and Program Outcomes and Program Specific Outcomes (10)

Direct PO Attainment

The attainment levels of the Program Outcomes derived after the calculation of the attainment level of Course Outcomes and multiplying it with the normalized value of PO mapping for each course are listed below in the Table 3.3.1.1:

Direct Assessment	PO1	PO2	PO3	PO4	PO5
Attainment Level	1.50	1.50	1.32	1.70	1.84

Table 3.3.1.1 Program Outcome Attainment levels using Direct Assessment

Indirect Assessment Tools

The various indirect assessment tools adopted by the institution and the department are described above in section 3.3.1.1. The target levels in case of indirect assessment are set based on the responses of students received on the questions aligned with a corresponding Program Outcome.

The target levels set by the department for ascertaining the attainment levels for each PO post surveys are mentioned in the Table 3.3.1.2 given below:

Number of Responses received for a question aligned with specific PO (Either 4 or 5 on Likert Scale)	Attainment Level
60% or More	3
50-60%	2
40-50%	1
Less than 40%	0

Table 3.3.1.2 Attainment levels for each Program Outcome

Each Survey will lead towards the attainment level of each PO which will then be rationalized as per the weight assigned to the survey. The weightage assigned to those surveys for the calculation of the attainment levels of Program Outcomes is given below in the Table 3.3.1.3:

Tool Type	Weightage (%)
Program Exit Survey	50
Alumni Survey	30
Employer Survey	20

Table 3.3.1.3 Calculation of the attainment levels of Program Outcomes

The attainment levels obtained during the academic year 2022-23 as part of the Indirect assessment for the batch 2021-23 are given below in the Table 3.3.1.4:

Survey	Program Exit Survey	Alumni	Employer	Attainment Calculated using Weighted formula
PO1	3	3	3	3
PO2	3	3	3	3
PO3	3	3	3	3
PO4	3	3	3	3
PO5	3	3	3	3

Table 3.3.1.4 Program Outcome Attainment levels using Indirect Assessment Tools

Overall POs attainment

The following weighted formula has been utilized to calculate the Overall attainment levels for a passing out batch:

$$\text{Overall Attainment Level} = 80\% * \text{Direct Assessment (X/Y)} + 20\% * \text{Indirect Assessment}$$

Where Direct Assessment for PO= Average Attainment of Courses addressing that specific PO, X=Sum of Attainment level of courses addressing specific PO, Y=Number of Courses mapped with specific PO.

The final Overall attainment levels of the Program Outcomes for 2021-23 batch calculated using the above formula are given below in the Table 3.3.1.5:

	PO1	PO2	PO3	PO4	PO5
Direct Assessment (X)	1.50	1.50	1.33	1.70	1.83
Weighted (80 %)	1.20	1.20	1.08	1.36	1.46
Indirect Assessment (Y)	3.00	3.00	3.00	3.00	3.00
Weighted (20%)	0.6	0.6	0.6	0.6	0.6
Final PO Attainment (80%*X + 20%*Y)	1.80	1.80	1.68	1.96	2.06

Table 3.3.1.5 Program Level Program Outcome Attainment level

3.3.2. POs and PSO attainment levels (30)

The attainment levels of Program Outcomes (POs) for the MBA Batch 2021-23 are comprehensively presented for each semester, including all associated courses, within Table 3.3.2.

S.No.	Batch 2021-23	Course Name	PO Values				
			PO1	PO2	PO3	PO4	PO5
1	Sem-I	MBA-101-Managerial Economics	2.24	2.24	1.68	2.43	2.8
2		MBA-102-Marketing Management – I	0.52	0.4	0.16	0.24	0.16
3		MBA-103-Legal & Business Environment	1.8	0.4	2.8	3	2.8
4		MBA-104-Management Practices & Organisation Behaviour	2.2	0	2.6	2.2	3
5		MBA-105- Financial Analysis & Reporting	2.2	3	0	2	2
6		MBA-106-Business Statistics & Research Methods	0.8	2.4	2.8	3	2.8
7		MBA-107-IT For Business Managers	0	0.36	0	0.16	0.6
8	Sem-II	MBA-201-Business Analytics	0.8	2.6	1.2	2	3
9		MBA-202-Marketing Management-II	0.47	0.84	0.56	1.12	1.4
10		MBA-203-Operation Research	3	2.8	1.8	2.4	1.2
11		MBA-204-Human Resource Management	0.32	0.16	0.24	0.4	0.32
12		MBA-205-Financial Management	2.4	2.6	1.8	2.8	2.2

13		MBA-206-Operations Management	0.6	0.52	0.44	0.44	0.52
14		MBA-207-Research Methods for Management	0	0.4	0.4	0	0.4
15	Sem-III	MBA-301-Strategic Management	1.4	2.6	2.2	1.4	3
16		MBA-311-Consumer Behaviour	0.13	0.11	0.16	0.21	0.32
17		MBA-313-Distribution & Sales Management	2.8	2.8	2.6	1.6	3
18		MBA-315-Digital Marketing	2.6	2.6	2	2	3
19		MBA-321-Security Analysis & Portfolio Management	0.19	1.31	0.28	0.93	1.4
20		MBA-322-Management of Financial Services	0.6	0.44	0.44	0.6	0.56
21		MBA-324-Banking and Financial System	2.05	1.17	1.32	2.2	2.2
22		MBA-331-Strategic Human Resource Management	2.05	2.2	2.05	2.05	1.91
23		MBA-332-Performance & Compensation Management	0.37	0.37	0.93	0.75	1.4
24		MBA-335-Team Dynamics at Work	0.32	0.28	0.12	0.2	0.08
25		MBA-342-E-Commerce Management	2	1.2	0	2.2	3
26		MBA-343-Introduction to Cloud Computing and Big Data	2	0.4	0.4	2	2
27		MBA-302-Internship	2.6	2.6	2.6	3	2.4
28		MBA-303-Simulation Lab	2.2	2.4	2	2	2.2
29	Sem-IV	MBA-401-Project Management	0.56	0.6	0.56	0.6	0.6
30		MBA-412-Service Marketing	2	0.8	0	2	0.4
31		MBA-413-Retail Management	1.2	2	1.6	2.2	3
32		MBA-414-Customer Relationship Management	1.87	1.87	1.87	2.05	2.8
33		MBA-421-International Financial Management	2.05	2.05	1.17	2.05	2.2
34		MBA-422-Financial Derivatives	2.8	2.6	2.2	2.4	2.8
35		MBA-425-Corporate Finance	1.2	0.88	0.88	1.12	1.12
36		MBA-431-Human Resource Development: System and Strategies	1.6	0.8	2	2.6	3
37		MBA-433-Industrial Relations and Labour Laws	1	0.4	0.6	2.8	2.4

38		MBA-435-Human Resource Analytics	0.4	3	0.4	2	2
39		MBA-441-Business Intelligence & Its Applications	1.6	2	1.2	1.2	1.2
40		MBA-443-AI for Business Managers	2	2.2	0	2	0
Direct Attainment (X)			1.5	1.5	1.33	1.7	1.83
Indirect Attainment (Y)			3	3	3	3	3
Final Attainment (80%*X + 20%*Y)			1.8	1.8	1.68	1.96	2.06

Table 3.3.2 Program Outcome Attainment level for Batch 2021-23 for all courses in the program

CRITERIA 4	CURRICULUM AND LEARNING PROCESSES	125
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4.1 Curriculum (50)

4.1.1 State the process for designing the program curriculum (10)

CURRICULUM DESIGN

The department has a systematic procedure for the development, revision, and implementation of the curriculum for all programs of study. The curriculum is designed to ensure that the students have the required domain knowledge, skills and attitude required to succeed in diverse domains and job roles. The factors considered for the design of curriculum are:

- i. Program Outcomes (POs).
- ii. Emerging technology trends and skill requirements of the industry.
- iii. Prevalent academic trends, curricular reforms, interventions, and best-practices in academia in the top institutions nationally and globally.
- iv. Model curriculum as prescribed by the AICTE, UGC and other regulatory bodies, if any.
- v. Graduate Attributes defined by accreditation bodies, professional societies etc. as applicable.
- vi. Input/feedback from students, faculty, alumni and industry experts.

Process for Curriculum Design:

All the courses in any program of study offered by the institute are designed to have relevance to local, regional, national, and global developmental needs. Every program has an associated Board of Studies (BoS) comprising faculty members and external subject experts who after deliberations recommend the overall program structure and the syllabus for every course. The Board of Studies is constituted as per norms articulated in the UGC Regulations, 2018 for Autonomous Colleges and has representatives from the University of Jammu and external experts from other prominent Universities. The BoS also reviews the model curriculums formulated by the concerned statutory bodies (if applicable), curriculum from prominent national and international Universities to assimilate emerging trends. Every program has well-designed program outcomes (POs), program-

specific outcomes (PSOs), and program educational objectives (PEOs). Additionally, each course/subject of any given program carries course outcomes (COs) that outline the learning outcomes for that course. Thus, curriculum design for all the programs offered by the institution follows the OBE (Outcomes-based Education) methodology.

The curriculum formulated by the BoS is recommended to the Academic Council of the institute for approval. The Academic Council, constituted under the UGC Regulations, has representatives from the University of Jammu, JK Govt. and prominent experts from academia and society. The academic autonomy accorded to the institution empowers it to effect curriculum revisions in an agile manner based on changing trends, needs assessment and inputs from various stakeholders.

Criterion 4.1.2: State the Components of the Curriculum (15)

The components of the curriculum are listed below in the Table 4.1.2:

Course Component	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of credits
Program Core	56%	675	59
Program Electives	38%	450	40
Open Electives	Nil	Nil	Nil
Summer Project	Nil	Nil	Nil
Internships/Seminars	4%	45	4
Final Dissertation	Nil	Nil	Nil
Any other (Specify)	3%	68	3
Total number of Credits			106

Table 4.1.2 Components of the Curriculum

The program offers four specializations comprising 5 courses each in 3rd and 4th semester. The students are required to opt for any two specializations and choose 3 and 2 subjects respectively in each specialization.

4.1.3 Transaction of the Curriculum (10)

The semester wise curriculum structure of the MBA program is presented in the Table 4.1, Table 4.2, Table 4.3 and Table 4.4 given below:

Semester 1:

S. No	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
1	MBA-101	Managerial Economics	Core Course	4	4	0	0	30	70	100
2	MBA-102	Marketing Management-I	Core Course	4	4	0	0	30	70	100

3	MBA-103	Legal and Business Environment	Core Course	4	4	0	0	30	70	100
4	MBA-104	Management Practices & Organizational Behavior	Core Course	4	4	0	0	30	70	100
5	MBA-105	Financial Analysis & Reporting	Core Course	4	4	0	0	30	70	100
6	MBA-106	Business Statistics & Research Methods	Core Course	5	5	0	0	30	70	100
7	MBA-107	IT for Business Managers	Lab	2	0	0	4	-	50	50
8	NCC-101	Professional Development and Training	Skill & Ability Enhancement	NCC	0	0	4	-	-	S/NS
9	NCC-102	Student Induction Program	Skill & Ability Enhancement	NCC	0	0	4	-	-	S/NS
Total				27	25	0	12	180	470	650

Table 4.1 List of courses in Semester I

Semester II

S. No	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
1	MBA-201	Business Analytics	Core Course	4	4	0	0	30	70	100
2	MBA-202	Marketing Management-II	Core Course	4	4	0	0	30	70	100
3	MBA-203	Operation Research	Core Course	4	4	0	0	30	70	100
4	MBA-204	Human Resource Management	Core Course	4	4	0	0	30	70	100
5	MBA-205	Financial Management	Core Course	4	4	0	0	30	70	100
6	MBA-206	Operations Management	Core Course	4	4	0	0	30	70	100
7	MBA-207	Research Methods for Management	Core Course	2	2	0	0	50	-	50
8	NCC-201	Design Thinking for Managers	Skill & Ability Enhancement	NCC	2	0	0	-	-	S/NS
Total				26	28	0	0	230	420	650

Table 4.2 List of courses in Semester II

Semester III

S. No	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
1	MBA-301	Strategic Management	Core Course	4	4	0	0	30	70	100
2	MBA-302	Summer Internship	Skill & Ability Enhancement Course	4	0	0	0	-	100	100

3	MBA-303	Simulation Lab	Skill & Ability Enhancement	1	0	0	2	-	50	50
4	NCC-301	Placement Preparation	NCC	0	0	0	2	-	S/NS	S/NS
MARKETING ELECTIVES										
1	MBA-311	Consumer Behavior	Elective	4	4	0	0	30	70	100
2	MBA-312	Advertising and Integrated Marketing Communication	Elective	4	4	0	0	30	70	100
3	MBA-313	Distribution and Sales Management	Elective	4	4	0	0	30	70	100
4	MBA-314	Product and Brand Management	Elective	4	4	0	0	30	70	100
5	MBA-315	Digital Marketing	Elective	4	4	0	0	30	70	100
FINANCE ELECTIVES										
1	MBA-321	Security Analysis & Portfolio Management	Elective	4	4	0	0	30	70	100
2	MBA-322	Management of Financial Services	Elective	4	4	0	0	30	70	100
3	MBA-323	Risk Management and Insurance	Elective	4	4	0	0	30	70	100
4	MBA-324	Banking and Financial System	Elective	4	4	0	0	30	70	100
5	MBA-325	Indian Financial System and Financial Markets	Elective	4	4	0	0	30	70	100
HUMAN RESOURCE MANAGEMENT ELECTIVES										
1	MBA-331	Strategic Human Resource Management	Elective	4	4	0	0	30	70	100
2	MBA-332	Performance and Compensation Management	Elective	4	4	0	0	30	70	100
3	MBA-333	Organizational Change and Intervention Strategies	Elective	4	4	0	0	30	70	100
4	MBA -334	Culture, Society and Organizations	Elective	4	4	0	0	30	70	100
5	MBA-335	Team Dynamics at Work	Elective	4	4	0	0	30	70	100
IT AND OPERATIONS ELECTIVES										
1	MBA- 341	Enterprise Resource Planning	Elective	4	4	0	0	30	70	100
2	MBA- 342	E-Commerce Management	Elective	4	4	0	0	30	70	100
3	MBA-343	Introduction to Cloud Computing and Big Data	Elective	4	4	0	0	30	70	100
4	MBA-344	Supply Chain and Logistics Management	Elective	4	4	0	0	30	70	100
5	MBA 345	Operations Strategy	Elective	4	4	0	0	30	70	100
TOTAL				29	24	0	4	180	570	750

Table 4.3 List of courses in Semester III

Semester IV

S. No.	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
1	MBA- 401	Project Management	Core	4	4	0	0	30	70	100
2	NCC-401	MOOC	NCC	0	0	0	2	-	-	S/NS
MARKETING ELECTIVES										
1	MBA-411	International Marketing	Elective	4	4	0	0	30	70	100
2	MBA-412	Service Marketing	Elective	4	4	0	0	30	70	100
3	MBA-413	Retail Management	Elective	4	4	0	0	30	70	100
4	MBA-414	Customer Relationship Management	Elective	4	4	0	0	30	70	100
5	MBA-415	Advanced Digital Marketing	Elective	4	4	0	0	30	70	100
FINANCE ELECTIVES										
1	MBA- 421	International Financial Management	Elective	4	4	0	0	30	70	100
2	MBA- 422	Financial Derivatives	Elective	4	4	0	0	30	70	100
3	MBA- 423	Behavioural Finance	Elective	4	4	0	0	30	70	100
4	MBA- 424	Corporate Taxation	Elective	4	4	0	0	30	70	100
5	MBA-425	Corporate Finance	Elective	4	4	0	0	30	70	100
6	MBA-426	Financial Engineering	Elective	4	4	0	0	30	70	100
HUMAN RESOURCE MANAGEMENT ELECTIVES										
1	MBA-431	Human Resource Development: System and Strategies	Elective	4	4	0	0	30	70	100
2	MBA-432	Cross Cultural Management	Elective	4	4	0	0	30	70	100
3	MBA-433	Industrial Relations and Labour Laws	Elective	4	4	0	0	30	70	100
4	MBA-434	Expatriate Management	Elective	4	4	0	0	30	70	100
5	MBA-435	Human Resource Analytics	Elective	4	4	0	0	30	70	100
IT AND OPERATIONS ELECTIVES										
1	MBA-441	Business Intelligence and Its Applications	Elective	4	4	0	0	30	70	100
2	MBA-442	Data Visualization and Dashboards	Elective	4	4	0	0	30	70	100
3	MBA-443	AI for Business Managers	Elective	4	4	0	0	30	70	100
4	MBA-444	Total Quality Management	Elective	4	4	0	0	30	70	100

5	MBA-445	Pricing and Revenue Management	Elective	4	4	0	0	30	70	100
TOTAL				24	24	0	0	180	420	600

Table 4.4 List of courses in Semester IV

4.1.4 Overall quality and level of program curriculum (15)

4.1.1 State the process used to identify extent of compliance of the curriculum for attaining the Program Outcomes (10)

The process listed below has been implemented at the institution and the department level to identify the extent of compliance of the curriculum for attaining the Program Outcomes:

1. Outcome Based Curriculum: The process of curriculum designing as described in the section 4.1 has become very comprehensive including:
 - a. Courses are finalized based on national and international trends, industry needs analysis, integrating IT and enhancing technology exposure.
 - b. All course outcome statements are defined while designing the curriculum after significant deliberations by experts. COs are designed such that their attainment is measurable by framing questions/assignments related to the contents of the curriculum.
 - c. The curriculum is aligned with the Program Outcomes and Program Educational Objectives. The Course outcomes are further mapped with the Program Outcomes to establish a correlation at the faculty level which leads to attainment calculation.

2. Outcome Based Curriculum Teaching and Learning: The faculty members ensure that all the lesson plans as per the course pack is made available to students through the Learning Management System. The faculty members use various teaching pedagogies to ensure that requirements of all the learners are met during the delivery of the curriculum. The faculty members use quizzes, problem-based learning, flipped classrooms, design thinking, presentations, case-method, think-pair-share, summarizing and minute paper, to deliver the curriculum in an engaging manner and aligned with the OBE methodology.

3. Outcome Based Assessment and Evaluation:

- a. The question papers in the assignments, mid-semester tests and final examinations are aligned with the Blooms Taxonomy for measuring the learning levels of each student as per the defined course outcomes. Each question is mapped with the related course outcome. The faculty generates OBE-aligned question papers from the approved question bank available in the examination module of the ERP. After declaration of the results the system compares outcome attainment to expected attainment and proficiency, identifying any discrepancies through pre-set attainment levels.
 - b. Rubrics: The seminars, industrial training and internships also form the part of direct assessment. These are assessed and evaluated through well-defined rubrics in a continuous manner. The Rubrics are shared with the students, prior to the evaluation, so that there is complete transparency in the evaluation and assessment process and expectations on levels of performance are clearly articulated.
 - c. Feedback: The Program Exit Surveys, Student Survey on Institution, Placement outcomes, Alumni Surveys and Employer Surveys are carried out to evaluate the attainment levels of POs as part of the indirect assessment.
4. Outcome Based Reviews: An OBE dashboard has been built to provide in-depth reports on overall course level attainment including specific course outcome level attainment enabling the faculty members to understand and devise corrective actions for their future course delivery. The OBE dashboard also assists the department in the generation of program level outcome reports using direct assessment and indirect assessment tools.

4.1.2. Appropriateness of the gaps identified, and actions taken to bridge the gap (15)

The process of compliance of attainment of POs defined in the above section enables the department to identify the relevant gaps in the curriculum and address it by delivering those gaps through value added programs, invited guest lectures, workshops and special programs conducted by the Training and Placement Cell. The gaps identified along with the action taken are listed below in the Table 4.6:

S.No	GAP	Action Taken
1	Marketing Analytics	Meta Marketing Science Certification was offered to the final year students of Marketing Specialization through Coursera Platform.
2	Financial Investments and Securities	Learning Path in Financial Management was created for the students of Finance specialization in the Coursera Platform
3	People Analytics	Human Resources Management Capstone: HR for People Managers was introduced as advanced specialization course for the final year students of HR specialization
4	PR, Patents and Design filing for Start-ups and Entrepreneurs	Workshop on Prototyping and Patent filing was organized
5	Entrepreneurship Ecosystem in India	Social Entrepreneurship and Entrepreneurial Simulation Workshop was organized
6	Design Thinking	A new course introduced in the curriculum and hands-on workshops carried out for the students to develop problem solving abilities.
7	Dynamics of Financial Investments	The Student Investment Club started.
8	Exposure to Insurance Sector	A series of invited guest lectures was organized. Tied with BFSI Sector Skill Council to introduce industry-endorsed content.
9	Software Training on Project Management	30 Hour Value added course delivered for the students on Primavera/Microsoft Project
10	Digital Marketing	30 Hour Value added course delivered for the students on Facebook Digital Marketing
11	Advanced Excel Skills for Business Essentials	Students undertook identified MooC from Coursera
12	Financial Markets	Students undertook identified MooC from Coursera
13	Intercultural Management	Students undertook identified MooC from Coursera
14	Indian Knowledge System	All the students were asked to undertake an online course on Indian Constitution from NALSAR

Table 4.6 List of Gaps

The details of various value-added/skill enhancement programs undertaken along with the identified gaps are listed below in Table 4.7:

S.No	Value-Added Course/ Workshops/MOOC	Duration	Details of Activities
1	Quantitative Aptitude, Reasoning, and Verbal Ability	8 th April 2023- 13 th April 2023	<ul style="list-style-type: none"> - Quantitative Aptitude - Verbal Ability Reasoning
2	BSE Course on Mutual Funds	14 th February 2023- 23 rd February 2023	<ul style="list-style-type: none"> - Investment Landscape - Concept and Role of Mutual Funds, Legal Structures of Mutual Funds in India - Scheme Related Information, Fund distribution and Channel Management Practices - NAV, Total Expense Ratio and Pricing of Units - Taxation - Investor Services
3	UI Path Robotic Process Automation	28 th September 2022-4 th Nov, 2022	<ul style="list-style-type: none"> -Foundation of Business Analysis -Approaches to Elicitation and Stakeholder Engagement -Strategy and Scope -RPA Requirement and Analysis and Design Definition Requirements, Delivery and the PDD
4	Project Management using Primavera	15 th -21 st June,2022	<ul style="list-style-type: none"> -Introduction of Primavera -Need for Effective Project Management -Phases of Product Life Cycle -Precedence Diagram Method -Critical Path Method -How to make changes in software -Hands on Training on CPM Method -Hands on Training on for the software
5	IPR, Patents and Design Filing	22 nd April,2022	<ul style="list-style-type: none"> -Intellectual Property Rights -Importance of Design -Process of Filing a Patent
6	Design Thinking-Ideation Workshop	17 th March,2022	<ul style="list-style-type: none"> -Empathy Map -Identification of Business Problems

			-Finding Solution to problems
7	NISM Certification	7 th -13 th March,2022	<ul style="list-style-type: none"> -Creating awareness of the personal finance framework. -Awareness of prerequisites for investing in securities markets -Understanding precautions and awareness building. -Capacity building for evaluation of investment opportunities in securities markets -Awareness of employment opportunities in financial service industries.
8	Student Investor Club	15 th April-2 nd July,2022	<ul style="list-style-type: none"> -Basics of Stock Market -Investment -Technical Analysis -Live trading -Simulation Challenge -Technical Analysis
9	Advanced Digital Marketing	14 th -16 th Dec,2020 28 th -29 th Jan,2022	<ul style="list-style-type: none"> -Search Engine Optimization -E-mail Marketing -Affiliate Marketing -Content Management -Google Analytics
10	Workshop on Strategic Management	16 th March,2019	<ul style="list-style-type: none"> -Strategic Management -Aligning Vision and Mission -Business Games
11	Workshop on Case Study Development	12 th April,2019	<ul style="list-style-type: none"> -Steps of Designing a Case - Preparation of Case Study -Preparation of Teaching Note - Case Examples from Harvard and Ivey
12	Excel for Managers	27 th Oct-2 nd Nov,2021	<ul style="list-style-type: none"> -Data Entry and Storage -Performing Calculations -Mail Merges

			<ul style="list-style-type: none"> -Referencing and Citation -Creating Excel Sheets -Developer Ribbon
13	Quantitative Ability, Verbal and General Ability (SMART Training)	<p>30th Sept- 7th October,2019</p> <p>5th -23rd October,2021</p>	<ul style="list-style-type: none"> -Verbal Ability -Quantitative Ability -General Ability
14	Personality Grooming Sessions	<p>2nd August,2019</p> <p>4th -6th October,2021</p>	<ul style="list-style-type: none"> -The Art of Introducing -Leadership Exercises -Student Profiling -Role Plays -New Age Careers
15	Personality Development Workshop	<p>15th -25th June,2021</p>	<ul style="list-style-type: none"> -Public Speaking -Time Management -Conflict Management -Anger Management -Appearing in Interviews -Stress Management -Effective Communication
16	Resume Building	<p>25th July,2020</p>	<ul style="list-style-type: none"> -Importance of Resume -Initial Screening Criteria -Building Resume on CV Owl
17	Competency Building Program	<p>30th March -6th April, 2020</p>	<ul style="list-style-type: none"> -Individual SWOT Analysis -Psychometric Analysis -Personality Test -Personal Interview
18	Entrepreneurial Simulation Workshop	<p>3rd August, 2019</p>	<ul style="list-style-type: none"> -Schemes available at JKEDI for Entrepreneurship -Simulation Games -Dummy Money Management -Optimal Utilization of Resources

19	Social Entrepreneurship	9 th March, 2019	-Social Entrepreneurship -Successful Startups in the Areas
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Table 4.7 List of Activities

4.2 Learning Processes (75)

4.2.1 Describe Processes followed to improve quality of teaching and learning (20) (40)

A. Adherence to Academic Calendar

The department follows the Academic Calendar formulated by the Planning and Academic Affairs Committee of the college. Academic Calendar is prepared well before commencement of the academic year and contains the following details:

- Date of commencement of classwork semester-wise
- Dates for conduct of sessional tests and final exams
- Dates for conducting lab practical tests, viva-voce for projects, internships etc.
- Dates for declaration of results
- Dates for major academic events and activities

Broadly the process followed to ensure the planning of teaching and learning based on academic calendar is listed below:

- The HOD drafts the timetable as an outcome of a consultative process within the department.
- Each faculty prepares course packs/handouts and lesson plans for their subject and uploads it on the Learning Management System.
- Orientation programmes are organised for the faculty members to align everyone with common objectives around curriculum delivery, new initiatives and evaluation and assessment.
- The Central IT team working in coordination with the central administration ensures correct student enrolment data is available in the ERP and LMS, timetable is uploaded, and the configuration is up to date.
- HoD conducts orientation and induction programs for students as they begin new semesters.

- HoD continue to monitor the daily classwork and ensure academic progress as per plans. Course coverage reports are submitted by faculty members monthly.
- HoD conducts regular meetings with the nominated class representatives to review academic progress and curriculum delivery.
- Controller of Examination (CoE) publishes examination schedule, including conduct of examinations, detailing of supervisory staff, evaluation time frame and result announcement date, follows up with the individual departments to have evaluation completed in prescribed time, ensures that all evaluation and assessment records are compiled, verified, and uploaded to the ERP. Results are then published as per the prescribed timeline.
- Dean Academic Affairs (DAA) ensures the adherence to the academic calendar through regular review meetings with faculty and students.
- IQAC initiates feedback collection from faculty and students to ensure compliance with laid down processes and procedures pertaining to academic progress and quality.
- The Director reviews the overall process and initiates specific interventions when required to ensure that the academic calendar is implemented effectively.

B. Use of Instructional Tools and Methods

Classroom Lectures: The main delivery method for the courses is the lecture method interspersed with engaging discussions, reflective questions and summarizing the key learnings. All lectures are planned by the faculty and lecture plans are prepared in advance.

ICT: The institution is a strong proponent of ICT whether it is using ICT to deliver digital content to students or providing exposure to students on the use of ICT in enhancing learning. An ICT policy has been formulated by the institution which mandates the use of the ICT by faculty during classroom teaching. Each student is brought under the ambit of the CAMU LMS application which gives them access to all course related information and material besides providing an opportunity to interact with the faculty beyond classroom and college hours. A dedicated LMS is also available for students to access course-related material at any time.

Massive Open Online Courses: The institution encourages and promotes the use of MooCs as part of classroom teaching. As a process, the departments identify the relevant courses aligned with their curriculum at the beginning of each semester and facilitate students to enroll for them.

These MooCs serve to address the gaps in the curriculum or equip students with advanced knowledge and skills to contribute more effectively at their prospective workplaces.

Assignments: Assignments are typically application-oriented and are aligned with the course outcomes for higher attainment of program outcomes and program specific outcomes.

Industry Experts/Adjunct Faculty: The department ensures that industry experts/adjunct faculty deliver at least 5-10 percent of the curriculum to students. Several value-added programs have been delivered entirely by adjunct faculty. While providing fresh and diverse perspectives to the students, the adjunct faculty model has proven successful within the department.

Novel Pedagogies: The department routinely experiments with teaching pedagogies such as case studies, flipped classroom and project-based learning besides group study, student seminars and special innovative projects, internships under guidance of top experts.

C. Methodology to support Advanced and Weak Learners

Advanced learners: The advanced learners are identified by the concerned faculty, based on their performance in internal assessment tests, class-room interaction, and semester-end examination. They are also identified based on their participation, involvement, and performance in the classroom/laboratory situations. The analytics software Performance Insight 360 (PI-360) automatically quantifies the performance of individual students, benchmarks the performance of these students against the peer group and provides a detailed dashboard for the students and faculty. The top students in academics, co-curricular and extra-curricular aspects are identified and ranked by the software. Gamification techniques are employed, and these top ranked students are awarded virtual badges. All students can view the “Student Leaderboards” to recognize their achievement.

Some specific strategies adopted to respond to the needs of these advanced learners are:

- Meeting in small groups with the Director under the “Tea with the Director” programme wherein these students are motivated to raise their performance and achievement levels further.
- Selected students are invited to become a part of the Centre for Research, Innovation and Entrepreneurship (CRIE) to undertake advanced projects and participate in competitive technical events at the university and national levels.

- Some students are placed under the guidance of the leadership team and provided financial support among others for projects, participation in external events etc
- Special events, webinars and remote interactions with experts are conducted for these students and they are sometimes also invited for advanced workshops, which are primarily meant for faculty.
- Mentoring is provided for total development of the students. Mentoring is provided by designated mentors using well-defined mentoring checklists and analytics data.
- There is a defined mechanism to conduct enrichment programs for instance value added courses, special projects, guidance and mentoring etc. are inter-weaved throughout the semester for students.
- A mini course for 6 to 8 weeks under the Enrichment program through IUCEE is planned for the students of MBA-3rd Semester. 10 students have been shortlisted for the course titled 'Leadership and Sustainability'.

D. Quality of Classroom Teaching (Observations in Class)

An induction cum orientation programme is conducted in the beginning of a new session for the fresh students in each department before the commencement of the teaching programme which helps in understanding the knowledge base and skills of the students.

Merit in the qualifying examination CAT/MAT and their marks at 10+2 and 10th level are good indicators to understand the level of the students and the strategy to be followed by the faculty to tackle the class. In addition, the performance of students in the first and second internal tests which are conducted during the second and third months of their joining the college also help in understanding the student's level of understanding of the subject. This data is used to conduct remedial classes for the weak students and for those who need additional input for specific subjects.

- 1x1 Faculty mentoring sessions are held once a month to help students devise a plan to overcome their weak areas.
- It is now planned to adopt a scientific testing process to assess the entry-level skills of the students. Towards this a tie-up with a suitable vendor offering testing and assessment services is being explored.

E. Student Feedback of Teaching – Learning Process and Action taken

The following special initiatives have been taken to improve the quality of teaching and learning:

- Faculty members have undergone training for the IUCEE (Indo-US Collaboration for Engineering Education) International Educator Certification Program to equip them with international best-practices and methodologies. The Advanced version of the training under IUCEE (Indo-US Collaboration for Engineering Education) commenced from July 2023. Four faculty members from the department have been nominated for the training titled IUCEE Fall 2023.
- A Technology-Enabled Learning (TEL) Policy has been formulated under partnership with the Commonwealth of Learning, Canada and faculty members trained to deliver online education and develop MooCs.
- A Center for Teaching-Learning under mentoring of Prof. Veena Kumar, University of Maryland, USA has been established to support faculty members and students in raising the quality of teaching and learning across the institution.
- A Learning Management System (LMS) has been implemented at the institution-level and provides students access to all the learning resources pertaining to their courses.
- Students have been given access to Coursera for Campus, Infosys Springboard and NASSCOM Future Skills Prime platforms for free access to world-class learning resources.
- Curated value-added courses and trainings/workshops are organized by the Training and Placement cell to enhance the skill levels of the students.
- Regular feedback is taken from the students to evaluate classroom teaching and learning effectiveness. IQAC has also introduced regular meetings of class representatives with the leadership team.
- Regular induction programs are organized for the new faculty and staff members who help in setting expectations and apprising them about institutional objectives, policies and support services.
- A two-week student orientation and induction program is organized at the time of admission to help students ease into the program and equip them with the necessary

information and tools to help them succeed and receive maximum value from their program of study.

- Students are required to attend the novel “I-Survive Adventure Bootcamp” for imparting life skills in an adventure camp setting at Patnitop, J&K.
- Online student attendance and internal assessment details are transparently shared with students through the ERP system. Students review and sign their answer scripts as well.
- Weekly HoD meetings are conducted for increased coordination among the leadership team for quick interventions and improving organizational response time to pressing academic issues. Agility and responsiveness are made a key enabling strategy for the institution.
- Google for Education adoption is an academic best-practice across the entire institution to enable seamless ICT usage among students and faculty members. Students have access to online storage through their official email IDs and can access online lecture recordings at a later stage. Access to Google classroom, GMeet, Google Docs and other google tools is enabled through institutional email.
- MooCs have been introduced in the curriculum to facilitate student’s access to world-class content.
- Each faculty member is responsible for mentoring 20 students leading to greater student engagement.
- The Alumni Mentorship Program has been introduced to increase the interaction between the existing students and alumni. Each alumnus mentors 2-3 students. Around 15 prominent alumni are currently mentoring 30 potential high-performing students. The first pilot program was initiated in 2015 and met with great success.
- The Academic Council has approved medals and cash prizes for the top students from each program to recognise outstanding academic achievements.
- Facebook workplace has been adopted to showcase faculty best-practices and course interventions across the institution.

F. Feedback

College takes periodic feedback from the students and teachers to ascertain the quality of teaching and learning. Besides this, formal and informal meetings of class representatives with the Director

and other senior faculty members are a great source of ascertaining quality of teaching. Various mechanisms for assessing the quality of Teaching-Learning are employed, such as:

- Regular classroom visits by experts and leadership teams
- Regular feedback from students using online platforms like PI360, Google Forms etc. Regular meetings with class representatives.
- Monthly faculty reports
- Academic review and audits.
- Evaluating Teaching Effectiveness program - evaluating and providing feedback to individual faculty members to improve teaching effectiveness.

The Quality Assurance Cell (QAC) analyses the feedback centrally and gives the consolidated report. The feedback is shared with the faculty members and key stakeholders including top management so that further improvements can be achieved in the defined outcomes. Finally, the results of internal sessional tests and results are great indicators of the teaching learning outcomes based on which corrective actions are initiated to further improve these processes.

4.2.2 Quality of continuous assessment and evaluation processes (40)

The institution has adopted the following continuous assessment and evaluation process:

- Assignments and Class Tests
 - The assignments and class tests are designed as per OBE evaluation methodology with each question mapped to a specific course outcome and Blooms level. This allows determination of target attainment levels at the level of each defined course outcome and the overall course. Subsequently program outcomes are computed using the collated course outcome values based on the defined mapping.
 - One assignment and one class test are conducted during a semester.
- Presentations/Group Discussions/Seminars
 - These are conducted as part of various courses to evaluate assimilation and articulation of concepts by the students.
- Internship

- The performance of the students in the internship is evaluated based on the well-defined rubrics. The students are reviewed on feedback by the employer, viva-voce, internship report and attendance during the internship.
- Lab Evaluation
 - The performance of the students in the laboratories is reviewed on a continuous basis and once at the end of the semester. The students are reviewed on assigned experiment execution, record writing and viva-voce questions as per pre-defined Rubrics. The Rubrics are prominently published in the Lab Record books which are given to the student for each laboratory.

The following surveys are being carried out as part of the Indirect Assessment tools for calculation of the attainment level of Program Outcomes:

- Program Exit Survey: The Program exit surveys are published and disseminated among the students of the graduating batches to gauge the student's understanding and perception towards the attainment of the program objectives/graduation attributes. The questionnaire for the surveys is designed on the Likert scale to get deeper insights and the inputs form a strong basis to improve the overall levels of student satisfaction and program delivery effectiveness.
- Alumni Surveys: The alumni surveys are designed to measure the perception of alumni on the attainment of POs and PSOs including the level of preparation and exposure imparted by the program.
- Employer Surveys: Employer feedback is sought annually to understand the curricular gaps and take their input for the overall improvement.

The feedback collection and analysis are completely automated by the Performance Insight 360 quality analytics framework which has been conceived and developed in-house at MIET.

4.2.3 Quality of student reports/dissertation (15) (20)

The 6-8 weeks summer internship projects are an integral part of the management curriculum and are considered as one of the major outcomes for any management program. The students are encouraged to undertake advanced projects, aim for producing research papers from their projects

or enter into project competitions etc. The department though has created a culture wherein students from younger semesters are exposed to project-based learning and are required to work on projects. The goal of an internship is to provide professional experience beyond the classroom walls. A comprehensive process put in place at department level to ensure the quality of the student projects is described below:

- **Guidelines for Projects**

- Students undertake the project based on their subject domain during internship and in consultation with designated industry mentor(s).
- Students undertake projects in an individual capacity to maximize learning.
- Students prepare their project files without any plagiarism.
- Students shall follow all the procedures, formats and instructions in their documentation works as per the guidelines by the institution.

- **Project Review Committee:** A Project Review Committee (PRC) is constituted by the Head of Department to identify, review, and evaluate student projects. The PRC is entrusted with the following roles and responsibilities. The project reviews are carried out monthly before the PRC to evaluate the progress made by the students on their respective projects. The committee evaluates the projects based on the following rubrics and suggests improvements to align projects to achieve set objectives. The following rubrics given below in Table 4.8 is used for evaluation of the projects:

	Parameters	Marks Allocated	High 9 – 15 Marks	Medium 5 – 8 Marks	Low 0 – 4 Marks
Project Report (50)	Content	15	Content is according to the specified format, references are appropriate	Content is according to the specified format, but not well prepared, references are not appropriate	Content not prepared according to the specified format, references are incorrect
	Data Analysis	15	Complete explanation of key concepts, strong description of technical requirements of the project	Insufficient description of technical requirements of the project	Inappropriate explanation of key concepts, poor description of technical requirements of the projects
		Marks Allocated	High 14-20 Marks	Medium 7-13 Marks	Low 0-6 Marks
	Findings	20	Illustrates complete	Insufficient	Inappropriate

			project findings in detail	illustration of findings	description of the findings
		Marks Allocated	High 18-25 Marks	Medium 9-17 Marks	Low 0-8 Marks
Viva (50)	Presentation	25	Results are presented in appropriated manner, project work is well summarized and concluded, future extension in the project	Result presented are satisfactory, project work summary and conclusion not very appropriate	Result are not presented properly, project work is not summarized and concluded, future scope in the project
	Viva	25	Answers effectively in a satisfied manner to queries by the examiner	Answers appropriately to the queries by the examiner	Not satisfactory answers to the queries by the examiner

Table 4.8: Rubric for Project Evaluation

- **Final Viva-Voce:** The projects are presented before the external evaluation committee.

The committee evaluates the projects as per the rubrics defined for the viva-voice.

List of some of the major companies in which students have done the summer internship during the last 3 years are listed below in the Table 4.9:

Year	Name of the Company	No. of Students
CAY (2022-23)	AGL- Sales & Marketing	1
	Axis Bank	3
	Bharti Airtel Ltd	3
	Bharti AXA Life Insurance Company Ltd.	2
	Bizemag Media	4
	College Dunia Web Pvt. Ltd	2
	EME TECHNOLOGIES	2
	Extramarks Education India Pvt.Limited	5
	Godrej and Boyce Mfg. Co. Ltd	2
	HDFC Bank	7
	International Model United Nations	1
	ITC LIMITED	2
	J&K Grameen Bank	1
	JAI Beverages Pvt. Ltd.	4
	Kandhari Beverages Private Limited	2
	LIC	1
	Picshort Private Limited	1
	Reliance Securities	5
	Rucha Engineers Pvt Ltd	1
Salesqueen Software Solutions	1	

	Share Khan	6
	South Asia FM Limited	2
	Support And Care Humanity Foundation	1
	Sutlej Textiles Industries Ltd.	1
	UFlex Ltd.	4
(2021-22)	JK Bank	12
	Pragmatic	6
	Coke Bottling	6
	Sarweshwar	4
	Sharekhan	5
	Future Retail	7
	Reliance Securities	5
(2020-2021)	HDFC	22
	Future Consumer Ltd.	5
	State Bank of India	1
	Airtel	3
	Jammu and Kashmir Bank	4
	Intern Kings	3
	Coca-Cola	2
	Zomato	2
	SBI Mutual Funds	2

Table 4.9 List of companies

CRITERIA 5	STUDENT QUALITY AND PERFORMANCE	100
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Item	CAY (2022-23)	CAY m1 (2021-22)	CAY m1 (2020-21)	CAY m2 (2019-20)	CAY m3 (2018-19)
Approved Intake	120	60	60	60	60
Number Students Admitted (N)	78	60	60	42	48

Table 5.1- Student Intake

*Minimum 2 years

Year of entry (batch)	Total No. of students admitted	Number of students who have completed	
		I Year	II Year
CAY (2022-23)	78	35	Academic Session is in progress
CAYm1 (2021-22)	60	47	50
CAYm2 (LYG) (2020-21)	60	59	54
CAYm3(LYGm1) (2019-20)	42	37	43
CAYm4(LYGm2) (2018-19)	48	45	41

Table 5.2 Success Rate

CAY=Current Academic Year

CAYm1: Current Academic Year minus 1

CAYm2: Current Academic Year minus 2 = Last Year Graduate (LYG)

CAYm3: Current Academic Year minus 3 = Last Year Graduate minus 1 (LYGm1)

CAYm4: Current Academic Year minus 4 = Last Year Graduate minus 2 (LYGm2)

5.1 Enrolment Ratio (Admissions) (20)

Enrolment Ratio = Number of students admitted /Sanctioned intake (for past three batches)

$$= ((78/120*100) + (60/60*100) + (60/60*100)) / 3$$

$$= \mathbf{88.3\%}$$

Enrolment Ratio= Number of students admitted/ Sanctioned intake in Table 5.1

Item (Students enrolled at the First Year Level on average basis during the last three years starting from current academic year)	Marks
>= 90% students enrolled	20
>= 80% students enrolled	16
>= 70% students enrolled	12
>= 60% students enrolled	8

Table 5.1 Enrolment Rat

5.2 Success Rate (Students clearing in minimum time) in Table 5.2

Item	Last Year of Graduate. LYG (Semester I and Semester II) (2022-2024)	Last Year of Graduate minus 1, LYGm1 (2021-2023)	Last Year of Graduate minus 2. LYGm2 (2020-2022)
Number of students admitted	78	60	60
Number of students who have graduated in minimum time	35	42	54
Success Index (SI)	0.4	0.7	0.9
Average SI	0.68		
Success Rate=10*Average SI	6.8		

Table 5.2 Success Rate

S.I. = Number of students completing program in minimum duration / Number of students admitted

Average SI = Mean of Success Index (SI) for past three batches

*Success rate = 10 * Average SI*

5.3. Final Year Academic Performance (Percentage marks scored) (10)

Academic Performance = Average API (Academic Performance Index)

*API = {(Mean of final year grade point average of all successful students on a 10-point scale) or (Mean of the percentage of -03-ks of all successful students in final year/10)} * (number of successful students/ number of students appeared in the examination)*

Academic Performance	CAYm1 (2021-2022)	CAYm2 (2020-2021)	CAYm3 (2019-2020)
Mean of CGPA or Mean Percentage of all successful students(X)	6.9	7.18	6.85
Total no. of successful students(Y)	54	43	41
Total No: of students appeared in the examination(Z)	58	43	44
API=X*(Y/Z)	6.42	7.18	6.38
Average API=(AP1+AP2+AP3)/3	6.66		

Table 5.3 Academic Performance

5.4. Placement, Higher Studies and Entrepreneurship (40)

5.4.1 Placement (30)

Item	CAYm1 (2021-22)	CAYm2 (2020-21)	CAYm3 (2019-20)
No. of students placed in companies or Government sector (x)	53	33	38
No. of students pursuing Ph.D./ Higher Studies (y)	0	0	0

No. of students turned entrepreneur (In the areas related to management discipline) (z)	0	0	0
$x + y + (1.2*z) = 124$	53	33	38
Placement Index: $x+ y+ (1.2*z) /N$	P1 = 0.88	P2 = 0.55	P3 = 0.90
Average Placement = $(P1+ P2+ P3)/3$	0.78		
Assessment Points = $30 \times$ average placement	23.38		

Table 5.4.1 Placement, Higher Studies and Entrepreneurship

5.4.2 Quality of Placement (10)

Item	CAY m1	CAYm2	CAYm3
	Management Stream(M1)	Management Stream(M2)	Management Stream(M3)
No. of Students Placed	53	33	38
Median Salary of Placement	3.4	3.4	3.15
Highest Salary	6.63	10	10

Table 5.4.2 Quality of placement

5.4a. Provide the placement data in the below mentioned format with the name of the program and the assessment year:

Placement Data (MBA Batch 2020-22)

S.No.	Name of Student Placed	Roll Number	Name of the Employer	Appointment Letter Reference Number and Date
1	Ms. Sakshi Koul	2020C1R001	ICICI BANK	No.1384228320 Date: 3/24/2022
2	Miss Gurpreet Kour	2020C1R006	IDFC First Bank Ltd	No.197890 Date:3/24/2022
3	Ms. Simranjeet Kour	2020C1R007	IDFC First Bank Ltd	No.197888 Date:3/24/2022
4	Mr. Aman Bawa	2020C1R008	ICICI Prudential Life Insurance	1/10/2022
5	Ms. Roopali Verma	2020C1R009	ICICI BANK	No.1384225905 Date:5/12/2022
6	Mr. Anmol Gupta	2020C1R010	JUST DIAL LIMITED	2/2/2022
7	Mr. Mayank Sharma	2020C1R011	ICICI Prudential Life Insurance	2/10/2022
8	Ms. Manvi Gupta	2020C1R012	ICICI Prudential Life Insurance	2/10/2022
9	Mr. Zaid Zakir	2020C1R015	ICICI BANK	No.1384169641 Date:5/16/2022

10	Ms. Zaheen Wani	2020C1R016	ICICI BANK	No.1384220364 Date:5/24/2022
11	Ms. Taniya Mahajan	2020C1R017	JUST DIAL LIMITED	2/2/2022
12	Mr. Roopam Sharma	2020C1R018	ICICI BANK	No.1384195280 Date:5/11/2022
13	Mr. Muzamil Goni	2020C1R019	ICICI Prudential Life Insurance	2/10/2022
14	Mr. Rashiv Gujral	2020C1R020	Indigo Paints	2/8/2022
15	Mr. Taranpreet Singh	2020C1R021	ICICI BANK	No.1384229975 Date:5/11/2022
16	Ms. Aarya Bargoitra	2020C1R022	Extramarks Pvt. Ltd.	5/20/2022
17	Mr. Ashok Gupta	2020C1R023	ICICI BANK	No.1384229976 Date:5/10/2022
18	Mr. Aatish Gupta	2020C1R024	ICICI BANK	No.1384213001 Date:5/20/2022
19	Ms. Harshita Grover	2020C1M026	IDFC First Bank Ltd	3/21/2022
20	Ms. Shriya Raina	2020C1M029	ICICI BANK	No.1384225899 Date:5/12/2022
21	Ms. Ritika Sharma	2020C1M030	JUST DIAL LIMITED	2/2/2022
22	Mr. Himanshu Arora	2020C1M031	ICICI BANK	No.1384178772 Date:5/18/2022
23	Mr. Tanmay Sharma	2020C1M032	ICICI BANK	No.1384229950 Date:5/24/2022
24	Mr. Karan Sharma	2020C1M033	ICICI BANK	No.1384223163 Date:3/24/2022
25	Mr. Shilin Rai	2020C1R035	Extramarks Pvt. Ltd.	5/16/2022
26	Ms. Prejwal Ruggu	2020C1R036	IDFC First Bank Ltd	2/21/2022
27	Ms. Ramandeep Kaur	2020C1R037	JUST DIAL LIMITED	2/2/2022
28	Ms. Nikita Gandotra	2020C1R038	ICICI Prudential Life Insurance	2/10/2022
29	Ms. Shruti Chargoitra	2020C1R039	ICICI BANK	No.1384216695 Date:5/12/2022
30	Mr. Sanyam Gupta	2020C1R041	ICICI Prudential Life Insurance	2/10/2022
31	Mr. Sagar Baigra	2020C1R043	JUST DIAL LIMITED	2/2/2022
32	Mr. Vikas Mehta	2020C1R044	ICICI BANK	No.1384225900 Date:5/21/2022
33	Mr. Aryan Dhiman	2020C1R045	ICICI BANK	No.1384229971 Date:5/11/2022
34	Ms. Kajal Sharma	2020C1R046	ICICI Prudential Life Insurance	2/10/2022
35	Mr. Pranav Sharma	2020C1R047	PlanetSpark	No.PS08447 Date:3/3/2022
36	Mr. Rahul Sharma	2020C1R049	IDFC First Bank Ltd	3/22/2022

37	Mr. Amit Singh	2020C1R051	IDFC First Bank Ltd	3/22/2022
38	Ms. Rashika Wali	2020C1R052	ICICI BANK	No.1384225904 Date:5/11/2022
39	Ms. Pooja Sharma	2020C1R053	ICICI BANK	No.1384212904 Date:5/12/2022
40	Ms. Shivali Thakarwal	2020C1R054	ICICI BANK	No.1384212923 Date:5/16/2022
41	Ms. Vanshika Sharma	2020C1R055	ICICI Prudential Life Insurance	2/10/2022
42	Ms. Ravneet Kour	2020C1R056	ICICI BANK	No.1384212942 Date:5/23/2022
43	Ms. Perna Bhat	2020C1R057	ICICI Prudential Life Insurance	1/13/2022
44	Mr. Ayush Bhat	2020C1R059	ICICI BANK	No.1384176219 Date:5/19/2022
45	Ms. Kanika Gupta	2020C1R060	ExtraNarks Pvt. ltd.	5/23/2022
46	Ms. Manvi Sharma	2020C1R061	ICICI BANK	No.1384212907 Date:5/10/2022
47	Mr. Saajan Chopra	2020C1R062	JUST DIAL LIMITED	2/2/2022
48	Ms. Priyanka Sharma	2020C1R025	IDFC First Bank Ltd	3/23/2022
49	Mr. Pulkit Mahajan	2020C1R058	Planet Spark	No.PS08213 Dated:2/23/2022
50	Ms. Varsha Chowdhary	2020C1R004	MWIDM INC	8/16/2022
51	Urvi Gandotra	2020C1R040	ICICI Bank	Reference No. - 1384216693 Date 16/05/22
52	Muzamil Ali Goni	2020C1R019	Extramarks Education Pvt.Ltd.	23/05/2022
53	Shashank Khajuria	2020C1R063	ICICI Bank	16/05/2022

**Placement Data
(MBA Batch 2019-21)**

S. No.	Name of the Student Placed	Enrollment No.	Name of the Employer	Appointment Letter Reference No. and Date
1.	Aayushi Mahajan	1200-MBA-19	Planet Spark	27-09-2021
2.	Aneesh Gupta	1201-MBA-19	Byjus	27-07-2021
3.	Aniket Gupta	1202-MBA-19	HDFC Bank	No.53382 Date-12-10-2021
4.	Komal Sumbria	1204-MBA-19	Kotak Mahindra Bank	No.125562

				Date-8 -03-2022
5.	Manik Manocha	1205-MBA-19	ICICI Bank	No.1384118648 Date-18 -09-2021
6.	Sumit Choudhary	1207-MBA-19	Planet Spark	06-07-2021
7.	Bawna Bhat	1209-MBA-19	ICICI Bank	1384117568 18-09-2021
8.	Aniket Sharma	1210-MBA-19	Planet Spark	06-07-2021
9.	Rahul Sharma	1213-MBA-19	HDFC Bank	56372 06-10-2021
10.	Shreya Dogra	1215-MBA-19	HDFC Bank	47268 30 -10- 2021
11.	Sourav Mahajan	1216-MBA-19	ICICI Bank	1384146329 10-10- 2021
12.	Riya Arora	1219-MBA-19	ICICI Prudential Life Insurance	10-10- 2021
13.	Rushal Manhas	1221-MBA-19	ICICI Prudential Life Insurance	10-10- 2021
14.	Sachin Gupta	1222-MBA-19	ICICI Bank	1384107303 18-09- 2021
15.	Pranv Jain	1223-MBA-19	ICICI Bank	1384107304 18 -10-2021
16.	Kanhaiya Gupta	1228-MBA-19	ICICI Prudential Life Insurance	10-10-2021
17.	Kanika Gupta	1228-MBA-19	ICICI Prudential	18-10-2020
18.	Kunal Gupta	1229-MBA-19	ICICI Bank	1484125138 18-10-2020
19.	Sheenam Mahajan	1230-MBA-19	HDFC Bank	42050 09-10-2021
20.	Muskan Gupta	1232-MBA-19	HDFC Bank	42054 06-10-2021

21.	Vishali Vashnavi	1231-MBA-19	ZYOIN	13-10- 2021
22.	Rohini Raina	1233-MBA-19	ICICI Bank	No.1384066058 Date-26-09-2021
23.	Harsimran Kour Reen	1234-MBA-19	Byjus	28-06-2021
24.	Anshika Sudan	1235-MBA-19	ICICI Bank	No.1384126602 Date-20-09- 2021
25.	Shubam Gupta	1236-MBA-19	ICICI Prudential Life Insurance	10-10-2021
26.	Ayushi Arora	1236-MBA-19	ICICI Bank	No.1384101704 Date-26-09-2021
27.	Manav Gupta	1238-MBA-19	ICICI Prudential Life Insurance	31-08-2021
28.	Udit Gupta	1240-MBA-19	ICICI Prudential Life Insurance	31-08-2021
29.	Shweta Sharma	1240-MBA-19	ICICI Prudential Life Insurance	31-08-2021
30.	Tanya Langeh	143-MBA-18	Planet Spark	06-07-2021
31.	Vivek Singh Randhawa	1248-MBA-18	HDFC Bank	06-10-2021
32.	Mukul Gupta	1220-MBA-19	Byjus	11-07-2021
33.	Akanksha Bhasin	1232-MBA-19	ICICI Bank	18-09-2021

**Placement Data
(MBA Batch 2018-20)**

S. No.	Name of the Student Placed	Enrollment No.	Name of the Employer	Appointment Letter Reference No. and Date
1	Akanksha Kapoor	1200-MBA-18	Hanu Software	16 -08-2020
2	Akshit Gupta	1201-MBA-18	HDFC Bank	No.2594 Date-01 -12-2020
3	Amardeep Singh	1202-MBA-18	BYJU's	16 -11-2020
4	Anandita Sharma	1203-MBA-18	Netcore Solution Pvt.Ltd.	11-03-2020
5	Ankit Sehgal	1204-MBA-18	ICICI Prudential Life Insurance	18 -03- 2021

6	Anubhav Jain	1205-MBA-18	HDFC Life	09-04-2020
7	Bhrighu Gupta	1208-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
8	Chandni Sharma	1209-MBA-18	HDFC Bank	01 -12- 2020
9	Chetan Sharma	1210-MBA-18	BYJU's	16 -07- 2020
10	Deepika Najawan	1211-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
11	Etti Manhotra	1212-MBA-18	HDFC Bank	29 -06- 2021
12	Kanav Gupta	1213-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
13	Karan Gupta	1214-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
14	Kavleen Kour	1215-MBA-18	IDFC First Bank	No.20000SD Date-23 -06-2020
15	Kush Jandiyal	1216-MBA-18	HDFC Bank	No.2572 Date-01 -12- 2020
16	Manpreet Kour	1217-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
17	Palak Mahajan	1218-MBA-18	BYJU's	16 -07 2020
18	Parisha Mahajan	1219-MBA-18	InternKings	02 -03- 2020
19	Prateek Khajuria	1220-MBA-18	HDFC Bank	No.2586 Date-1 -12- 2020
20	Rajat Mahajan	1222-MBA-18	ICICI Prudential Asset Management	18 01-2021
21	Rajesh Sharma	1223-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
22	Ridham Mahajan	1224-MBA-18	ICICI Bank	No.1384005173 Date-09-10-2020
23	Rishibha Gupta	1225-MBA-18	HDFC Bank	No.2590 Date-9 -04-2021
24	Rishav Dafara	1226-MBA-18	BYJU's	16 -07- 2020
25	Ritesh Langer	1227-MBA-18	BYJU's	15 -07- 2020
26	Rupali Puri	1229-MBA-18	HDFC Bank	No. 53436427 Date-12 -06- 2021
27	Sahil Gupta	1230-MBA-18	Max Health Insurance	19 -08- 2020
28	Sanjana Puri	1231-MBA-18	HDFC Bank	No.52878230 Date-15 -06-2021
29	Shipra Koul	1234-MBA-18	ICICI Bank	No.1384004233 Date-09-10- 2020
30	Siddhant Malhotra	1237-MBA-18	ICICI Bank	No.1384004239 Date-9-10- 2020
31	Simranjeet Kour	1238-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
32	Sumit Choudhary	1239-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
33	Supriya Sharma	1240-MBA-18	Max Life Insurance	22-02-2022

34	Suruchi Gupta	1241-MBA-18	Kotak Mahindra Bank	27 -04- 2021
35	Tania Mahajan	1242-MBA-18	Intern Kings	2 -03- 2020
36	Urvashi Koul	1244-MBA-18	ICICI Prudential Life Insurance	18 -03- 2020
37	Youvika Sharma	1249-MBA-18	Intern Kings	2 -03- 2020
38	Vanshika Sharma	1245-MBA-18	Financial Mart	22-02-2022

5.5 Student Diversity (5)

Year	Sanctioned Intake		No. of Students Admitted						Total	
			Within State	Outside State	Other Country	Management Stream	Other Stream	Fresher		Experienced
CAY (2022-23)	120	M	40	0	0	26	52	40	0	40
		F	38	0	0			38	0	38
CAYm1 (2021-22)	60	M	35	0	0	26	9	35	0	35
		F	25	0	0	15	10	25	0	25
CAYm2 (2020-21)	60	M	31	0	0	23	8	31	0	31
		F	29	0	0	21	8	29	0	29
Total no. of Students Admitted									198	

*minimum two years

Table 5.5 Student Diversity

5.6. Professional Activities (15)

5.6.1. Students' participation in Professional societies/chapters and organizing management events (10)

The details of various management events and activities carried under by the students are outlined below in Table 5.6.1:

S.No.	Date	Event Type	Speaker/Guests
Organization of Management Events			
1	17-03-2023	Start-up Event for Entrepreneurship Development	<ul style="list-style-type: none"> ● Mr. Ajaz Ahmad Bhat, Director, JKEDI ● Kunwrani Ritu Singh, Chairperson FICCI FLO JK&L Chapter ● Mr. Rakesh Singhai, IIT Jammu ● Mr. Vivek Sharma, CIO, IIM Jammu ● Dr. Jyoti Kachroo, Director, Planning and Monitoring, SKUAST Jammu ● Dr. Supran Sharma, Incubation Incharge, SMVDU ● Dr Saurabh Saran, Principal Scientist & Principal Investigator of TBI, CSIR-IIIM

2	16-11-2022	TEDx MIET Jammu 3rd Edition	<ul style="list-style-type: none"> ● Ms. Riddhima Arora, Founder Namhya Foods ● Ms. Prachi Tehlan, Actress, Sportsperson ● Ms. Sangeeta Sindhi Bahl ● Mr. Sandeep Choudhary, IPS Officer ● Mr. Vickrant Mahajan, Founder Superpositivity
3	05-05-2022 to 06-05-2022	Management Fest-Sammilan 2022	<ul style="list-style-type: none"> ● NA
4	15-01-2022	Pitching Event Competition	<ul style="list-style-type: none"> ● Dr. Ankita Nanda, HOD MIET School of Management (Speaker) ● Dr. Anand Kumar Gupta, HOD-CSE, MIET ● Dr. Arvind Dewangan HOD- CE, MIET
5	29-05-2021	TEDx MIET Jammu 2021	<ul style="list-style-type: none"> ● Captain Zoya, Air India ● Mr. Kapil Arora, Iron Man Author, Fit India Ambassador ● Mr. P. Veeraswamy, Seasoned Product & Tech. Leader, Traveler ● Mr. Vishal Bindra, Founder & CEO ACPL Systems ● Ms. Vanika Choudhary, Founder Sequel
6	16-11-2019	TEDx MIET Jammu 2019	<ul style="list-style-type: none"> ● Mr. Vikas Shah, COO Water Health International ● Mr. Ajay Chaturvedi, Author-Entrepreneur ● Ms. Krupali Patel, Arjuna Awardee & Ace Gymnast Coach ● Ms. Sana Dua, Femina Miss India 2017 ● Ms. Nidhi Yadav, Founder AKS ● Mr. Karan Mahajan, Founder Durga Seeds
7	03-08-2019	Entrepreneurial Simulation Workshop	<ul style="list-style-type: none"> ● Dr. Vinod Sharma ● Mr. Aga Syed Wahid (JKEDI)
8	03-05-2019	Leadership Forum: Leadership for Industry 4.0, Education 4.0 and India 4.0	<ul style="list-style-type: none"> ● Prof. Ashok Aima, VC, Central University Jammu ● Mr. Vikrant Kuthiala, MD, Jodhamal Industries Ltd ● Mr. Amit Sharma, Special Secretary to Govt Transport Department.
9	01-05-2019	Distinguished guest Lecture	Mr. Babar Afzal, Chairman Pashmina Goat Ltd

10	29-03-2019 to 30-03-2019	Management Fest-2019	<ul style="list-style-type: none"> ● Ritesh Langer ● Ridham Mahajan ● Rishabha ● Palak Mahajan ● Sneha Pandita ● Shivam Mahajan ● Tanvi Gupta ● Niharika ● Supriya ● Parteek Gupta ● Sanjana Gupta
11	04-02-2019 to 08-02-2019	Micro Entrepreneurship Programme	<ul style="list-style-type: none"> ● NA
Participation			
1	17/03/2023	Start-up Event for Entrepreneurship Development	<ul style="list-style-type: none"> ● Ms. Janvi Gupta ● Mr. Lakshay Sharma
2	17/03/2023	SMVDU Business Plan Competition	<ul style="list-style-type: none"> ● Ms. Janvi Gupta ● Ms. Muskan Pandoh
3	14/12/2023	Anubhuti Fest by Central University of Jammu	<ul style="list-style-type: none"> ● Ms. Muskan Pandoh ● Mr. Jatin Sharma ● Mr. Ajay Sharma ● Ms. Janvi Gupta ● Mr. Rohit Sharma ● Mr. Akhil Sharma ● Ms. Janvi Gupta ● Mr. Lakshay Sharma
4	December 2021	International Open Case Study Competition organized by Cap Source	<ul style="list-style-type: none"> ● Pulkit Mahajan ● Sakshi Koul ● Purna Bhat ● Ravneet Kour
5	24-08-2019	Consultancy Project: Socio-economic Impact of Shri Mata Vaishno Devi Narayana Superspeciality Hospital on the Region	<ul style="list-style-type: none"> ● Rajat ● Kavleen ● Ritesh ● Shivam ● Sanjana
6	02-02-2019 to 09-02-2019	Technology based Entrepreneurship. Programme (TEDP)	<ul style="list-style-type: none"> ● All students.

7	25-01-2019 to 27-01-2019	On the Job Retail Training at Big Bazaar Jammu	<ul style="list-style-type: none"> ● Meenakshi ● Garvit ● Bazila ● Faizan ● Manvi ● Sneha ● Shikha ● Tanvi
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Table: 5.6.1 Students' participation in Professional societies/chapters and organizing management events

5.6.2. Student's publications (5)

The list of student publications and patents during last three academic years is given below in Table 5.6.2:

S.No.	Name of the Student	Title	Conference	Year
1	Bhawna Bhat	The Role of VRIO Analysis in the Sustainability of Competitive Advantage	NAAC Sponsored National Seminar on Strategic Management & Bench -03-king for Quality Sustenance in Higher Education Institutions in India	April, 2021
2	Anshika Sudan	Impact of Shut Down of Internet in J&K in Lockdown Period on Education Sector	NAAC Sponsored National Seminar on Strategic Management & Bench -03-king for Quality Sustenance in Higher Education Institutions in India	April, 2021
3	Akanksha Bhasin Manav Gupta Sheenam Mahajan	Quality Bench-03-king In Higher Education Systems	NAAC Sponsored National Seminar on Strategic Management & Bench -03-king for Quality Sustenance in Higher Education Institutions in India	April, 2021
4	Ayushi Arora	Strategic Management Theory	NAAC Sponsored National Seminar on Strategic Management & Bench -03-king for Quality Sustenance in Higher Education Institutions in India	April, 2021
5	Harsimran Kour Reen Aniket Sharma Muskan Gupta	Covid-19 Impact on Strategic Management in Higher Education	NAAC Sponsored National Seminar on Strategic Management & Bench -03-king for Quality Sustenance in Higher Education Institutions in India	April, 2021

6	Vishali Vaishnavi Reetika Koul	Quality Assurance in Higher Education Institutions Using Strategic Information Systems	NAAC Sponsored National Seminar on Strategic Management & Bench -03-king for Quality Sustenance in Higher Education Institutions in India	April, 2021
7	Ayushi Mahajan Aneesh Gupta Aniket Gupta	Impact of National education policy 2020 among the stakeholders	NAAC Sponsored National Seminar on Strategic Management & Bench -03-king for Quality Sustenance in Higher Education Institutions in India	April, 2021
8	Manav Gupta	Impact of Coronavirus on the Education Sector in India	Proceedings of World after Covid-19 Social Economic and Financial Transformations	May, 2020

Table: 5.6.2 Student publications and patents during last three academic years

CRITERIA - 6	FACULTY ATTRIBUTES AND CONTRIBUTION	250
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6.1. Student-Faculty Ratio (SFR) (10)

No. of PG Programs in the Management Department/ Stand-alone Management institutes (m): **1**

No. of Students in PG 1st Year= **120**

No. of Students in PG 2nd Year= **60**

No. of Students = Sanctioned Intake

S=Number of Students in the Department = 180 (CAY)

F = Total Number of Regular Faculty Members in the Department = 11 (CAY)

Student-Faculty Ratio (SFR) = S/F

Table 6.1

Year	CAY (2022-23)	CAYm1 (2021-22)	CAYm2 (2020-21)
p1.1	120	60	60
p1.2	60	60	60
PG Total No. of Students in the Department (S)	180	120	120
No. of Faculty in the Department (F)	11	10	8
Student Faculty Ratio (SFR)	SFR1=S1/F1 180/11= 16.4	SFR2=S2/F2 120/10= 12	SFR3=S3/F3 120/8= 15
Average SFR	SFR=(SFR1+SFR2+SFR3) /3 = (16.4+12+15)/3 = 43.4 / 3 = 14.67		

Table: 6.1 Student-Faculty Ratio (SFR)

Table 6.1.1 Provide the information about the regular and contractual faculty as per the format mentioned Table 6.1.1

Academic Year	Total number of regular faculty in the department	Total number of contractual faculty in the department
CAY (2022-23)	11	0

CAY m1(2021-22)	10	0
CAYm2 (2020-21)	8	0

Table: 6.1.1 Faculty Details (Regular/Contractual)

6.2. Faculty Cadre (20)

The reference Faculty cadre proportion is 1(F1):2(F2):6(F3)

F1: Number of Professors required = $1/9 \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1

F2: Number of Associate Professors required = $2/9 \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1

F3: Number of Assistant Professors required = $6/9 \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1

6.2.1: Faculty Cadre in Table 6.2.1

Year	Professors		Associate Professor		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY (2022-23)	1	2	2	2	6	7
CAYm1 (2021-22)	1	1	1	3	4	6
CAYm2 (2020-21)	1	1	1	2	4	5
Average number	RF1= 1	AFI= 1.3	RF2= 1.3	AF2= 2.3	RF3= 4.6	AF3= 6

Table: 6.2.1 Faculty Cadre

$$\begin{aligned}
 \text{Cadre Ratio Marks} &= \left[\left[\frac{AF1}{RF1} \right] + \left[\frac{AF2 \times 0.6}{RF2} \right] + \left[\frac{AF3 \times 0.4}{RF3} \right] \right] \times 10 \\
 &= [(1.3/1) + (2.3/1.3 * 0.6) + (6/4.6* 0.4)] *10 = \mathbf{28.8}
 \end{aligned}$$

6.3. Faculty Qualification (20) in Table 6.3

Years	X	Y	F	$FQ = 2.0 \times [(10X + 4Y)/F]$
CAY	8	3	8	23.0
CAYm1	8	2	6	29.3
CAYm2	7	1	6	24.7
Average Assessment				25.67

Table: 6.3 Faculty Qualification

X- No. of Regular Faculty with Ph.D.

Y- No. of Regular Faculty with MBA

F- No. of Required Regular Faculty

6.4 Faculty Retention (20) in Table 6.4

No. of regular faculty members in

CAYm1= 10

CAY= 11

Item	CAY	CAYm1
No. of Faculty Retained	7	7
Total Number of Required Faculty in CAY m2	8	
%age of Faculty Retained	87.5%	87.5%
Faculty Retained	87.5%	

Table: 6.4 Faculty Retention

6.5. Faculty Initiatives on Teaching and Learning (15)

The following faculty initiatives on Teaching and Learning have been implemented in the Department of Management Studies:

A. Experiential Learning:

- Self-Assessment- The students are given a short quiz at the end of the lecture to determine their understanding of a specific concept. Software like Nearpod and Mentimeter are used to create online polls, surveys, and quizzes to assess the knowledge of the learner.

- Brainstorming- The students are encouraged to share their views on the questions to the broader class through online tools like Nearpod which will then reflect/collate their ideas as word clouds.
- Seminars- Students are required to carry out research on a specific topic related to their domain and then present it before their class for their reviews and feedback.
- Community projects – are a great way for students to participate in group learning and assimilation in real-world environments.
- Flipped classrooms are being used by the faculty members to acclimatize the students with group problem solving. Reading material is shared beforehand with the students and problems are introduced in the class with the faculty acting as a facilitator leading to convergence to a viable solution.

B. Case Study Method:

- The Case Study method is being practiced by the management faculty to help students develop analytical skills for solving a business problem.
- In addition to this several other problem-solving techniques like The Focus Model, Action Learning sets etc. are being practiced by the faculty members.

C. Massive Open Online Courses (MooCs):

- The department lays strong emphasis on learning beyond curriculum and hence has adopted the practice of exposing students to MooCs from world-renowned universities. The students are encouraged to complete the courses with valid certifications and are supported throughout the duration of courses by faculty members. The MooC platforms include Coursera, edeX and Udemy.
- Coursera Learning Paths: Each Faculty has a well-defined learning path to master in-demand leadership and management skills to thrive in today's business environment. Coursera has a massive course Library towards desired learning goal - courses in Business, Technology, Data Science. Completely Online Courses from Top Institutions – to Gain New Skills & Earn Certificate upon Completion.

6.6. Management Development Program (05)

The details of the management development program attended by the faculty members during the last three academic years are given below in the Table 6.6:

S. No.	Name of the Faculty	Title	Duration	Date
1	Dr. Sahil Sawhney	AICTE-UKIERI Technical Leadership Development Program	9 Months	Oct 2020- July 2021

Table: 6.6 Management Development Programme Attended by the Faculty Member

6.7. Faculty Performance, Appraisal and Development System (15)

Faculty Performance Appraisal

The performance appraisal of the faculty is a continuous process and is done regularly. The elements of the appraisal process are:

- The appraisal process is automated to a large extent, wherein faculty performance is captured on a multitude of parameters, analyzed, and benchmarked against peer performance. The faculty performance index is computed, and year-over-year performance is automatically analyzed.
- 360⁰ Appraisal Technique is used for evaluating the performance of faculty members.
- To assess the teaching effectiveness and evaluate the teaching abilities of faculty, regular classroom visits are being used by the management.
- The Annual Performance Appraisal Report for each faculty is submitted by the concerned Head of the Department, which includes a self-appraisal section by the faculty.
- The appraisal report is finally assessed by the Director and the feedback provided by the Director is discussed with the concerned faculty who sign their appraisal.

The management pursue the Performance Appraisal Report for:

- Giving yearly increments to the faculty and additional incentives to those who perform exceptionally well.
- Recognizing and Rewarding Faculty who publish/ present research papers.
- Providing constructive feedback to the faculty about the shortcomings in their performance and providing input to improve their performance.

Faculty Development System

The institution encourages the faculty to enhance and build new age skills as per the industry requirement to deliver value and remain relevant in this competitive world. The institution provides financial support of Rs 10,000 per year for attending FDPs and Conferences. The details of the FDPs, MDPs, Conferences and Seminars attended by the faculty during the last three years are listed below:

- **Faculty Development Programs**

The details of the faculty development programs attended by the faculty members during the last three academic years are given below in the Table 6.7.1:

S.No	Name of the Faculty	Title	Duration	Date
1	Dr. Ankita Nanda	Faculty Development Programme on "Leadership and Team Effectiveness"	92 Days	27 th Jan - 28 th April 2023
2	Dr. Parul Sharma	Organizational Design Change and Transformation	82 Days	23 rd Jan - 14 th April 2023
	Dr. Deeksha Singh			
	Dr. Navjeet Kaur			
3	Dr. Ankita Nanda	Advanced Research Methodology: Tools and Techniques	2 Days	16 th -17 th Feb 2023
	Dr. Parul Sharma			
	Dr. Ranju Katoch			
	Dr. Navjeet Kaur			
4	Dr. Ankita Nanda	Strategic Sales Management	60 days	25 th Aug - 25 th oct 2022
5	Dr. Ankita Nanda	Meta Marketing Science Certification	70 days	10 th Oct – 19 Dec 2022
	Dr. Ranju Katoch			
	Dr. Navjeet Kaur			
6	Dr. Parul Sharma	Innovation, Business Models and Entrepreneurship	30 days	22 nd Aug- 21 st Oct, 2022
	Dr. Navjeet Kaur			
	Dr. Deeksha Singh			
	Dr. Ranju Katoch			
7	Dr. Ankita Nanda	Innovation Ambassador Training (Advanced Level)	3 days	17 th Aug - 20 th Aug 2022
8	Dr. Parul Sharma	Leadership for India Inc: Practical Concepts and Constructs	215 days	24 th Nov - 23 rd April 2022
	Dr. Deeksha Singh			
	Dr. Ranju Katoch			
9	Dr. Parul Sharma	Leadership For Indian Inc: Practical Concepts and Constructs	12 Weeks	Jan-April 2022
10	Dr. Ankita Nanda	Be Future Ready with Business Analytics	5 days	05 th July – 09 th July 2021
11	Dr. Deeksha Singh	Design Thinking	5 Days	18 th -22 nd Jan 2021
12	Dr. Deeksha Singh	Refresher Course in Management	18 Weeks	1 st -16 th Jan 2020
13	Dr. Ankita Nanda		6 Days	8 th -13 th Feb 2021

	Dr. Parul Sharma	Short Term Training Program on strategic planning in higher education institutions		
14	Dr. Deeksha Singh	Short Term Training Program on strategic planning in higher education institutions	6 Days	8 th -7 th Feb 2021
	Dr. Ranju Katoch			
15	Dr. Ranju Katoch	Online Refresher Course in Management	18 Weeks	Sep-Jan 2020
16	Dr. Deeksha Singh	Emerging Tools and Trends in Contemporary Research	1 Week	17 th - 23 rd July 2020
	Dr. Ranju Katoch			
17	Dr. Ankita Nanda	New Paradigms in e-learning Tools and Techniques for Teaching Learning	3 Days	17 th - 19 th July 2020
18	Dr. Parul Sharma	Design Thinking	3 Days	9 th -11 th Sep 2020
	Dr. Parul Mahajan			
19	Dr. Ranju Katoch	Training for Trainers	8 Weeks	14 th -20 th Dec 2020
	Dr. Deeksha Singh			
20	Dr. Ranju Katoch	Design Thinking: A primer	4 Weeks	14 th -09 th Oct 2020
	Dr. Deeksha Singh			

Table: 6.7.1 Faculty Development Programs Attended by the Faculty Members

● **Conferences**

The details of the conferences attended by the faculty members during the last three academic years are given below in the Table 6.7.2:

S.No.	Name of Faculty	Title of the Conference	Duration	Dates
1	Dr. Mohmad Mushtaq Khan	● 3rd International Conference on Science, Engineering and Management (ICASEM-2022)	2 Days	18 th -19 th November,2022
2	Dr. Navjeet Kaur	● 4 th International Conference Operations Management	2 Days	13 th -14 th May,2022
3	Dr. Mansi Gupta	● Mini Symposium on Effective Practices in Teaching-Learning	2 Days	23 rd -24 th April, 2022
4	Prof. Sahil Sawhney	2nd International Case Conference	1 Day	26 th March, 2022
5	Prof. B.C. Sharma	● International Business Conference (IBC) on "Emerging Issues on Management and Transformation (IIBC-2019)	2 Days	14 th -15 th July, 2019

6	Dr. Ankita Nanda	<ul style="list-style-type: none"> International conference on Strategic Marketing Initiatives in Emerging Markets 	2 Days	15 th -16 th March,2019
		<ul style="list-style-type: none"> Impact of coronavirus on the education sector in India 	1 Day	May,2020
		<ul style="list-style-type: none"> 2nd International Case Conference 	1 Day	26 th March,2022
7	Dr. Parul Sharma	<ul style="list-style-type: none"> International conference on “Strategic Marketing Initiatives in Emerging Markets” 	2 Days	15 th -16 th March,2019
8	Dr. Parul Mahajan	<ul style="list-style-type: none"> International conference on “Strategic Marketing Initiatives in Emerging Markets” 	2 Days	15 th -16 th March,2019
9	Dr. Deeksha Singh	<ul style="list-style-type: none"> International conference on “Strategic Marketing Initiatives in Emerging Markets” 	2 Days	15 th -16 th March, 2019
		<ul style="list-style-type: none"> Impact of covid-19 on local & global economy & recovery strategies 	2 Days	16 th -17 th June,2020
		<ul style="list-style-type: none"> Changing Post Covid 19 Socio-Cultural Economic Scenario 	1 Day	21 st July,2020
		<ul style="list-style-type: none"> Emerging Trends in Management and Technology 	2 Days	3 rd – 4 th June,2021
10	Dr. Ranju Katoch	<ul style="list-style-type: none"> International conference on “Strategic Marketing Initiatives in Emerging Markets” 	2 Days	15 th -16 th March,2019
		<ul style="list-style-type: none"> Impact of covid-19 on local & global economy & recovery strategies 	2 Days	16 th -17 th June,2020
		<ul style="list-style-type: none"> Changing Post Covid 19 Socio-Cultural Economic Scenario 	1 Day	21 st July,2020
		<ul style="list-style-type: none"> Emerging Trends in Management and Technology 	2 Days	3 rd -4 th June,2021

11	Dr. Tanu Kathuria	Social Media and Digital Futures in Indian covid – 19 Era	1 Day	Dec,2021
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Table: 6.7.2 Conference Attended by the Faculty Members

● **Seminars**

The details of the seminars attended by the faculty members during the last three academic years are given below in the Table 6.7.3:

S.No.	Name of faculty	Title	Duration	Date
1	Dr. Parul Sharma Dr. Ankita Nanda Dr. Deeksha Singh Dr. Ranju Katoch Dr. Navjeet Kaur Mr. Parveen Kumar Sharma Ms. Shallin Kaul	How chat GPT and other AI tools can maximize the learning potential of your case-based classes (MBA)	1 Day	1 st June, 2023
2	Dr. Ankita Nanda Dr. Parul Sharma Dr. Ranju Katoch	How to Write an Impactful Case Study (MBA)	1 Day	16 th Aug, 2022
3	Dr. Mansi Gupta	IFEES GEDC IUCEE Global Webinar: Beyond the Books- Importance of Knowledge for Women Empowerment (MBA)	1 Day	25 th May, 2022
4.	Dr. Mansi Gupta	2021- 2022 Case Centennial Celebration (MBA)	1 Day	10 th May, 2022
5	Prof. B. C. Sharma Dr. Ankita Nanda Dr. Parul Sharma Dr. Ranju Katoch Dr. Deeksha Singh Dr. Navjeet Kaur Dr. Palvi Bhardwaj Dr. Mohmad Mushtaq Khan Ms. Apoorva Bhan	Global HR Virtual Summit (MBA)	1 Day	12 th Jan, 2022

6	Prof P.N. Sharma Prof. B. C. Sharma Dr. Ankita Nanda Dr. Parul Sharma Dr. Ranju Katoch Dr. Deeksha Singh Dr. Palvi Bhardwaj Dr. Mohmad Mushtaq Khan	Bringing Digitalization to Empower SMB's (MBA)	1 Day	11 th Nov, 2021
7	Prof. P N Sharma Prof. B. C. Sharma Dr. Parul Sharma Dr. Ankita Nanda Dr. Deeksha Singh Dr. Ranju Katoch	Interactive Awareness Webinar-Schemes of SIDBI, CREDIT Rating and Alternative Source of Raising Finance for MSME's of J&K	1 Day	31 st May, 2021
8	Prof. P N Sharma Prof. B. C. Sharma Dr. Parul Sharma Dr. Ankita Nanda Dr. Deeksha Singh Dr. Ranju Katoch	National Seminar on Strategic Management & Bench marking for Quality Sustenance in Higher Education Institutions in India	1 Day	23 rd April, 2021
9	Dr. Parul Sharma	Sixth session of the Global Unicorn series 2020-21	1 Day	26 th March, 2021
10	Prof. P. N. Sharma Prof. B. C. Sharma Dr. Parul Sharma Dr. Ankita Nanda Dr. Parul Mahajan Dr. Deeksha Singh Dr. Ranju Katoch Dr. Divya	An In-depth Look at How to use Simulations in an online classroom	1 Day	7 th Apr, 2020
11	Dr. Ankita Nanda	Leadership Talk	1 Day	14 th Apr, 2020
12	Prof. B. C. Sharma Dr. Parul Sharma Dr. Ankita Nanda Dr. Parul Mahajan Dr. Deeksha Singh Dr. Ranju Katoch Dr. Divya Singh Jamwal	Deep Dive into Case Teaching Online	1 Day	21 st Apr, 2020
13	Prof. B. C. Sharma Dr. Parul Sharma Dr. Deeksha Singh	Business Case Study Writing and Solution	1 Day	7 th May, 2020
14	Dr. Deeksha Singh	Emerging Core Skills of Management Consulting by Kjetil Sandermoen	1 Day	20 th May, 2020

15	Prof. B. C. Sharma Dr. Parul Sharma	Future of HRD: Emerging organizations and Complementary Talent Pool'	1 Day	13 th June, 2020
16	Prof. B. C. Sharma Dr. Parul Sharma Dr. Ankita Nanda Dr. Parul Mahajan Dr. Ranju Katoch Dr. Divya Singh Jamwal	Qualitative Research	1 Day	11th Aug, 2020
17	Dr. Ankita Nanda	Research Projects for UGC and AICTE	1 Day	21st Aug, 2020
18	Prof. B. C. Sharma Dr. Parul Sharma Dr. Ankita Nanda Dr. Deeksha Singh Dr. Ranju Katoch	Intellectual Property Rights	1 Day	24th Nov, 2020

Table: 6.7.3 Seminars attended by the Faculty Members

6.8. Visiting / Industry Expert/ Adjunct Faculty (10)

Adjunct Faculty

The department invites industry experts/adjunct faculty on a regular basis to help students understand the industry perspectives and develop key skills required for employment. This program is specifically designed for students to understand the practical/industry perspective for each subject being taught in the class. The details of the adjunct faculty along with the lectures delivered during the last three years are captured in Table 6.8.1:

Details of Adjunct Faculty

Academic Year	Adjunct Faculty	Number of Hours
2022-2023	Ms. Geetika Kohli	12
	Mr. Akhil Mahajan	10
	Prof. P. N. Sharma	16
	Dr. Amisha Gupta	10
2021-2022	Mr. Finbar Buckley	35
	Ms. Geetika Kohli	18
	Mr. Stadaru Choudhary	15

2020-2021	Ms. Navneesh Tyagi	45
	Mr. Akhil Mahajan	25
	Mr. Stadaru Choudhary	15

Table: 6.8.1 Adjunct Faculty and Lectures Delivered

Industry Experts

The list of lectures delivered by industry experts during the last three academic years are given below in the Table 6.8.2:

Academic Year	Name of Industry Experts/Visiting Faculty	Number of Hours
2022-23	Ms. Misha Aima, Recruiting Manager, Google USA	1
	Mr. Dhananjay Singh, NHRD	1
	Prof. Vithala Rao, Cornell University, New York	2
	Mr. Deepak Kohli, Sr. Branch Manager, Bank of Baroda	2
	Mr. Bhaskar Suri, Founder Advantec Wheels Pvt Ltd.	1
	Prof. Anil Gupta, The Business School, University of Jammu	2
	Mr. Rizwaan Uddin, Department of Provident Fund, UT of Jammu, Kashmir and Ladakh	2
	Mr. Sanjay Gakhar, Vice President MCX Delhi.	1
	Mr. Rajesh Sharma, MIET School of Management	2
	Prof. Vijay Mahajan, University of Texas, Austin	2
2021-22	Dr. Vipin Gupta, Prof. & Co-Director, Centre for Global Management	2
	Dr. Bharat Suryavanshi, Central Patent Office, Ministry of Commerce, and Industry.	2
	Mr. Ankush Mahajan, AVP, Axis Securities Ltd.	2
	Mr. Nirmal K Bhardwaj, Resurgent Solutions	2
	Mr. Anuj Gupta, State Head CSC, HDFC Bank	2

	Mr. Soumya Ranjan, Head – Business Operations, BFSI Sector Skill Council of India	2
	Ms. Reecha Goel, Associate Partner, Global Business Services	2
	Mr. Rohit Gupta, Area Sales Executive Grade -01, Adani Wilmar	2
	Prof. Roshan Lal Raina, Vice-Chancellor, Jaipur National University	2
2020-21	Mr. Rahul Sahai, Chairperson, PHDCCI	2
	Ms. Gargi Modi, Biiibo Inc. Toronto	2
	Ms. Subha Chandresekaran, Founder and Director, Rainkraft Creative Solutions (OPC) Pvt Ltd.	2
	Ms. Poonam Koul, Ex-Marketing Head Apple India,	2
	Mr. Harbinder Singh Sokhi, Manager BSE and Mr. Anil Jain, Manager CDSL	2
	Mr. Harbinder Singh Sokhi, Ms. Veena Kumari & Mr. Inderjeet Singh, SEBI	2
	Prof. Himanshu Rai, Director, IIM Indore	2
	Ms. Uvika Sudhran, HR Manager, NISSAN	2
	Mr. Sidharth Arora, Circle Head, RED FM 91.9	2
	Mr. Karan Mahajan, Founder and CEO, Durga Seeds	2
	Mr. Kamal Singhvi, Director, Precicious	2
	Ms. Rishi Koul, Product Manager, Hindustan Unilever Limited	2

Table: 6.8.2 List of Industry Experts Delivered Lecture

Total Hours Spent by Adjunct Faculty and Industry Expert:

Academic Year	Total Number of Hours Deliver by Adjunct /Industry
2022-2023	64
2021-2022	86
2020-2021	109

Table: 6.8.3 Total Hours spent by the Adjunct and Industry Experts

6.9 Academic Research (70)

Research Summary Details (2019-2023)

The list of the research papers published by the faculty members during the last three academic years is given below in the Table 6.9.1:

S.No.	Title	Authors	Published in	Academic Year	Indexed In
Journals					
1	The Gamification of Indian Higher Education: Trends, Pitfalls and Ideas for Future	Prof. Ankur Gupta Prof. Sahil Sawhney	Journal of Engineering Education Transformation	2022-23	Scopus, UGC
2	Transforming Learning to Online Education 4.0 during Covid-19: Stakeholder Perception, Attitude and Experiences in Higher Education Institutions at a TIER-III city in India	Prof. Ankur Gupta, Prof. Sahil Sawhney, Dr. Ankita Nanda, Dr. Mohd. Shabaz	Education Research International	2022-23	Scopus, ESCI, UGC
3	Social Media Marketing and Gen Z: A study of Brand Attitude, Self-BrandConnection and Purchase Intension	Dr. Ranju Katoch Dr. Deeksha Singh	The IUP Journal of Marketing Management	2022-23	UGC
4	Soul: An Institutional Transformation Framework for Indian Higher Education	Prof. Sahil Sawhney	MIER-Journal of educational studies trends and practices	2021-22	ESCI and UGC Care II List Journal
5	Soul Searching: A Theoretical Framework for Change Initiation and Institutional Transformation for Indian Higher Education Institutions	Prof. Sahil Sawhney	International Journal of Management Practice	2021-22	Scopus
6	Robotic Process Automation (RPA) Use Cases in Academia and Early Implementation Experiences	Prof. Sahil Sawhney	IET Software	2021-22	SCI/SCIE
7	Influence of Blogs: A Study of Young Consumers of J&k	Dr. Deeksha Singh Dr. Ranju Katoch	NOLEGEIN- Journal of Consumer Behaviour & Market Research (NJCMBR)	2021-22	-
8	Enhance Customer Engagement Via Facebook Fanpage for Increased Purchase Intentions: Case of E- wallet	Dr. Mansi Gupta	International Journal of Online Marketing (IJOM)	2021-22	-
9	Business Impact of Covid-19 on the Global Economy	Ms. Navjeet Kaur	Shodhsamhita: Journal of Fundamental &	2020-21	

			Comparative Research		
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Table: 6.9.1 Research Summary of the Faculty Members

Patents

The list of the patents filed by the faculty members during the last three academic years is given below in the Table 6.9.2:

S.No.	Patent	Co-Inventor	Filing Date
1	A smart cricket bowling machine with computer vision-based AI analytics [202211031161]	Dr. Sahil Sawhney	June, 2022
2	A smart concrete mixing system [202211006705]	Dr. Sahil Sawhney	Feb, 2022
3	A system and method for detecting mismatch between architectural floor plans and structural drawings [temp/e-1/5161/2022- del]	Dr. Sahil Sawhney	Jan, 2022
4	System and method for identifying incorrect text displayed in web applications [202111038046]	Dr. Sahil Sawhney	August, 2021
5	A system and method for detecting building plan violation [202111033935]	Dr. Sahil Sawhney	July, 2021
6	System and method for real- time privacy preservation of individual subjects in video surveillance [202111033936]	Dr. Sahil Sawhney	July, 2021
7	A method for qualitative analysis and fitment rating of prospective faculty members in academic institutions [202011030313]	Dr. Sahil Sawhney	August, 2020
8	A system and method for securing online classes through video and audio analytics [202011030313]	Dr. Sahil Sawhney	July, 2020

Table: 6.9.2 Patents filed

6.10 Sponsored Research (20)

The list of the research projects received through various agencies during the last three academic years is given below in the Table 6.10:

Project Title	Funding Agency	Amount	Duration
Review of Entrepreneurial Ecosystem in Jammu and Kashmir: Economic Impact, Challenges and Strategies for Development	All India Council for Technical Education	Rs. 3, 56, 667/-	2 years
CHEMCARE: Project and Feasibility Report	Chemcare, Jammu	Rs. 45,000/-	2 Months
Study Report on socio-economic impact of Shri Mata Vaishno Devi Narayana Superspeciality Hospital, Kakrayal, Katra, J&K (India) on the Region.	Shri Mata Vaishno Devi Narayana Superspeciality Hospital, Katra	Rs. 1,50,000/-	3 Months
Short Term Training Program on Strategic Planning in Higher Education Institutions: Issues, Tools, and Techniques	All India Council for Technical Education	Rs. 3,56,667	1 Year

Scheme for promoting interests, creativity and ethics among students	All India Council for Technical Education	Rs. 1,00,000	1 Year
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Table: 6.10 Sponsored Research

6.11. Consultancy / Testing/ Training (25)

Consultancy from industry remains a weak area for the Department of Management Studies. The department has built up deep expertise in the domain of Strategic Management, Information Technology, Robotic Process Automation, Human Resources Management and Digital Marketing but the limited availability of consulting opportunities from a small industrial sector in the region remains a challenge. The institution has recently tied up ASSOCHAM to explore their network for offering consultancy to their affiliate members. The few consultancy assignments generated by the department are listed below in the Table 6.11:

Year	Project Title	Funding Agency	Faculty Members	Amount	Duration
2022-23	Stakeholders' engagement, Major stakeholder Management, Leveraging stakeholders' relationship	Regional Training Institute	Dr. Deeksha Singh	Rs. 27,500/-	1 Day
	Team Management		Dr. Parul Sharma		
	Decision Making Process – Positive and Negative Outcome		Dr. Ankita Nanda		
	Building Skills to Resolve Conflicts		Dr. Ankita Nanda		
	Emotional Intelligence and Execution Intelligence		Dr. Ankita Nanda		
	Negotiation		Dr. Parul Sharma		
	Time Management		Dr. Ankita Nanda		
2021-22	Review of Entrepreneurial Ecosystem in Jammu and Kashmir: Economic Impact, Challenges and Strategies for Development	AICTE	Dr. Sahil Sawhney & Dr. Ankita Nanda	Rs. 356, 667/-	2 years
2019-20	CHEMCARE: Project and Feasibility Report	Chemcare	Dr. Ankita Nanda	Rs. 45000/-	01 Month (June-July)

	Study Report on socio-economic impact of Shri Mata Vaishno Devi Narayana Super Specialty Hospital, Kakrayal, Katra, J&K (India) on the Region.	Shri Mata Vaishno Devi Narayana Super Specialty Hospital	Dr. Parul Sharma Dr. Parul Mahajan	Rs 1,50,000/-	06 Months (April-October)
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Table 6.11 List of Projects undertaken for consultancy services.

6.12. Faculty as consultant of the industries (10)

Prof. Sahil Sawhney, Professor, School of Management, has been engaged as consultant with a Kolkata based start-up Vanahaa for the last three years. He assists them in developing a long-term strategic plan for the organization. In addition to this he is also a core member of the faculty led start up, Perpetual Innovation Media Pvt. Ltd., which has been incubated out of the institution as Product Specialist and Marketing Management since the last eight years. The startup now has 25 customers and is generating a revenue of Rs. 25 lakhs per year.

Dr. Ankita Nanda, Head, Department of Management Studies is also offering consultancy services in the marketing domain to Jammu based organization Dewan Breweries since the last three years.

Dr. Parul Sharma, Associate Professor, Department of Management Studies has also completed a consultancy assignment for the Shri Mata Vaishno Devi Narayana Hospital, Katra.

6.13 Preparation of Teaching Cases (10)

The faculty members in the Department of Management Studies have been actively using “**The Harvard Business Review Cases**” for developing analytical and critical thinking among the students. All the faculty members have been trained in using these case studies in their course packs for the delivery of the curriculum. These cases are usually short cases on management challenges, based on actual cases taught in the business schools.

The preparation of the Case study at the faculty level is at the infancy stage. Two faculty members from the department have prepared and published their case studies in the International Case Centre. The rest of the other faculty members have attended the Case Development Workshops and are in the process of publishing their respective Case Studies in a months’ time frame. The details of two case studies prepared and published are listed below in the Table 6.13:

S.No:	Name of the Faculty	Title of the Case
1	Prof. Ankur Gupta, Prof. Sahil Sawhney, Dr. Ankita Nanda	The Covid-19 Pandemic and the case of Missing Trousers
2	Dr. Ankita Nanda and Prof. Sahil Sawhney	Facebook Investment in reliance Jio: Strategic Alliance or Marriage of Convenience published in Case Journal
3	Dr. Ankita Nanda and Prof. Sahil Sawhney	Revenge Buying Post Pandemic: A Temporary Consumer Response or the New Normal Behaviour sent for publication in Case Journal

Table: 6.13 Case studies prepared and published

CRITERIA 7	INDUSTRY & INTERNATIONAL CONNECT	100
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7.1. Industry Connect (60)

7.1.1. Initiatives related to industry interaction including industry internship / summer training/Industrial Visits/ guest lecturers (15)

- **Industry Internship/ Summer Training**

The students from the Department of Management Studies are required to undertake an 8-week internship as part of their curriculum after the exams of the 2nd semester. The Training and Placement Cell at MIET provides internships to all the 100% students enrolled in the program. The performance in the internship is evaluated based on the defined rubrics. Some of the leading companies which offered internships during the last three years are mentioned in the Table 7.1.1.1 given below:

Year	Name of the Company	No. of Students
2022-23	AGL- Sales & Marketing	1
	Axis Bank	3
	Bharti Airtel Ltd	3
	Bharti AXA Life Insurance Ltd.	2
	Bizemag Media	4
	College Dunia Web Pvt. Ltd	2
	EME TECHNOLOGIES	2
	Extramarks Education (I) Pvt.Limited	5
	Godrej and Boyce Mfg. Co. Ltd	2
	HDFC Bank	7
	International Model United Nations	1
	ITC LIMITED	2
	J&K Grameen Bank	1
	JAI Beverages Pvt. Ltd.	4
	Kandhari Beverages Private Limited	2
	LIC	1
	Picshort Private Limited	1
	Reliance Securities	5
Rucha Engineers Pvt Ltd	1	

	Salesqueen Software Solutions	1
	Share Khan	6
	South Asia FM Limited	2
	Support And Care Humanity Foundation	1
	Sutlej Textiles Industries Ltd.	1
	UFlex Ltd.	4
2021-22	JK Bank	12
	Pragmatic	6
	Coke Bottling	6
	Sarweshwar	4
	Sharekhan	5
	Future Retail	7
	Reliance Securities	5
2020-21	HDFC	22
	Future Consumer Ltd.	5
	State Bank of India	1
	Airtel	3
	Jammu and Kashmir Bank	4
	Intern Kings	3
	Coca-Cola	2
	Zomato	2
	SBI Mutual Funds	2

Table 7.1.1.1 List of organizations offering internships to the MBA students

- **Industrial Visits**

The industrial visits are organized on a regular basis by T&P Cell for the management graduates with a vision to provide them with hands-on experience of the management of the organization. These exposure visits are rated very high on feedback by the students and help them understand the practical implications of the management concepts taught in the class. Big Bazaar for instance offers week-long immersion visits wherein the students are required to engage with the customers and help them in their purchase process. The list of the industrial visits organized during the last three years are listed below in the Table 7.1.1.2:

S. No.	Date	Company
1	27-05-2022	Kandhari Beverages, Samba
2	30-04-2022	Chenab Textile Mills, Kathua
3	29-01-2020	Reserve Bank of India, HO Rail Head Complex, Jammu
4	22-01-2020 to 26-01-2020	Big Bazar, Pathankot
5	22-01-2020 to 26-01-2020	Big Bazar, Jammu
6	22-11-2019	Indian Institute of Integrative Medicine (IIIM), Jammu
7	18-11-2019	Jacksons Ltd, Kathua
8	23-03-2019	Bee Tee Sports Co. Gangyal, Jammu
9	20-03-2019	Jai Beverages at Bari Brahmana, Jammu
10	20-03-2019	Shalimar Floorings, Bari Brahmana, Jammu.
11	30-08-2018	SEBI in Collaboration with BSE, SEBI Office, Jammu
12	03-08-2018	Cadila Pharmaceutical Ltd, Samba (J&K)
13	03-08-2018	Godrej Soap Manufacturing Unit, SIDCO Bari Brahmana, Jammu
14	23-04-2018	RBI office, Rail Head Complex, Jammu.
15	31-03-2018	Berger Paints, Samba (J&K)
16	09-03-2018	Chenab Textile Mills, Kathua (J&K)
17	05-02-2018	SEBI Office, Jammu
18	24-01-2018 to 29-01-2018	Big Bazar, Jammu

Table 7.1.1.2 Details of Industrial Visits organized

● **Guest Lectures**

The department invites eminent people from industry, academia, and entrepreneurs to interact with students and faculty over a diverse set of topics. These sessions offer students an opportunity to develop and exhibit their organizing skills, communication skills, analytical abilities and awareness of contemporary issues faced by industry. The details of the guest lectures organized during the last three academic years are listed in the Table 7.1.1.3 given below:

S.No.	Name of the Speaker	Designation and Affiliation	Date of Interaction	Topic of Interaction
1	P.N. Sharma	Rtd.. Brigadier Indian Army	22/05/2023	PERT/ CPM
2	Dr. Amisha Gupta	The Business School, University of Jammu	9/5/2023	Foreign Exposures

3	Ms. Misha Aima	Google	10/4/2023	Talent Acquisition & Engagement 2023 and beyond
4	Mr. Dhananjay Singh	NHRD	8/4/2023	Changing Face of HR: A Global Perspective
5	Prof. Vithala Rao	Cornell University, New York	25-02-2023	Recent Trends in Product Bundling
6	Mr. Deepak Kohli	Bank Of Baroda	30-01-2023	How to make a Great Career and Goal Setting- Alumni Interaction
7	Dr. Vipin Gupta	Prof. & Co-Director, Centre for Global Management	21-01-2023	Decoding the Science of Modern Science and Coding its Managerial Implications
8	Ms. Surbhi Rajput	Delivery resource Manager, Microsoft Hyderabad	21-05-2022	Resource Management
9	Dr. Vipin Gupta	Prof. & Co-Director, Centre for Global Management	30-04-2022	Technological Growth and its Foundations in Indian Wisdom
10	Dr. Bharat Suryavanshi	Central Patent Office, Ministry of Commerce and Industry.	22-04-2022	IPR, Patents and Design filing for Start- ups and Entrepreneurs
11	Mr. Ankush Mahajan	AVP, Axis Securities Ltd.	20-04-2022	Valuation and returns
12	Ms. Nirmal K Bhardwaj	CEO, Resurgent Solutions	24-03-2022	Entrepreneurship driven by Emerging Tech
13	Ms. Shiromani Gupta	Mandala Artist	31-01-2022	Entrepreneurial Insights - Things No one tells you
14	Mr. Anuj Mahajan	State Head CSC, HDFC Bank	28-01-2022	Power of Subconscious Mind- How it can benefit students
15	Ms. Soumya Ranjan	Head – Business Operations, BFSI Sector Skill Council of India	22-01-2022	Orientation Session on BFSI Skill Sector Council of India
16	Mr. Ajay Khajuria	Marketing Head, Airtel	4/12/2021	Marketing in the New Normal
17	Ms. Reecha Goel	Associate Partner, Global Business Services	3/12/2021	Sustainability
18	Mr. Rohit Gupta	Area Sales Executive Grade - 01, Adani Wilmar	11/10/2021	Alumni Interaction, session on topic- 'Realities of Corporate'
19	Prof. Roshan Lal Raina	Vice-Chancellor, Jaipur National University	27-09-2021	Making the most of an MBA
20	Mr. Rahul Sahai	Chairman, PHDCCI,	16-07-2021	Importance of versatility in Job/ Profession for an MBA

21	Ms. Rishi Kaul	Product Manager, Unilever Ltd.	5/6/2021	What's Consumer Insights & How is it used?
22	Mr. Kamal Sanghvi	Director, Precicious	20-04-2021	How to prepare Project Feasibility Report
23	Ms. Gargi Modi	Digital Marketing Specialist, Biiibo Inc., Toronto, Canada.	19-03-2021	Digital Marketing
24	Ms. Subha Chandrasekaran	Founder and Director, Rainkraft Creative Solution.	8/3/2021	Empowering Women Leaders
25	Ms. Poonam Koul	Ex Marketing Head Apple, India	11/1/2021	New Age Marketing Trends
26	Mr. Harbinder Singh Sokhi & Ms. Shweta Camma	Manager, BSE IPF	2/12/2020	Investor Awareness Program
27	Mr. Harbinder Singh Sokhi & Ms. Veena Kumari & Inderjeet Singh	Manager BSE, Manager SEBI & Manager CDSL	24-11-2020	Investor Awareness & The Role of Regulators
28	Prof. Himanshu Rai	Director, IIM, Indore	18-11-2020	Leadership
29	Ms. Uvika Sudhran	HR Manager, Nissan Automobiles	7/11/2020	Alumni Series Guest Lecture
30	Prof. Alka Sharma	Professor, TBS, University of Jammu	6/11/2020	Attitude: A Management Competency
31	Mr. Sidharth Arora	Cluster Head, Uttarakhand, J&K South Asia Ltd. (Radio RED FM)	6/11/2020	Welcome to the Jungle called Corporate
32	Mr. Karan Mahajan	Managing Partner Durga Seeds	5/11/2020	Agriculture as a Career Option
33	Mr. Harbinder Singh Sokhi & Mr. Anil Jain	Manager BSE IPE and Manager CDSL	4/11/2020	Investors Awareness Program
34	Prof. Devinder Kumar Banwet	Professor, IIT-Delhi	3/11/2020	Coping with Changing Needs of the Indian Ethos: A Systems Approach
35	Mr. Kamal K. Sharma	Founder Director, Save First Investinsure Services Pvt Ltd	13-06-2020	Goal Setting
36	Dr. Gurpreet Kour	Assistant Professor, IIM, Shillong	29-05-2020	Decoding Marketing Campaigns: An Indian Perspective
37	Mr. Manik Arora	Territory Head, Eureka Forbes Limited	14-05-2020	Customer Relationship Management
38	Ms. Megha Khajuria	IT Manager, Civil Secretariat	1/5/2020	Stress Management and Burnout

39	Mr. Surinder Singh Jasrotia	CEO, Director, Sarveshwar Foods Ltd.	23-04-2020	Distribution Networks
40	Ms. Akanksha Gupta	HR Manager, Australia based IT Company	17-04-2020	HR in IT Industry
41	Mr. A. N Powar	Former VC& Executive Director, Acc & Ambuja Cement	10/3/2020	Effective Negotiations
42	Prof. Dipankar Sengupta	Professor, Deptt. Of Economics, University of Jammu	14-02-2020	Union Budget Analysis 2020
43	A. N Powar	Former VC& Executive Director, Acc & Ambuja Cement	1/11/2019	Power Plant Engineering & Management
44	Mr. Aatish Gupta	Branch Manager, HDFC Mutual Fund, Jammu	16-09-2019	Investor Awareness Programme
45	Dr. Amisha Gupta	Assistant Professor, The Business School, University of Jammu.	6/9/2019	Management Accounting
46	Dr. Aubid Parrey	Assistant Professor, The Business School, University of Jammu.	31-08-2019	Time Management
47	Mr. Raman Kumar Sharma	HR Professional, Free Lancer	23-08-2019	HR Interviews
48	Mr. Rishi Hetta	HR Manager, Big Bazaar (Future Group), Jammu	20-08-2019	How to make a successful career after MBA
49	Mr. Anmol Gupta	Business Owner, UIV consultant Pvt Ltd	19-08-2019	Financial Investments
50	Ms. Geetika Kohli	Founder, Thinksta	2/8/2019	Communication Skills
51	Mr. Babar Afzal	Chairman, Pashmina Goat Ltd	1/5/2019	The Unplanned Journey
52	Mr. Sunil Singh	Snr AVP, ICICI Prudential Life Insurance	24-01-2019	Insurance Sector in India

Table 7.1.1.3 Details of Guest Lectured organized

7.1.2. Participation of Industry professionals in curriculum development, projects, assignments as examiners, in summer projects (15)

Participation of Industry Professionals as examiners of Summer Internship and External Viva-Voce

Industry professionals are invited as experts to undertake viva-voce evaluation as part of the summer internship project. All the students are required to participate in the process as part of the evaluation process. Well-defined rubrics are used for evaluation.

Participation of Industry Professionals in Curriculum Development

Before becoming an autonomous institution, the department had constituted a Department Advisory Committee comprising experts from academia and industry to offer their inputs and feedback on curriculum, value added courses and skill matrix to be implemented at the department level. Post autonomy after July 2020, the institution has constituted an academic council at the institution level and board of studies of each program with members from industry seeking their inputs on formulating a new age curriculum.

Currently two industry professionals are serving on the Board of Studies for MBA Department including Mr. Ajay Khajuria, General Manager, Marketing, Airtel and Ms. Uvika Sudhran, HR Specialist, Nissan.

7.1.3. Initiatives related to industry including executive education, industry sponsored labs, and Industry sponsorship of student activities (15)

Executive Education

The department has created a plan to start offering Management Development Programs for the industry professionals in the region. The institution has also planned to deliver a strategic management executive development program for the leadership team of leading schools of Jammu and Kashmir.

Industry Sponsored Labs

The institution has following Industry Sponsored labs:

- Mitsubishi Electric has set up an Authorized Training Center at MIET by providing equipment worth Rs 2 Crores. It offers training on Industry automation tools including PLC, SCADA and industrial robotic arms.
- The faculty and students can access more than 1000 licensed software including Microsoft 365 (further includes MS Excel, Word, Presentation, Team and all allied tools), Microsoft Projects, Microsoft Visio and Microsoft Power BI under the Microsoft Academic Alliance.

- The institution has set up AWS Academy at MIET which provides free content on AWS and 50% sponsorship to students on appearing for certification exams.
- The institution has tied up Nebula cloud to offer 24*7 cloud environment for the students to access IT tools like Tableau, Microsoft BI, Primavera, Ui-path available etc. over cloud.

Industry Sponsorship Activities for students

Name of the Event	Industry Partner	Activities
Unleashing Growth: Creating Startups, generating jobs and Empowering Women Entrepreneurs	Campus Dunia and FICCI FLO, Jammu Chapter	250 Students from MIET attended the fully sponsored event by industry partner Campus Dunia. The travel of the speakers along with the refreshment of the speakers and students was sponsored by Campus Dunia
Financial Literacy and Awareness Program	Reserve Bank of India	The entire event was sponsored by the RBI including travel of the speakers, prizes for the quiz and refreshment for the students.

Table: 7.1.3 Industry Sponsorship Activities for students

While these initiatives are in their infancy, the institution has made some progress in establishing itself as a credible center for consultancy and expertise in niche areas such as software development, innovation mentoring, IT consultancy. Some examples include:

- a. The PI-360 quality analytics framework built by MIET has been adopted by the JK Govt. in 10 marquee institutions in the Jammu region covering 20,000 students and 2000 faculty members.
- b. The institution has received a grant of Rs. 2.5 Lakhs from the AICTE to mentor five technical institutions in the J&K region on innovation under the Institution Innovation Council Mentor-Mentee scheme.
- c. Prof. Ankur Gupta, Director MIET and Dr. Sahil Sawhney, Associate Professor MBA, have been nominated on an expert committee to drive IT-adoption at the University of Jammu.
- d. Faculty from the department of Management Studies have been empanelled to train officers at the Regional Institute of Training, Auditor General Office, Jammu a Central Government agency.

7.1.4. Involvement of industry professional as members of various academic bodies/board (15)

Academic Body	Industry Professional
Academic Council	1. Dr. Mani Madhukar, Program Manager, Global University Programs, IBM Private Limited
Board of Studies	1. Ajay Khajuria, General Manager, Marketing, Airtel 2. Uvika Sudhran, HR Specialist, Nissan

Table: 7.1.4 Industry professional as members of various academic bodies/board

7.2. International Connect (40)

MoU/Partnerships and its effective implementation

MoU/Partnerships	Implementation
MoU	
Chitkara University	The Institution has signed a MoU with Chitkara University for Promotion of Academic and Research Activities. This collaboration opens up doors to conduct joint Workshops/ Conferences/ Symposiums and Awareness Programmes in the areas of Research, Academics, Innovation and Entrepreneurship.
Shri Vishwakarma Skill University	The institute has signed MoU with Shri Vishwakarma Skill University for promoting cooperation in skill development and establishing a framework for programmes of exchange and collaboration in areas of Entrepreneurship Development.
Centre for Global Management	International MOU was signed between Model Institute of Engineering and Technology and Centre for Global Management, California State University for "Driving change in organization: leadership lessons from ancient Indian wisdom for modern management and science" and discussion on collaborative research projects.
Internshala	The institution has also tied-up with Internshala to provide internship for the MBA students. More than 15 students have availed internship under this MoU
Sarveshwar Food	The institution signed a MoU in 2021 with Sarveshwar Food Ltd, Jammu to provide summer internship opportunities for the students. 10 students from MBA department have completed their internships under this MoU
Ui-path	Under this MoU the students get free access to all the courses, certification, and software. The courses like Business Analysis for RPA are offered to MBA students

Infosys Springboard	The institution tied up with Infosys Springboard to provide seamless access to more than 50000 courses to the students of MIET. As part of this association the students are required to undertake a few mandatory courses from this platform. The students also get access to more than 500 courses from Coursera as part of this MoU. This is used to promote self-learning among the students.
Ureka Education	The institution has tied-up with Ureka Education to offer experiential learning in the emerging domains like Artificial Intelligence, Cloud Computing etc. and international internship opportunities.
Partnerships/Memberships	
Confederation of Indian Industry (CII)	The institution is a lifetime member of CII. The institution leverages its network by inviting experts from industry partners for guest lectures. The department also participates in the annual meetings to get updated on recent developments made in the local business community.
ASSOCHAM- Jammu chapter	The institution has recently subscribed to the annual membership of the recently established chapter of ASSOCHAM at Jammu. The institution intends to lead the sub-chapter for the education institutes to be constituted under its Jammu Chapter. The institution also intends to offer consultancy to its partner members and further explore placement opportunities across the country by its 1,00,000 partner organizations.
NASSCOM	The institution has also subscribed to the annual membership of NASSCOM for the last two years to keep abreast with the latest trends in the IT industry. The institution implemented Future Skills Prime which is a national level skill portal developed and implemented by NASSCOM offering skilled courses in association with industry partners. All the students are actively undertaking courses on this platform and has become a very key part of the student's self-learning at MIET.

Table: 7.2.1 MoU/Partnerships and their implementation

Student Exchange Programs

The institution could not offer the student exchange program before attaining the status of the autonomous institution as there were no such provisions in the curriculum prescribed by the University of Jammu. Post autonomy, the department is in the process of identifying some international institutions to explore offering student exchange and international career paths for the students.

Faculty Exchange Programs

The institution doesn't have any framework for a faculty exchange program now. However, a recent MoU signed with the Chitkara University and JK Lakshmi Pat University has opened the possibility of exploring faculty exchange programmes. This will be made a priority area for the department going forward.

Collaborative Research Projects

The faculty members are encouraged to collaborate with faculty members from outside institutions for research and development activities. At present there are no ongoing collaborative research projects. The current research project in the department in Table 7.2.2:

Year	Project Title	Funding Agency	Faculty Members	Amount	Duration
2021-22	Review of Entrepreneurial Ecosystem in Jammu and Kashmir: Economic Impact, Challenges and Strategies for Development	AICTE	Dr. Sahil Sawhney & Dr. Ankita Nanda	Rs. 356, 667/-	2 years

Table: 7.2.2 Current Research project in the department

CRITERIA 8	INFRASTRUCTURE	75
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8.1. Classrooms & Learning facilities (25)

The institute has adequate classrooms and seminar halls that are well equipped with information and communication technologies. Provision for usage of modern teaching tools and techniques is available in all classrooms which enhance skills and knowledge of the students. The details of these classrooms and learning facilities are given below in the Table 8.1.1:

Room number or Name of classrooms/Seminar Halls with LCD / Wi-Fi /LAN facilities	Type of ICT facility provided	Link to geo-tagged photos
A-105, Seminar Hall	Wifi, Lan, Projector and Soundbar	View
B-104, Classroom	Wifi, Projector and Soundbar	View
B-106, Classroom	Wifi, Projector and Soundbar	View
B-107, Classroom	Wifi, Projector and Soundbar	View
B-109, Classroom	Wifi, Projector and Soundbar	View
B-207, Classroom	Wifi, Projector and Soundbar	View
B-305, Classroom	Wifi, Projector and Soundbar	View
B-307, Classroom	Wifi, Projector and Soundbar	View
B-309, Classroom	Wifi, Projector and Soundbar	View
B-304, Classroom	Wifi, Projector and Soundbar	View
Conference Hall	Wifi, Lan, Projector and Soundbar	View

Table 8.1.1: List of the ICT enabled Classrooms.

8.2. Library (20)

MIET's Library is spread over 6250 Sq.ft. The library at Model Institute of Engineering and Technology has been set up under one roof and divided into various sections which collectively support teaching, and learning. MIET Library has always been striving hard to meet the expectations of its users. It has a vast collection of books, reference books, bound volumes, print journals/magazines, e-journals, e-books CD's / DVDs, Student Project Reports, etc. MIET Library is fully automated with access to rich digital resources.

MIET Library helps the students and the faculty in learning and expanding their knowledge. This helps in their personal growth and development.

Digitization of Library: MIET Library has upgraded to a new software, i.e., KOHA, an Open-Source Web-Based Integrated Library System: The application of KOHA in the digitalization of libraries offers several benefits:

- **Enhanced User Experience:** KOHA's Online Public Access Catalogue (OPAC) module provides library users with a user-friendly interface, making it easy for them to search for and reserve items, suggest new items, and access various library services. This enhances the overall user experience and increases user satisfaction.
- **Efficient Library Management:** KOHA's wide range of features, including circulation of library material and cataloguing, streamlines library management processes, making them more efficient and effective. It automates tasks like check-in/check-out, item tracking, and overdue reminders, reducing manual work and saving time for library staff.
- **Customizability:** KOHA is highly configurable, allowing libraries to tailor the system to meet their specific needs and requirements. Libraries can adapt the software to their workflows, cataloguing standards, and reporting needs, ensuring a personalized experience.
- **RFID Integration:** KOHA's compatibility with RFID technology further enhances its efficiency. By tagging all books with RFID tags and integrating them with KOHA, the library can achieve faster and more accurate item tracking, reducing the risk of loss and improving inventory management.
- **Cloud-Based Management:** The integration of Intslate, a Cloud-Based Management Platform, with KOHA allows for centralized and accessible data storage. This ensures that information is securely stored and easily accessible to authorized personnel, even from remote locations.
- **Streamlined Library Decorum:** Implementing a full-fledged and innovative RFID system with Intslate in the library decorum enables smoother operations and a more organized environment. This fosters a conducive atmosphere for learning and research.
- **Global Adoption:** Being an open-source system used by hundreds of libraries worldwide, KOHA benefits from continuous community contributions and updates. This global

adoption ensures that the software remains up-to-date and robust, addressing emerging library management needs.

In conclusion, the application of KOHA in digitalizing libraries, especially when integrated with RFID technology and a cloud-based management platform like Intslate, offers significant advantages in terms of user experience, efficiency, and overall library management. It paves the way for modern and streamlined library services, benefiting both library staff and users alike.

The detail of the books along with Print Journals/Magazines subscribed for the year 2023 department wise is mentioned below in Table 8.2.1 and Table 8.2.2 respectively:

S. No.	Department /Discipline	No. of Titles	No. of Volumes
1	BE	5216	25926
2	MCA	995	4777
3	MBA	1373	5125
4	BBA	64	240
5	B. COM	63	208
6	LLB	177	989
Total		7888	37265

Table 8.2.1: Department wise detail of Books available in the library

S.No.	Subscription	Journals/Magazines				
		BE/MCA		MBA		Law
		Journals	Magazines	Journals	Magazines	Journals
1	Subscribed from January 2023 from Publishers	10	06	14	0	12
2	Through Newspaper Vendor	0	4	0	3	0
	(36 Journals + 13 Magazines = 48)	10	10	14	3	12
		20		17		12
		₹59,179/-		₹75,496/-		₹69,059
Total		₹2,03,734/-				

Table 8.2.2: Department wise Print Journals/Magazines subscribed for the year 2023.

Digital Library Services:

The Library Department at MIET has subscribed to the following digital services for providing seamless access to the e-resources for all the students and faculty members. 15 computers have been provided in the library for the users to access e –resources & Web OPAC (Online Public Access Catalogue). The details of these e-resources are given below in the Table 8.2.3:

S.No.	E – resource	Particulars	Yearly Subscription (Rs.)
1	EBSCO Business Source Elite	UID: miet10 PW: Library@2022	₹3,23,085/-
2	IEEE ASPP & IEEE POP Online Resources	193 Journals + 125 Conference Proceedings	₹9,79,331/-
3	DELNET (Developing Library Network)	e-journals/e-books	₹13,570/-
4	N-LIST – National Library & Information Services	e-journals/e-books	5,900/-
5	World e-book Library	4186185	1,00,300/-
6	NDLI (National Digital Library of India)	7 million books	Free
7	D space	900 e-books/Research Papers/Project Reports/STR	IDR
Grand Total			14,21,886/-

Table 8.2.3 Details of library e-resources

Library Usage

The detailed status of the library usage is given below in the Table 8.2.4:

Average number of walk-ins	250 to 300 per day
Average number of books issued/returned	150 to 200 per day
Ratio of library books to students enrolled	1:20
Number of books added during last three years:	
Total:	2632
MBA:	791
Average number of logins to OPAC	20 to 25 per month

Average number of logins to e-resources	80 to 120 per day
Average number of e-resources downloaded/printed	100 to 150 per day
Number of information literacy trainings organized as under:	
For fresh batch of students during induction programme	12
For faculty member	06

Table 8.2.4 Library Usage Report

Timings

- The library is accessible to the students for 8 hours daily. The library is open during vacations as well for 6.5 hours per day.
- Students can access eBooks/journals using the internet in the library.

Support to students for self-learning activities

- Orientation programmes for faculty and students to derive maximum benefit from library resources.
- Assistance in searching research databases and journals.
- Assistance in selecting reference books.
- Recognition and awards to frequent users

8.3. IT Infrastructure (30)

The institution has a well-defined IT Policy, reflecting the importance of IT as a strategic area for the institution. The following IT-related initiatives have been launched recently:

- Laying of a fiber-optic backbone across the campus
- Upgradation of network switches to 10G capability for improved throughput
- Installation and commissioning of campus-wide wi-fi network
- Deployment of UTM for hardware-based threat avoidance and mitigation.
- Defining institution-wide security policies to define user-level security privileges and prevent misuse.
- Defining mobile profiles for each student and faculty to login to any system in the institute and access their personal data.
- Moving the IT tools (ERP, Quality Analytics, Website and CRM) to the Amazon AWS Cloud infrastructure for 24x7 uptime and availability facilitating remote work.

- Investing in Google for Education Cloud services for professional email, online classes and virtual conferencing support, data backup and retrieval.
- Investing in Facebook Workplace as a tool for workplace communication and engagement.
- Investing in Microsoft Academic Alliance to provide legal software to all faculty and students.
- Providing power backups through online UPS for all digital infrastructure.
- Investing in wide adoption of software tools and suites for attaining operational efficiency.

The infrastructure details are given as below:

- The details of the IT infrastructure available at MIET are given below in the Table 8.3.1:

S.No.	Description	Quantity
1	Desktops	665
2	Laptops	95
3	Servers	9
4	LCD Projector	84
5	Digital Podium	9
6	Printers	31
7	Scanner	5
8	OHP	4

Table 8.3.1 Detailed list of Hardware

- The list of the licensed software’s available for the students and faculty members from MBA program at MIET is mentioned below in the Table 8.3.2:

S.No.	Licensed Application Software
1	Microsoft Office 365 (Word, PowerPoint, Visio, Project Management and Excel)
2	Mcafee 7.0 Enterprise Edition
3	Language Lab Software. (Wairs Infotech)

Table 8.3.2 List of licensed software’s at MIET

- **Internet and Bandwidth Availability:** The college has a dedicated leased line for uninterrupted net connectivity on the campus. The details of internet and bandwidth are as mentioned in the Table 8.3.3 given below:

S.No.	Particulars	Description
1	Name of the Internet provider	JIO ILL BSNL Leased line
2	Available bandwidth	Up to 200 + 100 MBPS per connection (2 fiber-optic connections)
3	Wi-Fi availability	a. Campus is Wi-Fi enabled. b. Around 107 access points are available in the campus.
4	Internet access in labs, classrooms, library, and offices of all departments	Available through dedicated LAN connections and WiFi.

Table 8.3.3 Details of Internet and Bandwidth

- **Laboratories:** The department is having adequate and well-equipped laboratories as mentioned below in Table 8.3.4:

S.No.	Name of the Laboratory	No. of students per setup	Description	Weekly utilization status (All the courses for which the lab is utilized)
1	Computer Lab - I	30	30 Computers Intel Core i5 processors and LCDs 18 inches Online UPS-10 KWA Wi-Fi Projector	IT for Business Manager (MBA-107) Simulation Lab (MBA-302) 15 Hours
2	Computer Lab - II	30	30 Computers with i5 processors and LCDs 21 inches Online UPS-10 KWA Wi-Fi Projector	Always open during college hours
3	Computer Lab - III	30	30 Computers with i5 processors and LCDs 18 inches Online UPS-10 KWA Wi-Fi Projector	Always open during college hours
3	IBM Center of Excellence	30	30 Computers- Intel Core i3 processor with 15.5" LCDs Online UPS-10 KWA Wi-Fi Projector	Summer Internship Projects of Students (MBA-304)

Table 8.3.4 List of Computer Labs

Laboratories: Maintenance

- Regular administrative check of systems after every 15 days

- All systems are updated with antivirus software package Microsoft Security essentials.
- Each lab is managed and monitored on daily basis by the designated Lab Assistants with the support of centralized IT Cell
- All labs are provisioned with power back up through online/offline UPS.
- The labs are upgraded on a regular basis with new software packages and system upgradation. Two labs were fully upgraded with new systems of higher configuration.
- The old systems are further disposed responsibly as e-waste through certified e-waste vendors.
- The Lab Manuals are designed keeping in line with the requirements of the curriculum and are distributed among all students for each lab.
- The department has access to licensed operating systems and other Microsoft software under academic alliance in addition to the other software packages like Oracle, Turbo C etc.
- Annual internal audits are carried out by IQAC.
- Fire extinguishers are provided as part of safety equipment.
- High speed gigabit ethernet is used to connect the labs to the central fiber-optic backbone.

Laboratory Ambience

- The design of the labs is kept with a view to providing adequate light and ventilation.
- Each lab is equipped with projectors, comfortable furniture, and power back up.
- Well-designed charts are on display in each computer lab.
- Dos and Don'ts and safety measures are displayed in each lab.

Safety measure in Laboratories

- Installation of fire extinguishers in all laboratories
- Electrical wires are well insulated and are protected by MCB and Electric fuses.
- Proper earthing is carried out.
- Dos and Don'ts boards are displayed.
- Proper orientation of students is done for evacuation in case of emergency.
- High-quality equipment is used.

Learning Management System

The institution has implemented a learning management system which is integrated with the Student Information system to provide an engaging learning experience. It provides access to entire course content including course packs, lecture plans, video lectures etc. to students on mobile and web. Each faculty prepares course plans/handouts and lesson plans for their subject and uploads it on the Learning Management System. In addition to this all the e-course material is uploaded to Google classroom which is readily accessible round the clock for all students. Google classroom provides a real-time collaboration environment for the students and faculty to interact and share content in all possible documents and multimedia format.

The institution provisions IT as a specific budgetary item in the annual budget. In the last 3 years, IT-related budgeting and spending has seen a considerable increase. The table 8.3.5 below shows the actual expenditure incurred vs. the budgeted amount for IT:

Financial Year	IT Budget	Actual Expenditure
2022-2023	6450000	6369194
2021-2022	200000	5085406
2020-2021	1800000	3625459

Table 8.3.5 Details of IT specific Budget

The IT spending by the institute accelerated through the pandemic mirroring global trends. This increased resource allocation is indicative of the high strategic importance accorded to developing IT capacity and capabilities by the institution.

CRITERION 9**ALUMNI PERFORMANCE AND CONNECT****50****9.1 Alumni Association (10)**

The formal formulation of the alumni association of the institution is currently in process and is expected to be completed within two months. The memorandum and articles of association of MIET Alumni Association were submitted to the Chartered Accountant.

9.2 Involvement of alumni (25)

The Alumni Relations Cell at MIET has put a well-established comprehensive structure to engage with the Alumni of the Department of Management studies. The following initiatives have proved beneficial in ensuring continuous engagement with Alumni:

Meet the Alumni Series

Meet the Alumni Series is the program which facilitates the alumni to give a special lecture on any topic from their domain or of their choice. Distinguished Alumni from the respective departments are contacted for delivering the lectures. Alumni interact with the students and share their views and provide their essential guidance. "Meet the Alumni Series" has seen active participation from the students and many students often ask critical questions regarding their careers and emerging trends in the industry. Alumni Interactions turned out to be an uplifting and encouraging event to the students. The Alumni details along with the activities are shown in Table 9.2.1:

S.No	Title of the Activity	Name of the Alumni	No of Students	Start Date
1	Banking and Finance Sector	Mr. Deepak Kohli	85	30-01-2023
2	The field of Human Resources	Mr. Saveet Surender Raina	60	10-09-2022
3	Resource Management	Ms. Surbhi Rajput	65	21-05-2022
4	Realities of Corporate	Mr. Rohit Gupta	60	11-10-2021
5	Career opportunities in Ed Tech companies	Mr. Abhay Zutshi	60	11-04-2021

6	Building X – Factor for Successful Career’.	Ms. Uvika Sudhran	120	07-11-2020
7	Customer Relationship Management	Mr. Manik Arora	80	14-05-2020
8	Stress Management and Burnout	Ms. Megha Khajuria	120	02-05-2020
9	Team Building	Mr. Mohit Gupta	210	25-04-2020
10	Power of Communication, Motivation and Listening	Ms. Diksha Dogra	200	20-04-2020
11	Interaction on Experiences and professional journey so far	Mr. Shubham	60	19-02-2020

Table 9.2.1: The Alumni Details along with the Activity(s)

Alumni Mentoring Program

The Alumni Mentorship Program was launched six years back in the year 2016 with a vision to provide a platform for alumni to mentor students. The outcome of the program has been very impressive mentees getting either placed in good companies or getting admitted to higher education as per their own interest areas. This could not have been possible without the unending support of our alumni who during their hectic schedules have been relentless in supporting their mentees to come up with triumphs in their respective careers.

In the Alumni Mentorship Program, alumni advise students on academic guidance, career advice and personal development with their vast repository of personal experiences. Interactions with students include virtual chats, on-campus meetings, guest lectures, workshops, and many more.

Involvement in curriculum development

Our alumni play an important role in curriculum development as part of the Board of Studies of the School of Management whose input and feedback are considered when changes and modifications are made to the existing syllabi. Ms. Uvika Sudran, HR Specialist, Nissan alumni from 2007-9 batch is currently serving as Alumni member in the Board of Studies of School of Management.

Assistance in placement/internships

The alumni play a key role in providing placement and internship opportunities for the students. The T&P cell connects with all the alumni during the start of the placement season and internship cycle to explore opportunities through the alumni network. In addition to this the alumni also post jobs and internship opportunities on alma connect portal. The almaconnect portal also populates the list of the jobs from the alumni network for the existing students and other alumni on the portal. The alumni from the MBA department offered more than 23 internship opportunities during this internship cycle for the first-year students.

S.No	Student Name	Roll.No	Company Name	Name of the Alumni	Batch
1	Harish Sharma	2021C1R051	Axis Bank Ltd.	Ms. Palak Mahajan	2018
2	Jasjeet Kour	2021C1R058			
3	Harshna Bhagat	2021C1R007	Extramarks Education Pvt. Ltd.	Mr. Abhay Zutshi	2016
4	Arshi Jain	2021C1R017			
5	Shagun Badyal	2021C1R054			
6	Aditya	2021C1R012			
7	Nihar Jain	2021C1R013	Godrej Group	Mr. Vikas Sharma	2009
8	Nasir Ahmad Bhat	2021C1R016	HDFC Bank Ltd.	Mr. Akshay Gupta	2016
9	Aadhishwar Arora	2021C1R021			
10	Marvie Jan	2021C1R028			
11	Hanika Saini	2021C1R042			
12	Dharvi Gupta	2021C1R024		Mr. Sahil Pratap Singh	2015
13	Muskan Chopra	2021C1R033			
14	Aniket Badyal	2021C1R047			
15	Mohsin Mubarik	2021C1R010			

16	Vishav Anand	2021C1R032	ITC Limited	Mr. Sahil Sharma	2015
17	Rahul Choudhary	2021C1R035			
18	Janvi Gupta	2021C1R061	Reliance Securities	Mr. Prateek Gupta	2012
19	Kunal Sharma	2021C1R004			
20	Akhil Sharma	2021C1R005			
21	Kavisha Regra	2021C1R030			
22	Shivam Tickoo	2021C1R039			
23	Shivam Mahajan	2021C1R052			
24	Rohit Nayer	2021C1R056			

Table 9.2.2 Alumni Providing Internship Opportunities

9.3 Methodology to connect with Alumni and its implementation (15)

The various measures undertaken to connect with alumni are mentioned in the Table 9.3 given below:

Mechanism	Description
Alumni Portal	The MIET alumni virtual community was launched on AlmaShine platform wherein more than 2850 alumni are now a part of this virtual community. It is envisaged that this community shall help foster a deeper and more meaningful engagement with the alumni of the institute. The alumni relations cell engages with the alumni by posting regular content and highlighting the achievement of alumni
Alumni Meets	Alumni Meets are conducted every year to establish a strong bond between the Institute-Alumni-Students. The institution level and department level alumni meet are organized to connect with the alumni.
LinkedIn page	The institution lays a strong emphasis on connecting with the alumni on LinkedIn through the institution's official page. As a best practice the institution ensures that all the students create their LinkedIn profile at the time of induction and connect with the institution page for receiving all the updates.

List of prominent alumni are listed in the table below:

Name of the Alumni	Current Position / Company	Batch	Linked Profile
Ms. Uvika Sudhran	HR Business Leader, CNH India Technology Services	2007-2009	Link
Mr. Rohit Tickoo	Senior Manager, EY	2008-2010	Link
Mr. Gourav Abrol	Director, MV International School	2008-2010	Link
Ms. Surbhi Rajput	Deliver Resource Manager, Microsoft	2008-2010	Link
Mr. Majid Noorani	Vice President, Credit Suisse	2008-2010	Link
Ms. Priya Kohli	Sr. Service Delivery Expert, Accenture	2009-2011	Link
Dr. Vishab Pratap	Asst. Extension officer, Industries and Commerce Department	2010-2012	Link
Mr. Aseem Kohli	Advance Manager, J&K Grameen Bank	2014-2016	Link

Alumni Awards	<p>Excellence in Action awards is another initiative taken up by the Alumni Relations Cell to engage and connect with Alumni. These awards are given based on the self-nomination by the Alumni wherein they highlight their achievements and career progress in their respective domain. 8 Alumni from the MBA department have been given such awards during the last three years.</p> <p>List of alumni who have received the award:</p> <table border="1" data-bbox="570 575 1409 1249"> <thead> <tr> <th>Sr. No</th> <th>Year of Award</th> <th>Name of the Awardee</th> <th>Batch</th> <th>Branch</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2017</td> <td>Mr. Deepak Kohli</td> <td>2008-2010</td> <td>MBA</td> </tr> <tr> <td>2</td> <td>2022</td> <td>Ms. Megha Khajuria</td> <td>2008-2010</td> <td>MBA</td> </tr> <tr> <td>3</td> <td>2022</td> <td>Mr. Rohit Gupta</td> <td>2008-2010</td> <td>MBA</td> </tr> <tr> <td>4</td> <td>2022</td> <td>Mr. Mandeep Kohli</td> <td>2009-2011</td> <td>MBA</td> </tr> <tr> <td>5</td> <td>2022</td> <td>Mr. Aseem Gupta</td> <td>2008-2011</td> <td>MBA</td> </tr> <tr> <td>6</td> <td>2022</td> <td>Mr. Manik Arora</td> <td>2009-2011</td> <td>MBA</td> </tr> <tr> <td>7</td> <td>2022</td> <td>Dr. Vishab Pratap Singh</td> <td>2010-2012</td> <td>MBA</td> </tr> <tr> <td>8</td> <td>2022</td> <td>Ms. Eesha Sharma</td> <td>2008-2020</td> <td>MBA</td> </tr> </tbody> </table>	Sr. No	Year of Award	Name of the Awardee	Batch	Branch	1	2017	Mr. Deepak Kohli	2008-2010	MBA	2	2022	Ms. Megha Khajuria	2008-2010	MBA	3	2022	Mr. Rohit Gupta	2008-2010	MBA	4	2022	Mr. Mandeep Kohli	2009-2011	MBA	5	2022	Mr. Aseem Gupta	2008-2011	MBA	6	2022	Mr. Manik Arora	2009-2011	MBA	7	2022	Dr. Vishab Pratap Singh	2010-2012	MBA	8	2022	Ms. Eesha Sharma	2008-2020	MBA
Sr. No	Year of Award	Name of the Awardee	Batch	Branch																																										
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6	2022	Mr. Manik Arora	2009-2011	MBA																																										
7	2022	Dr. Vishab Pratap Singh	2010-2012	MBA																																										
8	2022	Ms. Eesha Sharma	2008-2020	MBA																																										
Newsletter Dissemination	<p>A yearly Newsletter “Intranet” is published and sent to all the alumni through email, LinkedIn, almaconnect, almashine and social media channels. The newsletter features institution achievements, major outcomes, alumni achievements, and updates on recent developments at MIET.</p>																																													
Alumni Engagement during their visit to Campus	<p>In addition to above initiatives the Alumni Relations Cell at MIET ensures that any alumni visiting the campus for collection of degree, migration certificate or any other document will meet the representative from Alumni Relations Cell for smooth and seamless experience. The team ensures that their details are updated in our central database and relate to MIET on the alumni portal. The team makes sure that these alumni visit their departments and meet with their respective Head of Department.</p>																																													

	<p>The alumni are also extended all kinds of support on the email in case of any urgent requirement.</p> <p>The admin department also ensures that all the student verification required by the employers is done at priority for creating good experience for the alumni.</p>
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Table: 9.3 Mechanism adopted to establish connect with Alumni

CRITERION 10	CONTINUOUS IMPROVEMENT	50
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10.1 Actions taken based on the results of evaluation of each of the POs (5) POs Attainment levels & actions for improvement (20)

The target and attainment level for Program Outcomes during the last three assessment years along with the actions taken are given below in the Table 10.1:

Program Outcome	Target Level	Attainment Level	Action Taken
Assessment Year 2021-22 (Batch 2020-22)			
PO1: Apply Knowledge of management theories and practices to solve business problems.	2.20	2.3	<ul style="list-style-type: none"> ● The institution provided students with complimentary access to Coursera for Campus, Infosys Springboard, and NASSCOM Future Skills Prime platforms, offering a wide array of world-class learning resources. ● Coursera Learning Paths were established, having a well-defined learning trajectory tailored to master in-demand leadership and management skills necessary for thriving in today's dynamic business environment. The Coursera course library encompasses diverse subjects in Business, Technology, and Data Science, all available for students to access online, allowing them to acquire new skills and earn certificates upon completion. ● Curriculum Revised: Conducted a comprehensive review of the curriculum to ensure alignment with the most current management theories and practices. Updated course materials as necessary. ● Implemented Harvard Business Review Course packs: Integrated Harvard Business Review Course packs into relevant courses to provide students with real-world case studies and practical insights.
PO2 Foster Analytical and critical thinking abilities for data-based decision making.	2.10	2.32	<ul style="list-style-type: none"> ● Introduced seven emerging courses, including Advanced Digital Marketing, Corporate Taxation, Behavioral Finance, Human Resource Analytics, Business Intelligence and Applications, Cloud Computing for Managers, and Artificial Intelligence for Business Managers. These courses equipped students with industry-relevant skill sets to enhance their analytical thinking abilities. ● Introduced Financial Engineering as one of the electives under the Finance Specialization, providing students with advanced analytical tools and techniques for data-driven decision making. ● Included training on software packages such as Primavera, Microsoft Project, Hubspot, Salesforce, Zoho, and Microsoft Power BI as part of regular

			coursework, allowing students to gain hands-on experience in data analysis and decision-making tools.
PO3 Ability to develop value-based Leadership Ability	2.05	2.00	<ul style="list-style-type: none"> Invited prominent leaders, CEOs, and founders to deliver guest lectures, sharing their insights and experiences in value-based leadership with students. Increased emphasis was placed on inculcating value-based leadership skills in every course, ensuring that students received continuous exposure to this essential aspect of leadership. Introduced group activities and tasks related to value-based leadership during the two-week induction program to provide students with practical experiences and opportunities for skill development. The Training and Placement cell organized curated value-added courses, workshops, and training sessions aimed at enhancing students' leadership skills with a focus on values and ethics.
PO4 Ability to understand, analyse and communicate global, economic, legal and ethical aspects of business	2.15	2.30	<ul style="list-style-type: none"> Reviewed and updated the curriculum to incorporate a more comprehensive understanding of global, economic, legal, and ethical aspects of business across all relevant courses. Invited guest lecturers and subject matter experts to share insights and practical knowledge with students, offering real-world perspectives on global business, economics, legal matters, and ethics. Integrated a wide range of case studies into coursework, focusing on global business challenges, economic trends, legal dilemmas, and ethical decision-making to provide practical exposure. Introduced cross-disciplinary courses that encouraged students to explore the interconnectedness of global, economic, legal, and ethical dimensions in business. Offered specialized communication courses and workshops to improve students' ability to articulate and present their understanding of global, economic, legal, and ethical aspects of business. Established a feedback mechanism to gather input from students and faculty, ensuring continuous improvement in addressing the global, economic, legal, and ethical dimensions of business education.
PO5 Ability to lead themselves and others in the achievement of goals, contributing effectively to the team environment.	2.20	2.38	<ul style="list-style-type: none"> Conducted leadership workshops and seminars to provide students with the necessary skills and knowledge to lead themselves and others effectively. These workshops covered topics such as leadership styles, team dynamics, and goal setting. Organized team-building activities and exercises within the curriculum to foster collaboration and teamwork. These activities encouraged students to work together to achieve common goals and develop leadership abilities.

			<ul style="list-style-type: none"> ● Group Projects: Emphasized group projects in coursework to give students practical experience in leading and working within teams. These projects allowed students to apply leadership principles in a real-world context. ● Peer Leadership: Encouraged peer leadership opportunities, where students took on leadership roles within student organizations or clubs, enhancing their ability to lead others in a team environment. ● Leadership Retreats: Organized leadership retreats or off-campus events where students could participate in intensive leadership training and team-building exercises. ● Community Service Projects: Encouraged participation in community service projects that required students to lead and collaborate with their peers while contributing to the community.
Assessment Year 2020-21 (Batch 2019-21)			
PO1: Apply Knowledge of management theories and practices to solve business problems.	2.10	2.16	<ul style="list-style-type: none"> ● There was no action required as the attainment level was more than target level. However, based on the feedback received from the students, alumni and employer more emphasis has been given to strengthen the fundamental concepts in the core management courses in the first year through case studies, student presentations and preparing business plans.
PO2 Foster Analytical and critical thinking abilities for data-based decision making	2.10	2.15	<ul style="list-style-type: none"> ● Three new courses including Business Analytics, Professional Development & Training and IT for Business Managers were introduced in the first year to strengthen the mapping with this specific Program Outcome. ● More application-based assignments are being formulated and given. ● Students will be required to carry out data analysis using SPSS as part of the Summer Internship Project. ● MooC courses such as “Marketing Analytics” offered by University of Virginia and “Google Analytics for Beginners” on Coursera were identified for the students to help improve critical thinking skills. ● Design thinking was included in the curriculum to take students through the process of problem solving.
PO3 Ability to develop value-based Leadership Ability	2.10	2.22	<ul style="list-style-type: none"> ● Eminent speakers from industry and academia are invited on a continuous basis to help students develop leadership skills. ● Events like Leadership Conclave and TeDx are being organized on a regular basis to help students learn directly from the people holding leadership positions in their respective organizations. ● I-Survive adventure boot camp introduced as a life-skills program for the students.

PO4 Ability to understand, analyse and communicate global, economic, legal and ethical aspects of business	2.10	2.12	<ul style="list-style-type: none"> Global case studies from Harvard Publishing are included in regular courses to provide diverse perspectives to the students, so that the students may be able to understand, analyze and communicate global, economic, legal, and ethical aspects of business. Courses on Corporate Law, Economics, Taxation etc. are also a part of the curriculum to strengthen understanding of diverse aspects of business.
PO5 Ability to lead themselves and others in the achievement of goals, contributing effectively to the team environment	2.10	2.21	<ul style="list-style-type: none"> To equip students with training on Project Management tools such as Primavera for effective project management Students participate in student festivals, clubs and organize events and activities etc. I-Survive adventure boot camp was introduced as a life-skills program for the students which includes group activities, tasks and adventure activities. Community projects are being introduced for the students allowing them to work in team environments for social good and creating impact.
Assessment Year 2019-20 (Batch 2018-20)			
PO1: Apply Knowledge of management theories and practices to solve business problems.	1.80	2.20	<ul style="list-style-type: none"> Offered a 10-day training program on Digital Literacy offered by Whatsapp in association with the National Skill Development Council. Digital Marketing course introduced in the curriculum to further strengthen the mapping with this PO.
PO2 Foster Analytical and critical thinking abilities for data-based decision making	1.80	2.08	<ul style="list-style-type: none"> Harvard Case Studies to be discussed as part of each course. Students' participation in Business Plan Competitions etc. to be increased.
PO3 Ability to develop value-based Leadership Ability	1.80	1.96	<ul style="list-style-type: none"> More emphasis to be given in each course on inculcating value-based leadership skills among the students. Group activities and tasks in the 2-week induction program to be included.
PO4 Ability to understand, analyse and communicate global, economic, legal and ethical aspects of business	1.80	2.12	<ul style="list-style-type: none"> To introduce new courses and include relevant topics in the existing courses to strengthen the mapping with program outcomes. Recommend value-added courses/MooCs on related aspects to students which provides them insights into the economic, legal and ethical aspects.
PO5 Ability to lead themselves and others in the	1.80	2.19	<ul style="list-style-type: none"> More workshops and value-added programs focused on entrepreneurship will be organized to inculcate the entrepreneur spirit among the students.

achievement of goals, contributing effectively to the team environment			<ul style="list-style-type: none"> • Team activity based immersive experiences to be explored to help students enhance their leadership potential. • Leadership conclave to the organised inviting eminent leaders from diverse sectors.
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Table 10.1: Target and Attainment Level of Program Outcomes

10.2. Academic Audit and actions taken thereof during the period of Assessment (10) (Academic Audit system/process and its implementation in relation to Continuous Improvement)

The institution has championed the use of advanced analytics for performing academic and performance audits. The Performance Insight-360 (PI-360) analytics framework developed by the Centre for Software Development is a major innovation in academia having garnered three national-level awards. The framework performs analytics on a multitude of parameters to derive deep insights into individual and group performance allowing strategic interventions to be devised. This has helped the MIET School of Management consistently raise its performance levels on a year-over-year basis with some significant achievements to its credit. The Central IQAC cell setup under the ambit of NAAC since 2012 along with the leadership team of the institute drives the process of conducting internal audits including academic audits for each department, publishing central reports and following-up to ensure that the recommendations and the resultant action-plan are implemented. Under the process of NBA accreditation, the MBA program has recently setup the Program Assessment and Quality Improvement Committee, comprising senior MIET School of Management faculty to monitor course attainment levels, reviewing the CO-PO mapping, enhancing attainment levels on a YoY-basis and mentoring individual faculty in the processes under OBE. The observations along with the action taken as part of the academic audit during the assessment period are given below in the Table 10.2:

Academic Year	Observations	Action Taken
2022-23	<ul style="list-style-type: none"> • Requirement of subscription of EBSCO Host to access high quality research papers. • To offer advanced courses in specializations during the 3rd and 4th semester 	<ul style="list-style-type: none"> • The institution has subscribed to EBSCO host. • Advanced courses were incorporated into the curriculum of 3rd and 4th semester.

2021-22	<ul style="list-style-type: none"> ● Requirement of a comprehensive Learning Management System. ● Introduction of course on Design Thinking, Entrepreneurship, and Innovation. ● To introduce Flipped Classrooms and Problem Based Learning for enhanced learning experience. 	<ul style="list-style-type: none"> ● A new comprehensive learning management system was implemented. ● Courses on Design Thinking and Entrepreneurship were introduced. ● Faculty members were trained on Flipped Classroom and PBL methodology.
2020-21	<ul style="list-style-type: none"> ● Redesigning of curriculum ● Setting up of Board of Studies ● To introduce Labs as part of the curriculum ● Enhance collaborative learning in online teaching ● More engagement is required by Faculty mentors ● To set up assessments as per the Blooms Taxonomy 	<ul style="list-style-type: none"> ● The Board of Studies for the MBA department was constituted as per the regulations of autonomous institutions published by University Grants Commission. ● The entire curriculum was redesigned to make it industry relevant. ● The faculty were trained on using tablets and online collaborative tools like mentimeter and Nearpod. ● The faculty members were provided with a detailed checklist to improve the implementation of faculty mentor mentee initiative for enhancing student engagement. ● All the faculty members attended the faculty development program on examination reforms by AICTE to understand the outcome-based assessment and evaluation process. ● Faculty members were trained and certified as IUCEE (Indo-US Collaboration for Engineering Education) Online Educator Program for delivering quality instructions during almost 1.5 years of online education during Covid.
2019-20	<ul style="list-style-type: none"> ● To prepare Harvard Course Packs for each course ● Implementation of Outcome Based Education ● To introduce MooCs and Self-Learning Tools 	<ul style="list-style-type: none"> ● All faculty members were trained in OBE and related processes and best-practices. ● All the faculty members were trained in creating their course packs on Harvard Business Publishing Education. The course pack comprised content from Harvard and their published case studies. ● The work on the Outcome Based Education commenced in the academic year 2019-20. The Program Outcomes for the program and Course Outcomes for all the courses were formulated. ● The students were made to undertake MooC Course “Excel Skills for Business Essentials” on Coursera to enhance their excel skills.

Table 10.2: Academic Audit Observations and Action Taken Report

10.3 Improvement in Placement, Higher Studies and Entrepreneurship (10)

Assessment is based on improvement in:

• **Placement: number, quality placement, core industry, pay packages etc.**

The quality of the placements has significantly improved over the last three years in terms of the maximum and median salary packages. The highest salary package has increased from 4.3 LPA in 2018-19 to 10 LPA in 2020-21 and 6.5 LPA & 6 LPA during the last two academic years. In addition to this the median salary package has also shown an upward trend. The recruiter list is strengthened further with the inclusion of brands like ITC, Visvero, Aditya Birla Group, Kotak Mahindra Bank Ltd., Indigo Paints, Reliance Jio, Planetspark, Extramarks and IDFC First Bank. The details of total students placed along with the maximum and median salary package received during the last three academic years is given below in the Table 10.3:

Item	2022-23	2021-22	2020-2021
Total No. of Final Year Placed Students (Number of Total Students)	46 (59)	53 (60)	33 (43)
Maximum Salary Package (In Lakhs per annum)	6.5	6.63	10
Median Salary Package (In Lakhs per annum)	3.5	3.4	3.4

Table 10.3 Details of Placed Students

Higher studies: admissions for pursuing Ph.D. in premier institutions & Entrepreneurs

None of the students opted for higher education and entrepreneurship during the last three years.

10.4. Improvement in the quality of students admitted to the program (10)

MBA program at MIET maintains a balanced gender mix, with an average of 50% female students over the last three years. Additionally, our student composition has seen positive changes, with 34% coming from management backgrounds, 44% from commerce backgrounds, and 7% from engineering backgrounds for the 2022-24 batch. For this batch, the median percentage at the graduation level for admitted students was 72%. During 2020-21 academic year, 80% of our students were admitted based on their graduation scores, while the remaining 20% were admitted based on their CAT/MAT scores. For the 2021-2023 batch, the median percentage at the graduation level for admitted students stood at an impressive 70%. This marked an uptrend compared to the previous two batches, where the median percentages were 66% for the 2020-2022 batch and 64% for the 2019-2021 batch. Notably, the percentage of engineering graduates seeking

admission to our MBA program has shown substantial growth, rising from 4% in 2019-20 to an impressive 20% in 2021-22. This trend reflects the increasing recognition of the value of an MBA education among engineering graduates. In terms of academic achievement, the overall quality of our students has improved, resulting in higher attainment levels and outstanding outcomes in Summer Internships and final placements. It is worth noting that the MBA program at MIET remains the sole surviving MBA program/school in the private sector in Jammu & Kashmir. Our enduring success can be attributed to our unwavering commitment to delivering value and return on investment (RoI) to our students, and we are committed to continuing this tradition of excellence in the years to come.

Annexure-I

NAAC "A" Grade Accredited
Approved by the UGC, AICTE & J&K Govt | Permanently Affiliated to the University of Jammu



**Model Institute of Engineering
& Technology (Autonomous)**
Kot Bhalwal, Jammu



No.: MIET/Adm/2023/1130

Dated: 29th September 2023**DECLARATION**

I undertake that, the institution is well aware about the provisions in the NBA's accreditation manual concerned for this application, rules, regulations, notifications and NBA expert visit guidelines in force as on date and the institute shall fully abide by them. It is submitted that information provided in this Self-Assessment Report is factually correct. I understand and agree that an appropriate disciplinary action against the Institute will be initiated by the NBA in case any false statement/information is observed during pre-visit, visit, post visit and subsequent to grant of accreditation.

Place: Jammu

Date: 29th September 2023


Prof. Ankur Gupta
Kot-Bhalwal
Jammu-191122
Director, MIET

ANNEXURE II - LIST OF FACULTIES IN THE DEPARTMENT (MBA)

Qualification			Year of attaining Higher Qualification	Association with the Institution (Years)	Designation	Date on which designated as Associate Professor / Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated (Y/N) If not Date of Leaving	Nature of Association (Regular/Contract)
Name of the Faculty Member	Degree (Highest degree)	University								Research Paper Publications	Ph.D. Guidance	Faculty Receiving Ph.D during the Assessment		
Prof. Ashok Aima	Ph.D	University of Jammu	1999	1 year 6 months	Professor	3/28/2022	3/28/2022	MBA	Manpower & Regional Planning	-	-	-	Y	Regular
Prof. P. N. Sharma	MMS	University of Osmania	1989	15 years	Professor	1/8/2007	1/8/2007	MBA	General Management	-	-	-	N (24-12-2021)	Regular
Prof. B.C. Sharma	Ph.D	University of Jammu	1987	6 years	Professor	9/14/2017	9/14/2017	MBA	Finance and Quantitative Techniques	-	2	-	Y	Regular
Prof. Sahil Sawhney	Ph.D	Chitkara Punjab	2018	10 years 7 months	Professor	1/5/2023	3/1/2013	MBA	Strategic Management	10	-	-	Y	Regular
Dr. Ankita Nanda	Ph.D	University of Jammu	2013	9 years 2 months	Associate Professor	7/12/2018	8/2/2014	MBA	Psychology and Marketing	10	-	-	Y	Regular
Dr. Parul Sharma	Ph.D	SMVDU, Katra	2014	9 years 6 months	Associate Professor	4/28/2023	4/9/2014	MBA	Human Resource Management	6	-	-	Y	Regular
Dr. Tanu Kathuria	Ph.D	JNU, New Delhi	2013	10 months	Assistant Professor	9/1/2021	9/1/2021	MBA	Economics	1	-	-	N(30-06-2022)	Regular
Dr. Deeksha Singh	Ph.D	University of Jammu	2018	6 years 1 month	Assistant Professor	NA	8/24/2017	MBA	Psychology and Marketing	3	-	-	Y	Regular
Dr. Ranju Katoch	Ph.D	University of Jammu	2015	6 years	Assistant Professor	NA	9/19/2017	MBA	HR &OB	3	-	-	Y	Regular
Dr. Mansi Gupta	Ph.D	University of Jammu	2022	1 year 3 months	Assistant Professor	NA	7/3/2022	MBA	Marketing - Social Media Marketing	1	-	-	Y	Regular
Dr. Navjeet Kaur	Ph.D	University of Jammu	2023	1 year 11 months	Assistant Professor	NA	10/21/2021	MBA	HR & Marketing	1	-	-	Y	Regular

Ms. Minakshi	MBA	Kurukshetra University	2008	1 year 1 month	Assistant Professor	NA	8/16/2022	MBA	Finance and Accounting	-	-	-	N (30-05-2023)	Regular
Mr. Karan Khajuria	MBA	Indian Institute of Information Technology (IIIT), Trichy, Tamil Nadu	2017	5 years 9 months	Assistant Professor	NA	1/8/2018	MBA	AI, NLP, IoT, and Data Analytics	4 Patent	-	-	Y	Regular
Dr. Mustaq Ahmad Khan	Ph.D	MANUU, Central University	2019	10 Months	Assistant Professor	NA	9/15/2021	MBA	Finance	1	-	-	N(04/03/2023)	Regular
Dr. Palavi Bhardwaj	Ph.D	University of Jammu	2017	9 months	Assistant Professor	NA	5/26/2021	MBA	Marketing	-	-	-	N(10/03/2022)	Regular
Dr. Parul Mahajan	Ph.D	University of Jammu	2019	4 yrs 3 months	Assistant Professor	NA	1/18/2016	MBA	HR	4	-	-	N(20/03/2021)	Regular
Dr. Divya Jamwal	Ph.D	SMVDU, Katra	2019	11 months	Assistant Professor	NA	2/5/2020	MBA	Strategic Management	1	-	-	N(07/01/2021)	Regular

Annexure-II: List of faculties in the program



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MINUTES OF THE MEETING OF THE GOVERNING BODY

MEETING No.: 4

DATE: 25th August 2023, Time: 2:30 pm

Dr. Renu Gupta, Chairperson, presided over the meeting, at the Model Institute of Engineering & Technology, Kot Bhalwal, Jammu which was held in hybrid mode. At the outset, the Chairperson extended a warm welcome to all the Governing Body members. The agenda items, accompanied by their descriptions and relevant attachments, were shared with the members on August 17th, 2023, via email. These items were subsequently deliberated upon during the course of the meeting.

Members present in the meeting of the Governing Body:

1.	Dr. Renu Gupta <i>Chairperson, MIER</i>	Chairperson
2.	Prof. Adit Gupta <i>Director, MIER</i>	Member
3.	Prof. Yasmeen Ashai <i>Director, Colleges, Higher Education Department J&K Government.</i>	Member (Nominee from State Government)
4.	Prof. Ashok Aima <i>Ex. Vice Chancellor, Central University of Jammu</i>	Member (Prominent Educationist)
5.	Prof. Savita Dixit <i>Professor and HoD, Department of Chemistry, MANIT, Bhopal</i>	Member (Nominee from UGC)
6.	Prof. Arvind Jasrotia <i>Dean, Faculty of Law and Registrar, University of Jammu</i>	Member (Nominee from University)
7.	Mrs. Ruchika Gupta <i>Joint Director, MIER</i>	Member
8.	Prof. S.K Sharma <i>Professor, ECE, MIET</i>	Member
9.	Prof. G.S. Sambyal <i>Professor, MCA, MIET</i>	Member
10.	Prof. Ankur Gupta <i>Director, MIET</i>	Ex- Officio Member

Note: Mr. Kuldeep Khoda, Former DG of J&K Police and Former Chief Vigilance Officer, could not attend the meeting due to prior commitments.



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1. To approve the minutes of the 3rd meeting of the Governing Body held on 6th August 2022.

Resolved that the minutes of the meeting of the Governing Body held on 6th August 2022, be confirmed.

2. To consider the action taken report on the decisions taken during the 3rd meeting of the Governing Body held on 6th August 2022.

Resolved that the Action Taken Report on the resolutions of the meeting of the Governing Body held on 6th August 2022 be approved.

3. To consider the report on the following approvals made by the academic council during its 4th meeting held on 10th March 2023:

- I. Syllabi formulated by the various Boards of Studies for the following programs:
 - a) CSE (2020-24 batch and beyond for 5th and 6th semesters) and CSE (AI & ML) (2022-26 batch and beyond for 1st and 2nd semesters).
 - b) ECE & EE (2020-24 batch and beyond for 5th and 6th semesters).
 - c) CE Department (2020-24 batch and beyond for 5th and 6th semesters).
 - d) BBA LLB Hons (2022-27 batch and beyond for 1st and 2nd semesters).
 - e) School of Management:
 - MBA Program (2020-22 batch and beyond for 4th semesters).
 - BBA Hons. & B. Com Hons. - 3-year Degree (2021-24 batch for 3rd and 4th semesters).
 - BBA Hons. & B. Com Hons. - 4-year Degree (2022-26 batch and beyond for 1st and 2nd semesters).

The members were apprised of the curriculum and specializations for various programs, as recommended by the respective Board of Studies and approved by the Academic Council. The members appreciated the various initiatives taken for curriculum enrichment and the efforts of the respective Boards of Studies in curriculum formulation.

- II. Start of the following programs from the academic session 2023-24:
 - a) B.E CSE Cyber Security Program with an intake of 60 seats.
 - b) LLB (Hons.) with an intake of 120 seats.
 - c) BBA (BFSI) with an intake of 60 seats.
 - d) BCA (Hons.) with an intake of 120 seats.

The members were apprised on the start of new programs, B.E CSE (Cyber Security), LLB (Hons.), BBA (BFSI) and BCA (Hons.) from the academic session 2023-24. The members conveyed their appreciation to the Academic



Council for its selection of new courses aligned with emerging domains and industry demands.

- III. Reduction of intake in the following programs from academic session 2023-24:
- B.E CE from 120 seats to 60 seats.
 - B.E EE from 60 seats to 30 seats.
 - B.E ECE from 60 seats to 30 seats.
 - MBA from 120 seats to 60 seats.

The members endorsed the Academic Council's decision to reduce the intake of seats in B.E CE, B.E EE, B.E ECE, and MBA programs starting from the academic session 2023-24. This decision aims to enhance the student enrollment percentage to meet program-level accreditation prerequisites.

- IV. To report on the statutes of the following programs:
- 5-Year BBA LLB (Hons.).
 - 4-Year undergraduate programs as per the New Education Policy.

During the meeting, the draft regulations/statutes for the 5-Year BBA LLB (Hons.) program and the 4-year undergraduate program as approved by the Academic Council were reviewed. It was noted that the statutes have been prepared with adherence to the guidelines of the New Education Policy, which emphasizes an interdisciplinary approach to learning, while ensuring academic flexibility for the students.

- V. Admissions made at MIET during the 2022-23 academic session.

The members endorsed the admissions made at MIET during the academic year 2022-2023 across all programs, as detailed in the circulated agenda. The members commended the notable 20% rise in overall admissions in comparison to the previous year.

4. To consider the report on the start of the PhD program at MIET.

A detailed report was presented before the members about the start of the PhD program at MIET. The members recommended that the institution follow up on this matter with the University of Jammu in accordance with the guidelines for autonomous institutions.

5. To accord approval to the following recommendations made during the 3rd meeting of the finance committee held on 07th July 2023:
- Budget utilization for the FY 2022-23.



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II. Projected budget for the FY 2023-24.

Resolved that the recommendations of the Finance Committee held on 07th July 2023 be approved.

- III. Proposed fee structure for the following new programs to be introduced from academic session 2023-24:
- PhD (CSE)
 - B.E CSE Cyber Security
 - LLB (Hons.)
 - BBA (BFSI)
 - BCA (Hons.)

The Governing Body approved the fee structure for the new programs to be introduced from academic session 2023-24 as per the recommendation of the Finance Committee.

6. To accord approval to the recent appointments recommended by the Selection Committees.

The committee members approved the appointments of 48 faculty members as recommended by various selection committees, including 1 Professor and 1 Associate Professor in School of Management and 46 Assistant Professors in School of Management, Computer Science & Engineering Department and Civil Engineering Department.

7. To sanction faculty positions at MIET as per UGC/AICTE norms.

Resolved that the faculty positions at MIET for new programs including B.E CSE (AI & ML), B.E CSE (Cyber Security), BCA (Hons.), BBA BFSI (Hons.), BBA LLB (Hons.) and LLB (Hons.) as per UGC/AICTE/BCI norms, be approved, keeping in view the future requirements of specific programs.

8. To consider and ratify the recommendation of the selection committee constituted for elevation of Prof. Ankur Gupta to Senior Professor in the Computer Science & Engineering Department.

Since, this item was pertaining to Prof. Ankur Gupta, he left the meeting during the presentation of this item. Prof. S.K Sharma, member Governing Body therefore presented the item.

The duly constituted selection committee had convened on 08th August, 2023 for an online interaction with Prof. Ankur Gupta and submitted their recommendation in a sealed envelope which was opened during the meeting of the



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Governing Body by Prof. S.K Sharma, member. The Governing Body members were informed that the duly constituted selection committee had unanimously recommended the promotion of Prof. Ankur Gupta as Senior Professor in the department of Computer Science and Engineering at MIET.

The Governing Body members resolved to approve the elevation of Prof. Ankur Gupta as Senior Professor in the Department of Computer Science & Engineering, as recommended by the Selection Committee.

The Governing Body members further acknowledged that Prof. Ankur Gupta has showcased outstanding academic proficiency as a Professor since 2011 in addition to efficiently managing administrative responsibilities as the institution's Director since 2016. The Governing Body conveyed its congratulations and best wishes to Prof. Ankur Gupta and he was invited to join the meeting and continue the proceedings.

9. To ratify the appointment of Prof. Sunita Zalpuri as Professor in the MIET School of Law.

The Governing Body was apprised of Prof. Sunita Zalpuri's past employment at the JK Institute of Management and Public Administration, where she had superannuated in the Professor grade after serving with distinction for over 2 decades.

The Governing Body unanimously endorsed the appointment of Prof. Sunita Zalpuri as Professor in the MIET School of Law.

10. To report on the following initiatives:

- I. Examinations

- Conduct of examinations and declaration of results for all programs at MIET during academic year 2022-23.

The members appreciated the efforts of the Controller of Examination wing at MIET for smooth conduct of examinations and declaration of results in a timely manner.

- II. Recruitment

- Staff recruitment and discontinuation since the last meeting of the Governing Body.

The members were informed about the staff recruitment and discontinuations across all departments at MIET since the previous Governing Body meeting.



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III. Accreditation/ Rankings

- Successful Submission of NAAC-AQAR for academic year 2021-22.
- Submission of institutional data on AISHE Portal.
- NIRF ranking in the Engineering, Management and Overall Category.
- Update on the status of NBA accreditation for MBA program.
- Dataquest, Outlook and B-School Ranking.

The committee members were briefed on the current status of the AQAR, NIRF, AISHE, and NBA evaluations for the MBA department. Additionally, the members were informed about the institution's recent rankings provided by esteemed publications like Business Today, India Today, and Dataquest. The Governing Body members acknowledged and commended the institution's achievements in terms of accreditation efforts, rankings, and successful adherence to compliance standards set by different accreditation bodies.

IV. Teaching and Learning

- Launch of Coursera for Campus program at MIET for hybrid learning.
- Training program under IUCEE (Indo-US Collaboration for Engineering Education) for International Educator Certification Program.

The members were briefed on the implementation of Coursera for Campus, which was made available to all students and faculty members at MIET for facilitating hybrid learning. It was reported that over the span of one year, students had spent a total of 21,650 hours on the platform pursuing different courses, industry certifications and guided projects.

Furthermore, it was shared that the institution is supporting 30 faculty members in participating in the IUCEE International Education Certification Program, which shall help improve the quality of teaching-learning at MIET.

V. Research Development and Innovation

- Research and Development activities/initiatives during 2022-23.
- Distribution of Research Awards and Seed Grants.

During the meeting, the members were updated on the research and development initiatives including research publications, patents, seed grants, research awards and planning of the 2nd international conference on Next Generation Computing at MIET. The members appreciated the progress made in the research and development at MIET since the grant of Autonomous status.



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VI. Students Activities

- Start of Director's Merit List initiative.

The members were apprised about the Director's Merit List initiative to felicitate students who have produced outstanding results in the semester examinations. A total of 44 students, representing various undergraduate (UG) and postgraduate (PG) programs, such as B.E., BBA, B.Com, MBA, and MCA, received this prestigious award. The committee members expressed their appreciation for this commendable initiative.

- Disbursement of Merit-based Scholarships worth Rs 14 lakhs to 110 students admitted during the 2022-23 session at MIET under different programs.

The committee members were briefed on the distribution of merit-based scholarships to students enrolled during the 2022-23 session at MIET. These scholarships were granted across various programs, based on the students' performance in their qualifying exams. Notably, an amount totalling Rs. 14,00,000 (Fourteen Lakh only) was allocated as scholarships to benefit 110 students across all programs. The committee members expressed their commendation for this initiative.

- Placements of students during the academic session 2022-23.

A detailed report was presented before the members of the committee on the placement of the students during the academic session 2022-23. The members appreciated the continuous efforts of the T&P cell in creating placement opportunities for the students.

- I-Survive Boot Camp.

It was conveyed that a 2-day "I-Survive" camp was organized at Patnitop, with over 1500 students participating across all departments. This comprehensive program comprises 4-levels of certification, involving adventure activities ranging from beginner to advanced levels spread over the course of 4 years. Notably, the program is seamlessly integrated into the curriculum and is mandatory for all students. The members expressed their appreciation for this innovative program and commended the leadership team for its implementation.

- Winning 1st prize at the Grand Finale of Smart India Hackathon 2022 held at Coimbatore and Hubli.

It was informed that among the 6 teams that participated in the Smart India Hackathon (SIH), two teams successfully advanced to the final round



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of SIH conducted at Hubli and Coimbatore. These teams secured the 1st prize in their respective categories and were also awarded a cash prize of 1 lakh each. The members conveyed their appreciation for the national-level recognition earned by these student teams.

VII. Action taken report on the feedback gathered from students, faculty and employers.

The members were informed about the significant steps taken in response to feedback from students, faculty, alumni, and employers. The members appreciated the fact that the institution has placed a greater emphasis on enhancing infrastructure, refining teaching and learning methods, strengthening training and placement efforts, and advancing curriculum development, based on inputs from different stakeholders.

VIII. Other Institutional Activities.

The committee members were presented with a comprehensive overview of MIET's recent events and activities, encompassing the Startup Event SEED Season 1, 3rd Edition of TEDx, Mitsubishi EduMeet, Alumni Meet, Sammilan Student Fest and the formal inauguration of the Alumni Association. The members expressed appreciation for the quality of events hosted by MIET.

11. To consider the report on the setting up of the MIET IT Park and Academic Blocks at MIET Campus.

The members were briefed about the proposal to establish the MIET IT Park and Academic Blocks at the MIET Campus, aimed at supporting the emerging IT industry in J&K, besides catering to the academic needs of the expanding CSE program. It was also resolved to apply under the J&K Industrial Promotion Policy for potential reimbursement of capital expenditure in setting up the IT Park. The members appreciated the proposed initiative as it will help in enhancing the prestige of the institution and be a major contribution to the region in times to come.

The meeting concluded with a vote of thanks to the chair.

Prof. Ankur Gupta
Director, MIET

Dr. Renu Gupta
Chairperson



MINUTES OF THE MEETING OF THE GOVERNING BODY

MEETING No.: 3

DATE: 06th August 2022, Time: 2:30 pm

The meeting was chaired by Dr. Renu Gupta, Chairperson and was held at Model Institute of Engineering & Technology, Kot Bhalwal, Jammu, whereas a few members of the Governing body attended the meeting through online mode (G-Meet). At the outset Dr. Gupta welcomed all the members of the Governing Body, the agenda items along with their narration and relevant annexures were circulated to the members on 25th July 2022 over email and were subsequently transacted.

Members present in the meeting of the Governing Body:

1.	Dr. Renu Gupta <i>Chairperson, MIER</i>	Chairperson
2.	Mr. Kuldeep Khoda <i>Former DG, J&K Police & Former Chief Vigilance Officer</i>	Member
3.	Prof. Adit Gupta <i>Director, MIER</i>	Member
4.	Prof. Ashok Aima <i>Ex. Vice Chancellor, Central University of Jammu</i>	Member (Prominent Educationist)
5.	Prof. Savita Dixit <i>Professor and HoD, Department of Chemistry, MANIT, Bhopal</i>	Member (Nominee from UGC)
6.	Prof. Arvind Jasrotia <i>Dean, Faculty of Law and Registrar, University of Jammu</i>	Member (Nominee from University)
7.	Mrs. Ruchika Gupta <i>Joint Director, MIER</i>	Member
8.	Prof. S.K Sharma <i>Professor, ECE, MIET</i>	Member
9.	Prof. G.S. Sambyal <i>Professor, MCA, MIET</i>	Member
10.	Prof. Ankur Gupta <i>Director, MIET</i>	Ex- Officio Member

NOTE: The nominee of the J&K Government could not attend the meeting due to some other commitments.



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1. To approve the minutes of the 2nd Governing Body meeting held on 16th June 2021.

Resolved that the minutes of the meeting of the Governing Body held on 16th June 2021, be confirmed.

2. To consider the action taken report on the decisions taken during the 2nd meeting of the Governing Body held on 16th June 2021.

Resolved that the Action Taken Report on the resolutions of the meeting of the Governing Body held on 16th June 2021 be recorded. The members asked the Director, MIET to follow up with the University of Jammu to devise a viable mechanism to start the PhD programs in specific disciplines at MIET.

3. To report on the start of following programs as approved by the academic council during its 3rd meeting held on 7th January 2022:
 - I. Five-year BBA LLB (Hons.) program at MIET with an intake of 120 seats from the academic session 2022-23 as endorsed by the Academic Council.
 - II. B.E CSE (Artificial Intelligence and Machine Learning) from the academic session 2022-23 with intake of 60 seats.
 - III. BSc. (Hons.) Physics and BSc. (Hons.) Chemistry with an intake of 60 seats each from the academic session 2022-23.
 - IV. Increase in intake of MBA from 60 to 120 seats from academic session 2022-23.

Director, MIET apprised the august members regarding the approvals received from:

- a. **The Bar Council of India for start of the Five-year BBA LLB (Hons.) with an intake of 60 seats against an applied intake of 120 seats**
- b. **The AICTE for the start of B.E CSE (Artificial Intelligence and Machine Learning) with an intake of 60 seats increase in intake of MBA from 60 seats to 120 seats**

It was further apprised that the start of the BSc. (Hons.) Physics and BSc. (Hons.) Chemistry programs were put on hold as the program structure needed to be redrafted as per the New Education Policy and the University of Jammu framework, for which additional time was required.

The members resolved to approve the start of the new programs, BBA LLB (Hons.), B.E CSE (AI & ML) and increase in intake in MBA.

4. To consider the report on the following approvals by the academic council during its 3rd meeting held on 7th January 2022:



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- I. Syllabi formulated for 1st and 2nd semesters of BBA (Hons.) and B.Com (Hons.) as recommended by the BoS of the School of Management.

The members were apprised of the curriculum of both the programs as recommended by the Board of Studies of the School of Management and approved by the Academic Council. The members appreciated the curriculum including the provision for specializations in BFSI, IT Analytics and Digital Marketing for the batch 2021-24 onwards, besides introduction of skill-oriented laboratories, community projects, placement preparation etc.

- II. Syllabi formulated for 1st and 2nd semesters of the BA (Hons.) Economics as recommended for the BoS of the School of Management.

The members were apprised of the curriculum of BA (Hons.) Economics as recommended by the Board of Studies of the School of Management and approved by the Academic Council for the first two semesters of the 2022-26 batch. It was informed that the curriculum needs to be redrafted as per recommendations of the New Education Policy and the new framework promulgated by the University of Jammu for which the groundwork has been initiated.

- III. Admissions made at MIET during 2021-22 academic session across all programs.

Resolved that the report on the admissions made at MIET during 2021-2022 in all the programs (as circulated with the agenda), be approved. The members appreciated the gradual increase in overall admissions since the grant of Autonomous status to the institution.

- IV. Organizing graduation day for graduating students at MIET.

The members were apprised about organising Convocation/Graduation Day for the students admitted during 2020-21 onwards at MIET. The committee recognised it as a very important activity which must be held at MIET to build deeper engagement with the students.

- V. Introduction of prizes and medals for students to recognize their academic achievements at MIET.

The members unanimously approved the initiative to award cash prizes and medals of excellence to the batch toppers in respective programs.



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5. To accord approval to the following recommendations made during the 2nd meeting of the finance committee held on 21st April 2022:

- I. Budget utilization for the FY 2021-22.
- II. Projected budget for the financial year 2022-23.
- III. Proposed fee structure for existing programs for the academic year 2022-23.

Proposed fee structure for the following two new programs to be introduced from academic session 2022-23:

- I. B.A (Hons.) Economics.
- II. BBA LLB (Hons.)

Resolved that the recommendations of the Finance Committee held on 21st April 2022 be approved. The following annual fee structure for various programs at MIET for students getting admission during 2022-23 was approved:

Program	Existing Fee Structure (In Rs. per annum)				Proposed Fee Structure (In Rs. per annum) for students getting admission during 2022-23			
	Tuition Fee	Examination & Registration Fee (to be paid at the start of each semester)	Hon./Minor Degree/Specialization Fee (In Rs. Per Annum)	Total Fee	Tuition Fee	Examination & Registration Fee (to be paid at the start of each semester)	Hon./Minor Degree/Specialization Fee (In Rs. Per Annum)	Total Fee
B.E	72400	4700	11,000	88100	75000	5850	11000	91850
MBA	75400	3500	NA	78900	82000	5850	NA	87850
BBA (Hons.)	55000	3500	NA	58500	60000	5850	NA	65850
B.Com (Hons.)	55000	3500	NA	58500	60000	5850	NA	65850
MCA	55000	3500	NA	58500	60000	5850	NA	65850
M.Tech	Unchanged-Same as that of last year Tuition Fee -82000 Examination Fee-3500							



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The Governing Body has also approved the following fee structure for the two new programs at MIET from the academic year 2022-23:

- **B.A (Hons.) Economics**
- **BBA LLB (Hons.)**

S.No	Program	Fee Structure (in Rs. per annum)
1.	BA (Hons.) Economics	Tuition Fee: 60,000 Exam & Registration:5,850 Total: 65,850/-
2	BBA LLB (Hons.)	Tuition Fee:70,000 Exam & Registration:5,850 Total: 75,850/-

The members unanimously resolved that an yearly increase of 5% in fees for all programs be affected for students admitted during the 2022-2023 session and beyond, to factor in the increased inflation.

6. To consider the report on the measures taken to implement the 4-year UG courses under new directives from UGC.

A detailed report was presented before the committee members on the measures taken to implement the 4-year UG courses under new directives from UGC and the broad academic framework promulgated by the University of Jammu. The new curriculum shall be put in place before the start of the academic session 2022-2023 which is expected to be during end October, 2022.

7. To report on the following initiatives:

I. Examinations

Conduct of online examinations and declaration of results for all programs at MIET during 2021-22.

A detailed report on the conduct of final examinations was presented before the esteemed members along with the declaration of the results for different final examinations conducted for the even semesters was presented before the committee members. It was also brought to the notice of the esteemed members that the students and parents have expressed their deep satisfaction upon timely declaration of the results. The members appreciated the efforts of the Controller of Examination wing at MIET for meeting and exceeding stakeholders' expectations.



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II. Recruitment

Staff recruitment and discontinuations since the last meeting of the Governing Body.

The members were apprised about the staff members who left and joined MIET across all departments since the last meeting of the Governing Body (details were circulated with the agenda).

III. Approvals and Accreditation:

- Extended approval accorded to MIET by All India Council for Technical Education and National Assessment and Accreditation Council.
- Submission of compliance report to the National Board of Accreditation for the re-accreditation of the CSE program.
- Submission of pre-qualifier and Self-Assessment report for the MBA Department as part of the NBA accreditation.
- Submission of Annual Quality Assurance Report for the academic session 2020-21 as part of the NAAC accreditation.

The committee members were apprised about the recent developments including:

- a. extended approvals from AICTE to all programs of MIET till 2030.**
- b. NBA Compliance Report for CSE Department was submitted and inspection conducted.**
- c. Pre-qualifier & SAR for MBA Department was submitted to the NBA.**
- d. NAAC - AQAR for the academic session 2020-21 was successfully submitted.**

The Governing Body members appreciated the outcomes attained by the institution with respect to extended approvals, accreditation initiatives and meeting compliance norms for various accreditation bodies.

IV. Teaching and Learning:

- Formulation of Technology Enabled Learning (TEL) policy at MIET.

The members were informed that MIET had framed the draft TEL policy as an outcome of the institution-wide workshop on TEL under the Commonwealth of Learning, UK/Canada, and was approved by the Academic Council. Under this initiative capacities shall be developed in online and hybrid teaching-learning.

- Setting up of the Teaching-Learning Center (TLC) at MIET.

A detailed plan was presented to the members for setting up the Teaching-Learning Centre (TLC) at MIET under the auspices of the Indo-US



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Collaboration for Engineering Education (IUCEE). Prof. Veena Kumar, University of Maryland, USA shall serve as the Honorary Director of the Center. It was informed that the TLC at MIET will focus on improving quality of teaching through training, sharing of best-practices and creation of learning content. The members appreciated the initiative.

- Launch of the online Nebula Cloud laboratories for MIET students.

The members were apprised about the launch of the online Nebula Cloud laboratories for MIET students providing 24x7 access to computing facilities. The members appreciated this major value-addition for the students.

V. Research Development and Innovation:

- Selection of MIET by the Higher Education Department (HED), JK UT to implement the in-house developed Quality Analytics framework, Performance Insight 360 in the 11 government colleges.

The members placed on record their appreciation on the Selection of MIET by the Higher Education Department (HED), JK UT to implement the in-house developed Quality Analytics framework, Performance Insight 360 across 11 Govt. colleges in the Jammu region.

- Institution's performance in the Institution Innovation Council and Atal Ranking for Institution Innovation and Achievement Ranking during 2021-22 academic session.

The members congratulated the institution for its recent achievements in the Institution Innovation Council and Atal Ranking for Institution Innovation and Achievement Ranking during 2021-22.

- Update on research publications during 2021-22.

The members were apprised about the updates on research publications at MIET since the last meeting of the Governing Body. A total of 69 research papers were published in International Journals (31 SCI indexed and 36 in Scopus indexed), 16 papers in International Conferences and 11 patents were filed during the year 2021-22. The committee members appreciated the progress made in the field of research.



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- Receipt of various grants.

The members placed on record their appreciation on receiving grants worth Rs 13.5 Lakh from All India Council of Technical Education and Ministry of Education during the last one year by the college.

VI. Students Activities at MIET

- Merit-based scholarships provided to students admitted during 2021-22 session at MIET under different programs

The members were apprised about the merit-based scholarships provided to the students admitted during 2021-22 session at MIET under different programs, based on their performance in the qualifying examinations. It was informed that a sum of Rs. 6,45,000 (Six Lakh and Forty-Five Thousand only) was disbursed as scholarships to 82 students across all the programs. The committee members appreciated the initiative.

- Placements of students during the academic session 2021-22.

A detailed report was presented before the members of the committee on the placement of the students during the academic session 2021-22. The members appreciated the continuous efforts of the T&P cell in creating placement opportunities for the students.

- Student fest “Sammilan” and I-Survive Adventure Camp.

The members were apprised about the student centric activities focussed on the overall development of the students; the members appreciated the various initiatives undertaken by the college.

The meeting concluded with a vote of thanks to the chair.

Prof. Ankur Gupta
Director, MIET

Dr. Renu Gupta
Chairperson